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PAGE 6-7 Project Watch: Focus on two of Tzedek's most long-standing partner organisations, Ebukya Women's Cooperative in Uganda, and Crusade in Tamil Nadu, India



PAGE 8 Tzedek's founder Steve Miller and Chief Rabbi Lord Sacks pay tribute to Clive Lawton, who recently stepped down as Tzedek's chair after 15 years

PAGE 10-11 Tzedek reviews the main successes and challenges of the past year, and sets targets for the coming year



AREVUT RESPONSIBILITY

NEWS FROM TZEDEK

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Tzedek
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Tzedek celebrates 20th anniversary

Twenty years ago this autumn, a small group of activists organised a family education event in London that marked the official launch of Tzedek. In this special twentieth anniversary issue of *Arevut*, we highlight some of our major achievements from the past twenty years, as well as reporting in greater detail on more recent developments.

Tzedek officially came into existence in 1990, but its actual roots date back to Band Aid and Live Aid in 1984 and 1985. Those events inspired millions of people across the globe and the UK Jewish community was no exception, with an unexpectedly high response to related fundraising appeals in the Jewish press.

Following those events, several people within the community started to consider the possibility of a Jewish agency to tackle global poverty. In the spring of 1990, a small group of activists led by Steve Miller proposed a series of open seminars on global issues to be held under the name Tzedek. Those seminars attracted new audiences and set the tone for the organisation – one that would be rooted in Jewish values and would seriously engage with the reality of development work and all its complexities. In the autumn of 1990, Tzedek was formally launched with a public event for families and children to coincide with the United Nations World Summit for Children.

Today, Tzedek has advanced significantly

from where it was in those early days and has experienced a period of particularly impressive growth since it recruited a staff team and was awarded major grants by the Pears Foundation and the Department for International Development (DFID) in 2007.

Notwithstanding our flagship summer volunteer programme that runs each year in Ghana and India, and our education programme that has developed significantly as a result of the DFID funding, the giving of funds to small-scale, self-help, sustainable development projects in some of the world's poorest countries remains at the very core of everything we do. To date, we have given more than £400,000 to overseas projects and as we continue our trajectory of growth, this number is quickly increasing. Assessing every application to ensure funds are given to those most in need, in a way that is sustainable and effective, is of the greatest importance to Tzedek's overseas projects team.

In the last issue of *Arevut*, published at Pesach, we reported new grants to a record seven projects in Africa and India. In May, Tzedek's executive board approved a further eight grants. That means Tzedek is now supporting a record 20 overseas projects concurrently. The list of new projects in the box adjoining this article shows exactly how a relatively small amount of money can make a tangible and sustainable difference to those most in need.

We hope you enjoy this special issue of *Arevut*, and are impressed by the breadth and depth of Tzedek's activities today. From all of Tzedek's staff, trustees and volunteers, we wish you a happy and sweet new year.

Tzedek's eight new projects

- 1 Bureau of Rural Economical and Agricultural Development, Bihar, eastern India, £19,482.** Tzedek has funded vocational training for 120 young people over the past two years, and will now fund vocational training for a further 440 young people in the urban area of Patna, in trades such as embroidery, beauty treatment and motor engineering.
- 2 Facts in Action, Kiambiu village, Nairobi, Kenya, £2,900.** Tzedek will fund the training of HIV-positive women in mushroom production, providing start-up grants of £17 to enable each participant to set up a dark room to grow their own mushrooms.
- 3 Literates Welfare Association, Tamil Nadu, south-east India, £4,500.** Tzedek will fund a vocational training project for 85 disabled women in tailoring, candle making and tote bag making, and 75 women will also be enrolled in self-help groups.
- 4 Care Voluntary Organisation, Andhra Pradesh, south-east India, £5,814.** Tzedek will donate 45 buffaloes to self-help groups in the region to provide income through milk production.
- 5 Association for Welfare Activities for Rural Development, Andhra Pradesh, south-east India, £3,000.** Tzedek will fund vocational training and self-help groups for women in tailoring, embroidery and associated business skills.
- 6 Help Self-Help Centre, Naro Moru, central Kenya, £3,525.** Tzedek will support the furnishing of an internet café and the training of illiterate farmers to source market information to better price their crops.
- 7 Nfasimdi Development Association, Tamale, northern Ghana, £7,050.** Tzedek will provide low-interest micro-finance loans to women in two large self-help groups, as well as financial management training.
- 8 St Paul's Children's Project, Zambia, £1,019.** Tzedek will fund vocational training in micro-enterprise management and tailoring for 25 women, providing start-up grants upon completion of the course.

20 years of Tikkun Olam Tzedek's contribution in numbers

- **48** grass-roots projects supported in total (20 in Africa; 28 in the Indian subcontinent)
- **8000** direct beneficiaries
- **£410,989** given to overseas projects since 1990
- **22** Jewish primary schools, **11** Jewish youth movements, **19** chedarim, and **5** Jewish secondary schools impacted by our education programme since 2007
- **190** young people have volunteered overseas on the summer volunteer scheme since its inception in 1995

Tzedek quiz & bike ride raise £7.25k



On Sunday June 13, Tzedek held its second annual quiz evening at Lock 17 in Camden Town, north London. The night proved bigger and better than last year, raising just over £1000 for Tzedek's partner project in Bihar, eastern India. The winning team, Eve's Dumplings, won a shiny trophy and a case of wine.



On Sunday July 4, 25 volunteers gathered in Victoria Park in east London to embark on the annual London to Southend environmental bike ride, organised by Tzedek and the Jewish Community Centre (JCC) for London. The cyclists all completed the 50-mile journey, collectively raising more than £6,250 for Tzedek and the JCC.

Tzedek AGM recognises volunteer commitment

More than forty Tzedek activists attended the 2010 annual general meeting (AGM), held on Sunday July 18 at Hampstead Town Hall in North London. This year's event included a range of activities, from formal Tzedek business to streamed discussions and an inspiring keynote address



Hamayoon Sultan, of Islamic Relief, in conversation with (from left) Dan Berelowitz, Paul Bernstein and Clive Lawton

Marking Tzedek's twentieth anniversary, chair of trustees Steve Miller paid tribute to a number of key volunteers for their invaluable contributions to Tzedek over the past twenty years. The late Rabbi Mickey Rosen and Rabbi Tony Bayfield were the first two trustees, without whom Tzedek would never have come into existence. Marilyn Fraser and Neville Sassienie organised the first fundraising group, raising thousands of pounds for Tzedek.

As the first staff member, Steve Derby worked with Tzedek for more than ten years and helped turn it into a professional organisation. Deborah Syme was instrumental in setting up a school in Harare and was later an active fundraiser and member of the overseas projects team (OPT). Katie Schenk, who recently stepped down as a trustee, chaired the OPT for several years having originally volunteered in Zimbabwe. And Baruch Solomon is an example of a dedicated Tzedek volunteer, who has been a vital, conscientious member of the OPT for seven years.

A special tribute and presentation was also made to Clive Lawton who recently stepped down as chair of Tzedek's trustees after 15 years of dedicated service – see page 8.

The formal part of the AGM included the re-election of Peter Scholl onto Tzedek's executive board, and a summary of the year's accounts by treasurer Ian Rosmarin, who highlighted how Tzedek's income has grown from £78,000 to £360,000 over the past three years. Clive Lawton remarked on the difficulty of using money wisely and praised the efficiency and success of the current OPT, led by Will Schreiber.

This year's keynote address was given by Hamayoon Sultan, development education coordinator at Islamic Relief. Both Tzedek and Islamic Relief serve a similar role of fundraising and educating within a faith community, and it was striking that Mr Sultan's opening quote came from the Koran, but is also found in the Talmud, Sanhedrin 37a: "He who saves a single life saves the entire world".

Tzedek through time

1990 'Questioning Development' summer seminars focus on the rationale for creating a new organisation

1990 Public launch of Tzedek in September with 'Song for the World's Children', a family education day in North London, to coincide with the United Nations World Summit for Children

1991 The first long term development projects are supported in Swaziland and Tamil Nadu, India

Future Perfect: Learning through theatre

Education director **Libby Burkeman** reports on Future Perfect, Tzedek's innovative new theatre project that enables young Jewish people to learn about development and sustainability through drama

The Jewish Global Citizenship Project (JGCP), Tzedek's flagship education programme, has been exploring new opportunities over the past year. The *Lomdim B'yachad* school twinning project and the vast array of educational resources we have developed are still in full use, but Tzedek has also been breaking new educational ground by using interactive theatre to educate about sustainable development.

'Future Perfect' is a 75-minute interactive play commissioned by Tzedek through a theatre company and designed to be performed in schools. Through built-in games and activities, this piece of drama really allows the young people watching the play to interact with the characters and explore the dilemmas they are going through. That includes how our own actions affect the rest of the world, how this message is present in the Torah, and how the young people can make a difference themselves.

Future Perfect has so far been performed at Immanuel College in Bushey, Hertfordshire and King Solomon High School in Ilford, Essex. After watching the play, one student

said: "You have to give something back to the global community, and not just take away. If we all do something small, we can make a big difference."

Other responses to the play have been similarly positive, but also varied, with the young people all taking away something different. Some committed to start recycling their waste, while others committed to do more for charitable causes. It was clear that in many different ways, the play had a positive effect on the young people and the actions they intended to take.

The other part of the project has been to train youth movements and Tzedek volunteers to run the Future Perfect play and train others to do it too. In preparation for their summer camps this year, several youth movements came together in July to watch the play performed by a professional theatre company, and interact with the content as their own members would eventually do. The youth leaders were then tested themselves when they had to get up and perform the play in front of each other, but everyone entered into the spirit, with the appearance of some fine acting talent.

Over the coming year we will be training more people to facilitate and perform the play in more locations. The issues of sustainability the play covers complement two other resources Tzedek has developed in partnership with the Big Green Jewish Website; the Carbon Ration Book, which helps people to understand and reduce the amount of carbon that they use and the Edible Garden Resource, a guide for educators who wish to teach their pupils how to grow food sustainably. Both have been endorsed by the Secretary of State for International Development.



Welcome to Libby Burkeman

Tzedek's new education director

Age: 29

Born in: London

Educated at: North West London Jewish Day School, Copthall School, Nottingham University



Previous job: Learning resources coordinator, the Science Museum

Why I joined Tzedek:

For new challenges and to have an impact on areas that I think are vitally important

What I like most about the new job:

Meeting and working with people of all ages, and seeing their positive reaction to the work Tzedek does

Favourite Quote: "The world isn't just the way it is. It is how we understand it, no? And in understanding something, we bring something to it, no? Doesn't that make life a story?" Yann Martel (from *Life of Pi*)

Best place to be: Swimming in the sea

About the JGCP

The Jewish Global Citizenship Project (JGCP) provides educational resources for young Jewish people to create an understanding that knowledge and action on global issues is part of our Jewish heritage, tradition and values. Our first year of school twinning, *Lomdim B'yachad*, has just come to an end, with pupils at five schools in the UK and five in Ghana both gaining an enormous amount of understanding about each other and the countries that they live in. This will now continue into its second year. There have also been several new resources over the last couple of months including The Big Green Jewish Carbon Ration Book and a Children's Rights Pack for Key Stage 2. Over the past month, we have engaged with many of the youth movements in training their youth leaders on issues relating to the work that we do.

1991 Emergency appeal for Kurdish refugees - the first of several emergency appeals for countries affected by conflict or climatic disasters, including Ethiopia, Sudan, Mozambique, Bangladesh and Rwanda

1992 Tzedek starts to play a leading role in national networks including the Debt Crisis Network (now Jubilee Debt Campaign), the India UK Association, and Bond, the umbrella network for UK development charities

1992 Fact-finding mission to Tamil Nadu, India to determine needs and establish personal and long-term relationships with local community organisations including Land for Tillers Freedom and Sevalaya

Overseas volunteers: Torah and development in Ghana

Now in its 16th year, Tzedek's overseas volunteer programme has become increasingly effective and successful in recent years, and this summer saw eight Jewish volunteers placed in Ghana and four in India. Ghana programme coordinator **Josh Simons** explains how the volunteers have benefited from their eight weeks in Ghana, and how they will continue to advocate Tzedek's work over the coming year

As the sun rises to the sound of roosters and the wind begins to cover the earth with a thin red film of dust, the eight volunteers participating in Tzedek's volunteer programme in Tamale, northern Ghana ready themselves for another day.

They come from a variety of backgrounds including law graduates, medical students, and those who have not yet started university. Living together in a small village on the outskirts of Tamale, the volunteers have formed a tightly knit and supportive group. While their only common attribute is a Jewish background and a dedication to social justice, the volunteers have bonded in a way that only living together as strangers in a strange land can facilitate.

Since early July, the volunteers have been partnered with different projects in and around the town of Tamale, spanning the entire spectrum of development activities. On any given day, they might contribute to their individual projects by teaching in schools, writing funding proposals, or performing advocacy work on behalf of communities and projects. Through their involvement in the day-to-day routine of their partner projects, the volunteers have become intimately familiar with the many different aspects of development in which Tzedek is involved. They participate in



schemes ranging from a school for orphans to non-governmental organisations (NGOs) engaged in rural development projects. The common thread running through all these projects is the empowerment of people to help themselves and their communities.

The volunteer programme is designed so that participants develop an understanding of the benefits Tzedek's partner NGOs are able to provide to their beneficiaries, and also so that they learn about the many challenges these partners face in achieving their objectives. The volunteers have often found themselves simultaneously playing the role of observer, learner, and teacher. In addition to their daily duties at the partner projects, the volunteers contribute to Tzedek's work in other ways by participating in evaluations of projects that receive Tzedek

funding, conducting interviews with beneficiaries, and taking photos and videos to be used back in the UK.

Although the programme is mainly focused on enabling the volunteers to learn about and contribute to the projects they are working on, it also affords them opportunities for personal growth and reflection. While in Ghana the volunteers

are exposed to many difficult situations that are commonplace in the developing world. Through *Torah L'am*, a weekly self-taught course on Jewish values, the volunteers address themes such as poverty and development by comparing the values expressed in traditional Jewish texts with the reality of poverty and sustainable development they are seeing at first-hand. Through this educational structure they can gain a greater understanding of what it means to work towards social justice, and how in doing so they live out concepts present in classical Jewish thought.

The benefit of the volunteer's time in

Ghana is expressed not only in the direct support they provide to Tzedek's partner organisations, but also through their continued involvement with Tzedek in the UK.

"Participants develop an understanding of the benefits Tzedek's partner NGOs are able to provide"

For the ten-month period that starts upon their return from Ghana in September, the volunteers are expected to use the knowledge and experiences they have amassed to contribute to Tzedek's advocacy and fundraising efforts. For those that participate, it is a fulfilling experience and an excellent way to gain an introduction to global development and social justice.

Tzedek through time

1992 Spielathon; a Jewish version of Comic Relief is the first of a series of innovative fundraising events

1993-1994 Tzedek is reconstituted as a company limited by guarantee and new board members are recruited, including Clive Lawton who would chair the board for 15 years

1995 Having so far been a purely volunteer-run organisation, Tzedek appoints a part-time development officer, Steve Derby

Deana Gershuny, Natasha Mann and Jamie Munk explain how their experience as volunteers in Jharkhand, eastern India this summer has taught them about the realities and challenges of development in India



Understanding the scale of India's problems

Naked children play on the sides of roads packed with cows, dogs and taxis. Their mothers send them after us to beg for money. Men spit red betel leaf and urinate on the sides of the roads. Barefoot pensioners pull rickshaws. Families cook their meals on the pavements, and at night the streets are lined with people sleeping.

This is Kolkata. The poverty we saw here at the start of our trip was unimaginable. Privacy is a privilege, but on the streets of Kolkata it is a faraway dream. Having been delayed in Kolkata at the start of our trip by Maoist strikes across West Bengal, we looked forward to finally reaching Hazaribagh where we would be volunteering. It's difficult to now recall our expectations of Hazaribagh; perhaps we imagined a quaint village filled with picturesque mud huts.

Instead we found ourselves constantly stared at for being white, in a sprawling town of 120,000 people. The poverty here is much less visible than in Kolkata and for the first week we found it hard to adjust our preconceptions. But through our volunteering we soon came to appreciate the many forms poverty can take. People here are not only financially poor, but their

incredibly hard lives leave little room for imagination and opportunities. We are privileged to have been able to come to India; most of the people here have never even considered leaving Jharkhand state.

We realise our impact as volunteers has been fairly limited, as the problems India faces are so colossal in scope. Our involvement has included teaching English to girls training to become primary school teachers and working at a youth employability centre, trying to impress on the girls in the classes that it is OK to be confident and have ambitions just like their male counterparts; a particularly challenging task in such a male-dominated society.

Some of the projects we have visited are doing incredible things. Women's self-help groups are an excellent example; groups of women that are trained and provided with loans to start and expand their own businesses. The women repay the loans in monthly instalments, and the small amount of interest collected is put back into the wider community.

For example, the interest generated by one of the self-help group projects funded by Tzedek is being used to put 20 girls through

"People here are not only financially poor, but their incredibly hard lives leave little room for imagination and opportunities"

education, while at the same time ensuring they don't marry before reaching the age of 18. Such sustainable programmes are highly successful and enable women to send their children to school. Moreover, they are able to save a small amount each month and, with their new status as bread winners, they become empowered to advocate change within their communities.

Things in India don't exactly happen overnight. Change is slow and frustrating, and the road of development is a long one. But we have met some amazing people here who are dedicated to making change happen. We have experienced a culture stranger and more fascinating than any of us would ever have imagined, and are so grateful for having had the opportunity.

1995 First summer overseas volunteer programme takes place in Harare, Zimbabwe, with five Bnei Akiva graduates working with several host organisations. In later years, volunteers would be placed in India, Kenya and Ghana

1997 Tzedek begins a long-standing relationship with Centre for Rural Systems and Development (CRSD) in Tamil Nadu, India; a group working with rural self-help groups to create micro-credit schemes, aimed particularly at women

1998 Tzedek is active in the Jewish community's response to the Hurricane Mitch disaster in central America. This included several van loads of educational materials that were added to a container ship full of support materials

Project Watch: Micro-credit at its best in Uganda

Nine years ago, Tzedek gave £7000 to Ebukya Women's Cooperative in south eastern Uganda to fund the construction of a school building and, two years later, made an additional grant for the construction of an extra classroom block, completed in 2004.

But this was no ordinary school, just as Ebukya is no ordinary project. The school originally came into being because a group of Ugandan women, led by the inspirational Rebecca Ereemye, were determined that their children should have a decent education. So they decided to create their own school and, besides the Tzedek funding, financed it almost entirely through the sale of handicrafts and other homemade items. It was self-help in its truest sense.

By 2005, the focus of the project had changed as more and more parents, many of whom were desperately poor and lacking basic amenities, wanted their children to go to the school. The emphasis turned to the development of a network of self-help groups that would enable women and their families to gain the skills, knowledge, finance and collective empowerment needed to lift them out of poverty, enjoy good health and finance their children's education. This has been facilitated by initiatives such as the training and deployment of traditional birth attendants (TBAs) who provide primary health care in remote areas, and a travelling drama group that uses theatre to educate villagers on issues such as health and women's rights.

Central to the development model adopted at Ebukya is the 'Leaf Project', which ensures the lush, fertile land is put to the best possible use, both nutritionally and economically. Often it's as simple as knowing how to grow crops and eat a balanced diet; one example of Ebukya's approach is promoting the cultivation of soya as a cheap source of protein for those who have difficulty affording meat, fish or eggs.

But land can also be a source of income, and Ebukya has been active in enabling its members to realise its potential. The project loans fund for the purchase of seeds, pesticides and tools to each village women's group, and then collects and sells produce on their behalf, thus enabling the women to get a reasonable price by cutting out the middle man. If local

Since 2001, Tzedek has made three separate grants to Ebukya Women's Cooperative in Uganda, totalling just under £25,000. **Baruch Solomon** charts Tzedek's involvement in the project and profiles some of its direct beneficiaries

people are to sustain a decent standard of living through such activities, financial investment is also needed, and Ebukya has attempted to provide this through micro-finance loans, but as the project gained in popularity, its resources became stretched.

That's why in 2006, Ebukya asked Tzedek for an additional grant of approximately £9,000 over a three-year period that would be used to enable 600 members, along with their families, to benefit from micro-finance. The project is now in its final year and has given hundreds of women an opportunity to permanently improve their situation and that of their families.

Sarah is one of those women, a widow taking care of six of her own children as well as an orphan. She had opened a small vegetable stand near her house in 2006 to bring in an income. Laughing, she recalls how she started with only a few tomatoes from her own garden. But upon receiving a loan from Ebukya, she was able to invest in her business and now goes to the local market every week to buy vegetables and fish, which she can then sell locally at a reasonable profit.

Mebra is another beneficiary who, with a micro-finance loan and the income she earned from selling maize, started a business making and selling highly decorated sarong-like



garments, known as 'Kitenges'. On paying back her initial loan, she hopes to take out a further loan to invest in a shed and other materials necessary for growing mushrooms commercially.

And Alice, who was trained by Ebukya to become a TBA, applied for a loan to buy basic pharmaceutical drugs to assist her in her work. While TBAs provide primary health care to everyone who needs it, they are rewarded by those who benefit from their services according to their means. Having built up a successful practice, Alice now plans to take out a further loan to set up a small grocery to supplement her earnings.

Many of Tzedek's partner projects include some form of self-help group to encourage income-generating activities, but the Ebukya Women's Cooperative is one of the best examples of how well it can work in practice. The project is unique not only because of the scope of its activities and the dynamism of its founder, but also because of its commitment to using the abundant natural resources of the region to the best possible advantage.

Tzedek through time

1999 Tzedek begins another long-term relationship with Sreepur Children's Village in Bangladesh and starts to sell the greetings cards made as a result of their vocational training project

1999 After several years' engagement of volunteers and support for teenagers' education in Harare, Tzedek works with Inter-country People's Aid (IPA) to design and deliver targeted vocational training programmes and apprenticeships

2001 Tzedek cumulative grants reach £100,000

Project Watch: Indian self-help groups achieve a lot with a little

Tzedek's relationship with Indian organisation Crusade spans nearly 13 years and has seen the donation of nearly £50,000 to help more than 4000 impoverished women lift themselves out of poverty and build a better future. **Will Schreiber** and **Ilana Levene** look back on the work Crusade has been able to do as a result of Tzedek's support

Centre for Rural Systems and Development (CRSD), known simply as Crusade, was set up in the early 1990s by an inspirational local leader Jothi Rama Lingam, with the aim of empowering poor and marginalised women. Crusade's structure and origins fit perfectly with Tzedek's core funding criterion that the activities funded should be driven by the communities benefiting from them. Since its inception, Crusade has worked in Sholavaram and Minjur, two blocks of the southern Indian state of Tamil Nadu, and it has been able to leverage considerable change in those communities.

The core of Crusade's programme is the well-established self-help group model, where small groups of women pool their resources to create a revolving fund that each participant can access to invest in income-generating activities. Each woman then repays the loan to the group, with interest, so the size of the fund increases. Once the group has established its creditworthiness in this way, the women are able to access small loans from Crusade and from local banks.

In total, Crusade has set up 255 SHGs in Sholavaram block, reaching 4030 poor and marginalised women in 70 villages. These women are able to lift themselves out of poverty and their investment in sustainable income-generating activities means they will continue to be able to increase their standard of living over the years.

In 1997, Tzedek provided initial funding to support the setting up of the self-help groups, and then in 2003 approved a second round of funding to help the beneficiaries reach another level of sustainability, as they wanted to form a federation and become independent of Crusade. This meant Crusade would be able to transfer its energy to other communities and the federation would be empowered to

access alternative sources of funding and set its own agenda according to the needs of the community.

The federation now has access to credit totalling 14.4 million rupees (roughly £200,000), and Crusade has expanded its activities to improve social and environmental aspects of the community. For example, it now runs computer-based literacy classes that have benefited 943 women, and is involved in advocacy against domestic violence and early marriage. Crusade has also always encouraged members of the self-help groups to participate in local government bodies and stand for election in various assemblies.

One self-help group banded together to tackle the problem of illegal alcohol production, which its participants felt was contributing to health problems among the men, harassment of young girls in the village and domestic violence. Despite threats from the producers of the illegal alcohol, the self-help group petitioned local government, which led to the police shutting down the infrastructure of the illegal industry.

Observing at first-hand the breadth of Crusade's activities back in 2003, Tzedek volunteer Lianna Etkind said: "There was a strong emphasis on self-reliance, with women gaining the confidence and skills to sort out their problems together rather than depending on their husbands. It was absolutely amazing to see the change that Crusade was bringing about in power relations."

Tzedek's long and successful partnership with Crusade shows just how a focus on funding small-scale development projects can have a real impact at grass-roots level. Tzedek's unique emphasis on giving small grants to non-governmental organisations in the developing world means just a small donation can have a real impact in empowering ordinary



people. But Tzedek is always willing to offer extra funding as a group's capacity increases and they prove themselves to be effective and reliable.

This approach means organisations can access relatively large grants over the years and Tzedek can be confident that the money is being well-spent. Over the past 13 years, Tzedek has given £48,494 to Crusade and has helped more than 4000 women lift themselves out of poverty. As we reflect on the past 20 years of Tzedek's partnerships with those overseas, Crusade provides a shining example of how motivated individuals and organisations can do so much with so little.

Spotlight on Crusade's beneficiaries

Malini is a 27-year old widow with two sons, aged nine and 10. She received a loan of 5000 rupees (roughly £69) from her self-help group and invested in a small shop. She makes a profit of 50 rupees per day and takes items from the shop worth a further 20 rupees per day, bringing her above the international poverty line of \$1 per day. She has repaid 2000 rupees (£27) with interest and wants to take out a further loan to expand in the future.

Kala is an active member of her local self-help group. When she heard that her sister was arranging a marriage for her 17-year old daughter, Mythili, she advised her about the problems of early marriage and arranged for her to meet with other group leaders for advice. As a result, Kala's sister changed her mind and has decided to postpone the marriage until Mythili reaches 21.

2001 Tzedek supports Kamuli Prep School in Uganda, another long-standing relationship with a rural community developing income-generating activities so that children can attend school

2002 First of several Tzedek Shabbatonim as social gatherings for new and former volunteers and other activists

2004 Following the Indian Ocean tsunami, Tzedek works with its partners on rehabilitation programmes on the Tamil Nadu coastal areas, and produces a major educational resource for Jewish schools and youth organisations

Tribute to Clive Lawton

After 15 years of dedicated service, Clive Lawton recently stepped down as chair of Tzedek's board of trustees. Steve Miller, founder of Tzedek, pays tribute to Clive and looks back on his contribution to the organisation

א"ר יוחנן אם דומה הרב למלאך ה' יבקשו תורה מפיו

Rabbi Yochanan said, "If the teacher resembles an angel of God, seek Torah from him." (*Talmud Mo'ed Katan 17a*)

Tzedek started life as a dream and progressed in its early years only due to the commitment of a small group of enthusiasts. By 1993, it became clear that we needed to become a 'real' organisation; one that could take its place on the wider stage of Jewish and national organisations. We needed a proficient board and most of all, we needed the right person to chair it.

Following an informal chat at the end of 1993, Clive Lawton agreed to take on this role for what we both thought would be a relatively short period of time. His term of office of 15 years saw us through the first period

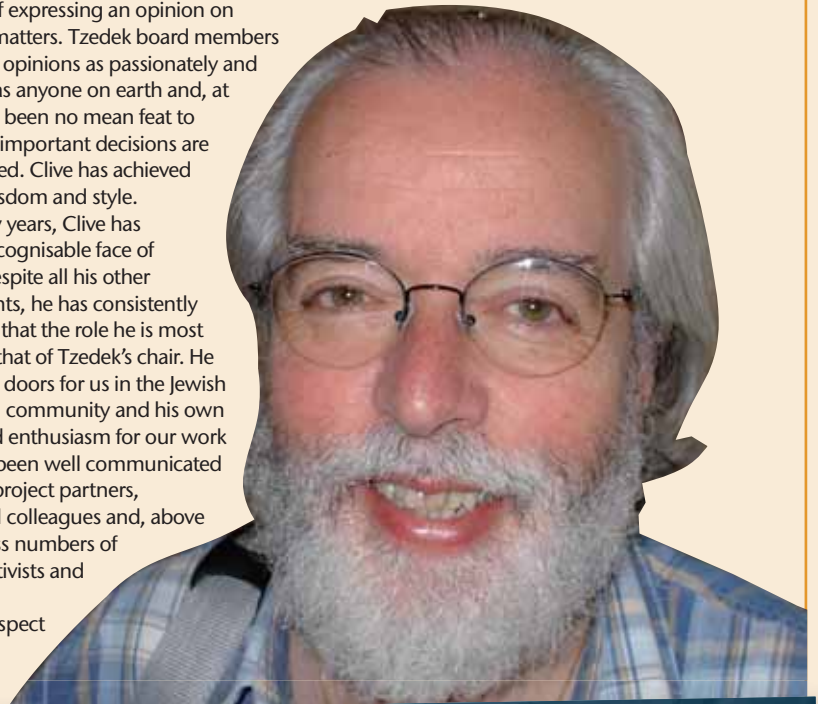
of expansion during the mid-1990s and the employment of a part-time development officer. And then again about five years ago he supported, encouraged and enabled our latest dramatic transformation into an organisation with a massively increased turnover and a professional staff team.

Internally Clive has been a model chair, always keeping his own ego in check to encourage and support others, while never being shy of expressing an opinion on important matters. Tzedek board members can express opinions as passionately and vigorously as anyone on earth and, at times, it has been no mean feat to ensure that important decisions are well-balanced. Clive has achieved this with wisdom and style.

For many years, Clive has been the recognisable face of Tzedek – despite all his other commitments, he has consistently maintained that the role he is most proud of is that of Tzedek's chair. He has opened doors for us in the Jewish and general community and his own undisguised enthusiasm for our work has always been well communicated to donors, project partners, professional colleagues and, above all, countless numbers of our own activists and volunteers.

It is this aspect of Clive's

involvement with Tzedek that we focused on in our presentation to him at the recent annual general meeting in July, because before Clive is anything else, he is a role model and an educator. There are many kinds of scholars and teachers but Clive is truly a 'messenger of God' – someone who we are truly blessed to have learnt from and who we hope to continue learning from in future years as he takes on different roles within Tzedek.



A message from the Chief Rabbi, Lord Sacks



Clive Lawton is a one-off. Perhaps we all are, but some more obviously than others. Clive is charismatic, inspirational, engaging, eccentric; an agent provocateur for God and good.

One of the ways in which he has led on the side of the angels has been his passionate advocacy within the Jewish community, of the cause of international development and the alleviation of global poverty.

In his 15 years as chair of Tzedek, Clive has taken it from being a marginal organisation to one at the forefront of communal creativity and growth. His background in education and public service has made him a strong and capable leader, never shying away from offering his own opinions. He has influenced many generations of young Tzedek volunteers with his commitment and passion, ensuring their trips to the developing world are productive and transformative.

In the UK, he has provided a constant and persuasive voice in the growing belief that orthodox Jews should take pride in social action and tikkun olam, and that they should actively engage in helping humanity as a whole, not just their fellow Jews. Whether this support is given through financial aid, volunteering or education, usually behind it you find Clive's vision and leadership.

I would like to bless Clive for all he has done for Tzedek, for Judaism, and for the world. May Hashem continue to bless him and all those who follow in his footsteps.

Jonathan Sacks

Tzedek through time

2005 Tzedek is one of the leading organisations in the Make Poverty History Jewish Coalition, organising a national shabbaton in Edinburgh and producing educational resources

2005 Tzedek makes its first major grants in Ghana, a country now identified as a development cluster for the overseas projects team

2005 Tzedek cumulative grants reach £200,000. Tzedek grants reach 10 countries - India, Zimbabwe, Bangladesh, Kenya, Nepal, Uganda, Sri Lanka, Ethiopia, South Africa and Ghana



Vikki Rose (left) and Katie Hill (right)

Tzedek was sorry to bid farewell to two much-valued staff members this summer; education director Vikki Rose and volunteer coordinator Katie Hill. Tzedek director **Dan Berelowitz** pays tribute to them

Farewell to Vikki Rose and Katie Hill

Vikki In 2007, Tzedek won a grant of £200,000 from the Department for International Development and the Pears Foundation to teach social justice in Jewish schools, synagogues and youth movements. The income from this project in the first year was bigger than our total income in 2007 and enabled us to hire Vikki Rose, our first full-time worker focused entirely on education.

Looking back, we were exceptionally lucky to have had the opportunity to recruit such a talented educationalist and project manager at such a critical time in Tzedek's growth. Many would have been daunted by the task of creating such an ambitious project but Vikki, alongside two committed trustees, Adrian Sieff and Elaine Robinson, created a strategy to bring Tzedek's message to this new strata of the community.

Vikki executed the strategy with diligence and integrity, inspiring educators to teach social justice across the community. The education programme was given a glowing external review in 2009 and by early 2010, Tzedek was working in 22 Jewish primary schools, 19 chedarim and 11 Jewish youth movements.

The success of a leader can be measured in what they leave behind. Vikki has left a swath of education professionals who now understand and support Tzedek's message, and a solid base from which Libby Burkeman, our new director of education, can continue to grow the project (see page 3 for more details).

Vikki has moved to the Jewish Community Secondary School (JCoSS) as their social action coordinator and informal Jewish educator and we are delighted that she has already made plans to use many of the resources that she

has developed at Tzedek as part of their social justice curriculum. We wish her the very best of luck for the future.

Katie Tzedek has always been a volunteer-led organisation and it became clear in 2008 that as we grew, we would need to carefully plan how our volunteer community would expand and remain true to our values. Following grants from the Samuel Sebba Trust and the Rothschild Foundation, Katie Hill was recruited to help develop systems and processes to recruit and train volunteers, making them more effective and well-supported.

Despite little previous experience in the Jewish community, Katie was able to quickly understand the needs and motivation of our volunteers and create an effective strategy. Her previous experience working for an organisation that sent volunteers to the developing world proved to be invaluable as we developed our overseas volunteer programme over the past two years.

Always positive and cheerful, it is a reflection of what she has achieved that well over 100 volunteers gave their time to Tzedek in the first 6 months of 2010 alone, and five overseas volunteers have chosen to spend their summer interning full-time for Jewish community organisations over the past two years.

Katie will spend the next year training to become a religious education teacher. We wish her the very best of luck with all her future plans. She is leaving Tzedek's volunteer community in excellent shape for Leah Gaffney to take on the role (see right).

Welcome to **Leah Gaffney** Tzedek's new volunteer coordinator

Age: 24

Born in: Oxford

Educated at: Didcot Girls School, Manchester University, SOAS



Previous job: Project development coordinator, Tenteleni

Why I joined Tzedek: A great opportunity to meet new and enthusiastic volunteers and learn more about the Jewish community

What I like most about the new job: Working in a small team and learning new skills

Favourite Quote: "I learned that courage was not the absence of fear, but the triumph over it" – Nelson Mandela

Best place to be: Anywhere with good friends and yummy food

2007 Tzedek receives major funding from the Pears Foundation and the Department for International Development, and appoints its first full-time director, Dan Berelowitz, followed by other staff members

2008 Tzedek projects reach more than 6000 direct beneficiaries

2009 Sir James Wolfensohn, former head of the World Bank, speaks to Tzedek fundraising event, raising more than £60,000

2010 Tzedek's total spend on overseas projects reaches £410, 989, supporting 20 projects concurrently for the first time.

Director's Diary

Tzedek's director Dan Berelowitz reflects on the importance of planning for the future – both for Tzedek and those people that Tzedek supports



For each and every one of us, our ability to plan ahead is key to our success and happiness. Rosh Hashanah gives us critical time for reflection on the year just gone, but also a time to look ahead to the future.

Tzedek's supporters span the entire Jewish community. You might be reading this knowing that this year you must plan to study more if you are to get the grades you need for university. Or perhaps your children are growing up faster than you thought and you need to plan your future when they have left home.

Tzedek is also planning. We have had an incredibly successful three years, growing our income from £78,000 to almost

£400,000. Tzedek has always used its resources wisely and punched well above its weight, but this dramatic change of scale makes planning even more crucial. We are in the process of

developing our next three-year strategy and as I work with trustees and supporters to articulate Tzedek's key principles and plan our growth, I am struck that this planning is exactly what we are aiming to do for our partners overseas.

Our partners work with those living in extreme poverty; scraping by each day, hoping that they will be able to feed themselves and their children. As Tzedek plans its own future, it is the gift of planning

for the future that we aim to pass on to our overseas partners. If each day is a struggle for life itself, it is impossible to think about how to send your children to school and break the cycle of poverty.

All of our projects aim to give our partners greater security; that security can be financial, so that if one of your children gets malaria you will be able to afford medication for the whole week and still be able to feed your family. Or it can be the health security of knowing that you can control the number of children in your family.

Security enables forward planning; planning how you will make sure you

don't have to take your children out of school to help on the fields again this year. Or planning how you can pay back a loan on the sewing machine each month that allows you to double your income and send your first

child to secondary school.

To help people in need make such important plans, Tzedek must also make plans, and I am very excited to present our plans for the coming year on page 11. Thank you to all of you who donate your time and money. Tzedek may be small in relation to the challenge posed by global poverty, but for each life we help to change, we are helping to give that gift of security that enables people to plan for a better future.

"As Tzedek plans its own future, it is the gift of planning for the future that we aim to pass on to our overseas partners"

Spotlight on a Trustee

Will Schreiber, chair of Tzedek's overseas projects team, explains how he became involved in Tzedek after spending time in Uganda



In 2006 I arrived in the UK after living and working in rural Uganda on small-scale development projects with Students' Partnership Worldwide, a youth-led international development agency. I knew the biggest impact

I could have personally in eradicating global poverty would be by advocating change at home and providing direct support to committed individuals overseas who are the real agents of change.

One of the people who showed me this in practice was Rebecca Ereemy, founder and chair of Tzedek's partner Ebukya Women's Cooperative (see page 6). I had met her while in Uganda and saw she was effective, motivated, and a lynchpin of her community. With a comparably small amount of money, the impact she was having in Uganda was nothing short of astounding.

When I settled in the UK to complete a masters degree in international law, one of the first things I did was join Tzedek's overseas projects team. I was thrilled to have the opportunity to support those living in poverty, much more so than I ever could have done overseas.

Professionally, I'm a senior sustainability consultant at Best Foot Forward, an Oxford-based consultancy firm. I do that work to contribute towards creating a more sustainable society for the benefit of our children; I do my volunteer work to help move us towards a just world that is sustainable. Whether it is working with the government on sustainability management by day, or deciding on Tzedek's grant applications and monitoring them by night, these two issues are interlinked and need to be addressed together.

Earlier this year I took a short career break, thanks to the Vodafone Foundation, to support Tzedek's transition towards a larger organisation that is capable of providing even greater support to those that need it most. The core elements of this placement in the Tzedek office were to develop the administrative systems needed to enable the overseas projects team to remain a volunteer-led part of Tzedek, and further expand on the implementation of our new environmental management strategy.

I've been a trustee of Tzedek for nearly two years, and chair of the overseas projects team for three years. A lot has changed in that time, but the ethos and values embodied in Tzedek have held strong. As we grow, our mission is to retain these core attributes to ensure that everyone has the opportunity to become activists for change.

At the brink of a new Jewish year, Tzedek reflects on the challenges and successes of the past year, and makes plans and commitments for the year ahead

Looking ahead to another stage of Tzedek's development

Tzedek's successes, 2009-2010

Annual income rose from £224,000 to £360,000
Financial support was given to more than 20 partner organisations in one year, mainly in Ghana and India

Sir James Wolfensohn, former president of the World Bank, spoke at our first major fundraising evening for wealthy individuals in September 2009, raising more than £60,000

The Department for International Development wrote a glowing evaluation report at the end of its funding for Tzedek's Jewish Global Citizenship Project that teaches social justice in Jewish schools, synagogues and youth movements

15 young people took part in the overseas volunteer programme this summer, which was held in both Ghana and India for the first time

Tzedek chair Steve Miller was given the Bircham Dyson Bell public choice award for inspirational volunteer at the inaugural Jewish Volunteering Network awards in June 2010

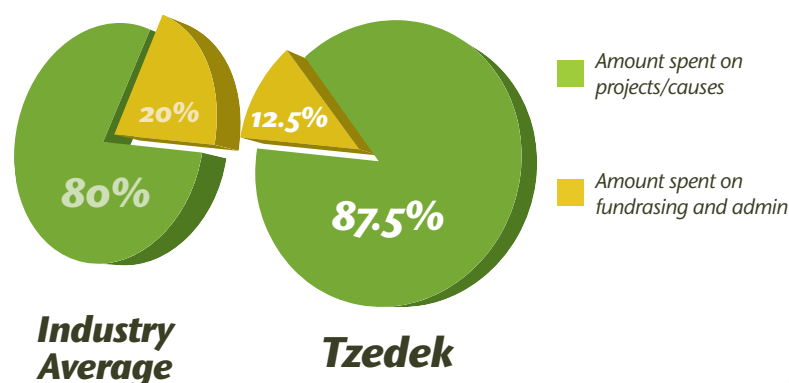
Tzedek director Dan Berelowitz was ranked second in the London Jewish News list of 40 most influential people under 40 in the Jewish community in June 2010

Targets for the future

- Conduct a year-long research project into our designated development clusters in Ghana and India to find ways to increase the effectiveness of our poverty relief
- Set up capacity building programmes with key partner organisations
- Connect with five new Jewish primary and one secondary school in our education programme, at least two of which will be from the orthodox community
- Enrol 10 primary schools and three secondary schools in the existing school twinning project, *Lomdim B'yachad*
- Ensure that 80% of overseas volunteers continue to work with Tzedek for at least 10 months following their return from Ghana and India
- Increase donor base and recruit 100 new donors to give at least £20 per month
- Reduce our carbon emissions by 10% and become a zero-waste charity

Projects to administration ratio

Although Tzedek has significantly increased its capacity and human resources over the past few years, it remains committed to spending the majority of funds on our charitable operations at home and abroad. This chart shows how Tzedek compares to the industry average.



(Industry average provided by www.charityfacts.org)

Major challenges experienced

Tzedek is undergoing a period of major change and expansion in its staffing, and is rising to the challenge of effectively sustaining its high standards of knowledge and expertise

Tzedek is working hard to consolidate its successes and maintain funding growth year-on-year

In Ghana, monitoring and evaluation revealed that one of our partners was no longer able to realise its goals and agreed with Tzedek to return the majority of funds given to them. We were able to successfully re-allocate the funding to benefit other projects in the same region.

Tzedek is...

... an overseas development and educational charity working in some of the poorest communities in Africa and Asia.

Tzedek is motivated by Jewish values and teachings but works beyond the Jewish community to relieve poverty regardless of religion or race.

Principal Aims:

- to provide direct support to small-scale, self-help, sustainable poverty relief development projects
- to educate people, particularly in the Jewish community, about the causes and effects of poverty and the Jewish obligation to respond
- to support campaigns that aim to bring an end to global poverty
- to run an overseas volunteer programme in which Jewish volunteers can work with local development projects in Africa and Asia

What makes Tzedek Jewish?

In addition to drawing its support from within the Jewish community, Tzedek's work is guided by and expresses vital Jewish values. Tzedek understands *tzedeka* (charity) to be a form of *tzedek* (justice). Our work enables us to express the Jewish imperative of acting as an *or lagoyim* (a light to the world) and our responsibility to pursue *tikkun olam* (repair of the world). Maimonides said that the 'highest form of charity is to take a poor person into partnership' and this is now state-of-the-art overseas development practice.

To donate to our valuable work, please fill out the donation form, or visit our website at www.tzedek.org.uk.

Dates for your diary...



Tzedek's annual London-to-Southend bike ride will take place next July.

We're looking for keen cyclists, or anyone up for planning an event with a difference to join our bike ride committee. Email leah@tzedek.org.uk for more details.



This year's Tzedek quiz night was bigger and better than ever.

We want to continue that theme, and are looking for a committee to drive forward Tzedek's next quiz evening. We have an initial meeting scheduled for Sept 15th, so please email leah@tzedek.org.uk if you'd like to get involved.



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