

THE ASSOCIATED: YOUR NEXT OPPORTUNITY TO MAKE A DIFFERENCE

DO MEANINGFUL WORK. COLLABORATE. GROW YOUR PROFESSIONAL SELF.



WHO WE ARE

Since 1920, great things have happened in Jewish Baltimore. For the past 100 years, The Associated, along side our network of agencies, has been the cornerstone of building a dynamic community that cares for one another and inspires our neighbors to work together to create a world of good.

MISSION

The Associated strengthens and nurtures Jewish life by engaging and supporting community partners in Greater Baltimore, Israel and around the world.

VISION

The Associated will secure the resources necessary to address the evolving landscape of Jewish life, ensuring a vibrant community for future generations.



At the heart of everything we do is a simple belief: great things happen when great people come together. At The Associated, collaboration is not just a buzzword—it is how we work, innovate and grow. Our renovated headquarters in Park Heights is designed to spark creativity, encourage connection and fuel the kind of ideas that make a real difference. We are proud of our outstanding culture, one where every voice matters and purpose drives everything we do. This is more than just a workplace; it is a team where you will find support, inspiration and the flexibility to bring your best self to the table. Whether you are solving challenges, managing work flow or building community, you can feel pride in contributing to something bigger than yourself. You will be part of a team that is passionate about making an impact. If you are looking for a career that is as meaningful as it is fulfilling, we look forward to the possibilities we can do together.

Andrew Cushnir, President & CEO, The Associated

1920



The Federated Jewish Charities and the United Hebrew Charities united to form the Associated Jewish Charities (AJC).

1941

The Associated worked to save Jewish victims from the Holocaust; then helped them resettle in their new land.



1964

The Associated Jewish Charities and Jewish Welfare Fund combined forces and become The Associated Jewish Charities of Baltimore (AJC).



1990

On July 1, AJC officially became known as The Associated: Jewish Federation of Baltimore.



2012

Through its agencies, The Associated strengthened neighborhoods and built bridges across ethnic, religious and racial lines.

BALTIMORE MAKES A RECORD



1940s

The Jewish Welfare Fund (JWF) was started.

1963

Reflecting the changing roles of women in society, The Women's Division engaged women in new ways and began giving them more of a voice at the table.



1980

The Associated Jewish Charities moved its headquarters to the Krieger Building, 101 W. Mount Royal Avenue.



2008

The Associated provided financial and career assistance to the many who were struggling from the Great Recession.



2020

Celebrated our centennial year and provided support to the community when the COVID-19 pandemic hit.

2025

Opening of the Goldsmith Campus



WHAT WE DO

The Associated is there when life brings our community unexpected challenges. The Associated makes change happen.

CARING FOR EACH OTHER AND CHANGING LIVES

When life brings unexpected challenges, we are there. Whether you are fighting addiction, your parents need support, your child struggles with learning differences or your neighbor lost their job, The Associated answers the call when you need us most.

Caring for people in need is a core Jewish value – *arevut* – and one that defines us as a community. No one should live in poverty or experience hunger, homelessness or hopelessness. We want to prevent abuse and isolation. We want to protect our children from risky behavior. In short, we want to help all members of our community live their best lives.



HELP
US DO
AMAZING
THINGS



STRIVING FOR SOCIAL JUSTICE

The world we live in right now can be unfair. But together, we can overcome the injustices in our world.

Rooted in Jewish values and informed by Jewish history, we tackle today's challenges through advocacy, education, neighborhood revitalization and volunteerism. We are not just about thoughts and prayers – we are about real, actionable change.

"Injustice anywhere is a threat to justice everywhere."

– Martin Luther King, Jr.



SHAPING JEWISH JOURNEYS

The future of Jewish Baltimore belongs to our children. Each new generation's relationship to Judaism is about making connections – to each other, to Jewish life and to Jews around the world.

At The Associated, community members find Jewish experiences that are steeped in tradition to have a sense of *tzedakah*, purpose and belonging.

CONNECTING TO ISRAEL AND AROUND THE WORLD

As part of our commitment to Jewish people throughout the world, The Associated is there – creating Jewish experiences that engage those seeking a broader perspective and caring for underserved families and youth. From the beaches in Ashkelon, Israel, to the ports in Odessa, Ukraine and everywhere in between, we find common ground across communities all over the world.

The idea of peoplehood is not just a concept; it is one of the most significant Jewish contributions to the world.



WHAT WE VALUE

- Relationship building
- Collaboration
- Customer service
- Flexibility and work-life balance
- Empowering our employees to succeed in their roles
- Belonging

We value the diversity of our employees, who bring different backgrounds, experiences, cultures and strengths to The Associated. They offer varying ideas and perspectives that enable us to develop creative and sustainable solutions to our challenges.



EMPLOYEE CORE COMPETENCIES:



Accountability

Dependable. Responsible.
Present.



Communication

Listen. Exchange.
Connect.



Customer Service

Support. Collaborate.
Strengthen Partnerships.



Planning & Preparedness

Strategize. Anticipate Obstacles.
Prioritize.



Decision Making

Consider Risk. Reflect.
Demonstrate Confidence.

MANAGERIAL COMPETENCIES:



Leadership & Management

Motivate. Delegate.
Support Employee Growth.



Strategic Thinking

Anticipate Challenges. Utilize Resources.
Consider Long-Term Impact.

WHAT WE OFFER

The Associated offers extensive learning resources and opportunities for professional development and career growth. Employees are encouraged to take advantage of the variety of resources available to them by our agencies, community partners and our internal program, Na'aleh: The Hub for Leadership Learning, to further their career. We value professional development and include it in our performance evaluation process. In addition, we provide tuition assistance for those pursuing degrees and certifications.



WORK-LIFE BALANCE

Generous national and Jewish holiday schedule, paid vacation, sick time, parental leave, volunteer time off and employee assistance programs.



FINANCIAL

401(k) plan, paid life insurance, paid long term disability and tuition reimbursement.



HEALTH

Comprehensive plans for you, your family and even your pets, as well as a complimentary JCC membership.



OUR ASSOCIATED SYSTEM

What is The Associated? It's all of us working together to repair the world and to keep Jewish life strong and thriving. We're able to take care of each other, come together as a community and celebrate through our network of agencies in Baltimore, Israel and around the world. Many Jewish and secular organizations are part of our family – including Jewish private and day schools, synagogues, social service agencies and grassroots organizations. All of these nonprofits work with us, playing an important role in Jewish Baltimore.

We believe that, together, we can make the world a better place.

OUR ASSOCIATED NETWORK

Baltimore Hebrew Institute at Towson University

Baltimore Jewish Council

CHAI: Comprehensive Housing Assistance, Inc.

CHANA

Edward A. Myerberg Center

Hebrew Burial and Social Services Society

Hebrew Free Loan Association

Hillel-Goucher College

Hillel-Johns Hopkins University

Hillel-Towson University

Hillel-University of Maryland Baltimore County

Hillel-University of Maryland College Park

Jewish Cemetery Association

Jewish Community Center of Greater Baltimore

Rosenbloom Owings Mills

Weinberg Park Heights

Jewish Community Services

Jewish Educational Services

Jewish Library of Baltimore

Jewish Museum of Maryland at the Herbert Bearman Campus

The Louise D. & Morton J. Macks Jewish Connection Network

Maryland/Israel Development Center

Na'aleh: The Hub for Leadership Learning

Pearlstone

PRIMARY NATIONAL AND INTERNATIONAL PARTNERS

American Jewish Joint Distribution Committee

Jewish Agency for Israel

Jewish Federations of North America

World ORT

CONSTITUENT PARTNER AGENCIES

Levindale Hebrew Geriatric Center and Hospital*

Sinai Hospital of Baltimore*

* Levindale Hebrew Geriatric Center and Hospital and Sinai Hospital are constituent partner agencies that do not receive an allocation from The Associated Annual Campaign; however, they do receive funding from endowments managed by The Associated.



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Give with confidence. An organization you can trust.

The Associated consistently receives the highest 4-star rating from Charity Navigator for program efficiency and excellence. 90% of your donation goes to our programs and services.