

LET
MY
PEOPLE
SING!



STRATEGIC PLAN 2026 - 2030



TABLE OF CONTENTS

SUMMARY	4
ORGANIZATIONAL OVERVIEW	8
History	
Vision & Purpose	
Impact Statement	
Values	
METHODOLOGY	15
PILLAR ONE: HOLISTIC NOURISHMENT	18
Accomplishments	
How We Do It	
Future Growth	
PILLAR TWO: SKILLS DEVELOPMENT	22
Accomplishments	
How We Do It	
Future Growth	
PILLAR THREE: SONG PRESERVATION & CREATION	26
Accomplishments	
How We Do It	
Future Growth	
IMPLEMENTATION	31
Timeline	
FINANCIALS	34
Past Financials	
Future Financials	
GRATITUDE & INVITATION	39



SUMMARY



“LMPS reminds us that song has rooted us to our history and a sense of possibility of the world we are creating—it is how my grandmothers survived and thrived and how my great grandchildren will too!”

LMPS PARTICIPANT



Nearly every summer since 2015, a Jewish retreat center in the southern Berkshires reverberates with song for four days. As one walks across campus, their ears adjust from one group singing to the next. The sounds of a nigun, a wordless melody, beckons and then fades as someone walks past a group sitting comfortably in the grass. A peek into the synagogue invites the warbling tones of a Moroccan piyyut to wash over them. And then it’s on to the main tent by the lake, where dozens of people are gathered to learn skills for songleading. A new participant is teaching a song for the first time, their wavering voice growing more confident as their peers look to them encouragingly. From dawn until late into the night, hundreds of voices join together in different configurations, invoking Jewish ancestors and future generations alike.

For over ten years, Let My People Sing! (LMPS) has served as an intergenerational haven where participants are held in Jewish wisdom, spiritual connection, and embodied Jewish practice that spans denominations and lineages. We have become a spiritual and cultural home for people who feel alienated in mainstream Jewish spaces, namely queer and trans Jews, Jews of Color, Mizrahi and Sephardi Jews, disabled Jews, and poor and working class Jews, and for those who may not hold those identities, but crave being in more vibrant and life-affirming Jewish community.

Communal singing is one of Jews’ most ancient practices, proven to be an effective mechanism for collective regulation, processing challenging emotions, and strengthening community bonds.¹

1. Hendry N, Lynam DS, Lafarge C., “Singing for Wellbeing” (July 2022)

SUMMARY

Jews' reliance on communal singing has waned drastically in the United States over the last century, however, as mainstream Jewish institutions are attracting fewer people,² and in many cases alienating Jews of Color,³ Mizrahi and Sephardi Jews, queer and trans Jews, disabled Jews, poor and working class Jews, or Jews who simply don't feel "Jewish enough."⁴ Alongside a dominant culture of shame and insecurity in the United States that makes the act of singing feel vulnerable, awkward, or out-of-reach, the vast majority of Jews (outside of specific religious communities) have lost touch with one of our most accessible and embodied grounding practices. As a result, Jewish Americans feel more isolated, anxious, and dissociated.⁵

LMPS is meeting a critical gap in the field of Jewish cultural, spiritual, and religious life. Our programs resonate with a broad spectrum of Jews, deeply nourish participants, and teach critical skills for Jewish connection & continuity. More so, LMPS has become a cultural incubator within the Jewish world, bringing incredible professional musicians and teaching artists to develop song and ritual lay-leaders who are enlivening their local Jewish communities through song and culture. LMPS is both preserving songs and prayers from across lineages and denominations, and inspiring new cultural production. ◇



2. Hagedorn H, Suikkanen J, Kim L, Jinich A., "Self-Organizing & Jewish Wisdom" (March 2024)
3. Belzer, T., Brundage, T., Calvetti V., Gorsky G., Kelman A., Perez D., "Beyond the Count: Perspectives and Lived Experiences of Jews of Color" (August 2021)
4. Belzer, T., "Rise Up Nurturing the Soul of Jewish Justice Emerging Outcomes Study" (October 2021)
5. Hagedorn H, Suikkanen J, Kim L, Jinich A., "Self-Organizing & Jewish Wisdom" (March 2024)

THIS STRATEGIC PLAN CHARTS THE COURSE NEEDED TO:

- ① Train more LMPS songleaders who can impart the full LMPS methodology and seed strong hubs of nourishing communal singing across the country.
- ② Grow our programmatic offerings to be able to double our in-person reach and triple our overall impact over the next five years.
- ③ Increase the collective song repertoire of the LMPS community and beyond by uplifting lineages that have been historically and continue to be marginalized in mainstream Jewish culture, as well as the incredible new music coming out of our communities.

WE ARE SO GRATEFUL TO OUR COMMUNITY FOR HELPING US GET HERE, AND SO EXCITED TO SEE WHERE WE CAN GO TOGETHER!



ORGANIZATIONAL OVERVIEW



Let My People Sing! was founded by Rabbi Mónica Gomery, Ilana Lerman, Rabbi Noam Lerman, Batya Levine, and Margot Seigle in 2015. The project began as a one-off retreat held at Isabella Freedman Retreat Center, where Margot and Batya were working as retreat staff. Halfway through the first LMPS retreat, people were already asking, “when is next year’s?”

From 2015-2019 the project operated as a primarily volunteer-run endeavor, with minimal stipends for teachers and organizers. After the initial wave of the COVID-19 pandemic, LMPS faced a choice. Understanding both the capacity the retreats require and hearing continuous calls for more LMPS programs, the options became clear: sunset the project or relaunch as a more financially sustainable organization that could pay the full-time staff needed to grow the programs and meet the demands of the community.

After a successful fundraising push that raised over \$150,000 through individual donors, the project relaunched in 2023 with a full-time staff of two, an advisory council, and a network of over a dozen teaching artists and part-time support. Now with three full-time staff and an even more robust network of volunteers, advisors and teaching artists, Let My People Sing! has gone from reaching on average 300 people a year between 2015-2023 to 650 people in 2024, and now over 1000 people in 2025 through a combination of in-person retreats and workshops, and online classes. ◇

PURPOSE

Let My People Sing! cultivates Jewish communal singing as a liberatory practice.



VISION

LMPS envisions a future in which all Jews can access communal singing, woven from the widest tapestry of Jewish voices, as a resource for individual, interpersonal, and collective healing.

IMPACT STATEMENT



Communal singing is proven to be an effective mechanism for collective regulation, processing challenging emotions, and strengthening community bonds.¹ LMPS' methodology imparts the songs and skills needed to gather in ways that center care, radical inclusivity, and decentralized leadership. As access to our programming expands, more people are learning how to share transformative singing culture within their own communities, preserving Jewish song lineages and creating new ones. Our programs enable participants to gather in joy and celebration, support one another through pain and hardship, confront injustice, and land together through ongoing crises. We are healing and transforming the hurts of the past, while creating our most joyful, abundant, and liberated futures. ◇

1. Hendry N, Lynam DS, Lafarge C., "Singing for Wellbeing" (July 2022)



EVERYONE CAN SING!

Singing together is not about “singing well.” It is about being together and becoming more fully human and alive through the power of song.



JEWISH TRADITION

We sing together because that’s what our ancestors have done for millenia. We honor the songs, rituals, and practices of generations past, and continue the Jewish tradition of evolving our songs, rituals, and practices to meet our present-day needs.



ANTI-OPPRESSION

We approach our work through an anti-oppression lens that seeks to create awareness of and challenge dominant power structures, disrupt white supremacy, patriarchy, homophobia, transphobia, ableism, classism, antisemitism, Islamophobia, and all colonial conceptions of whose lives matter most.



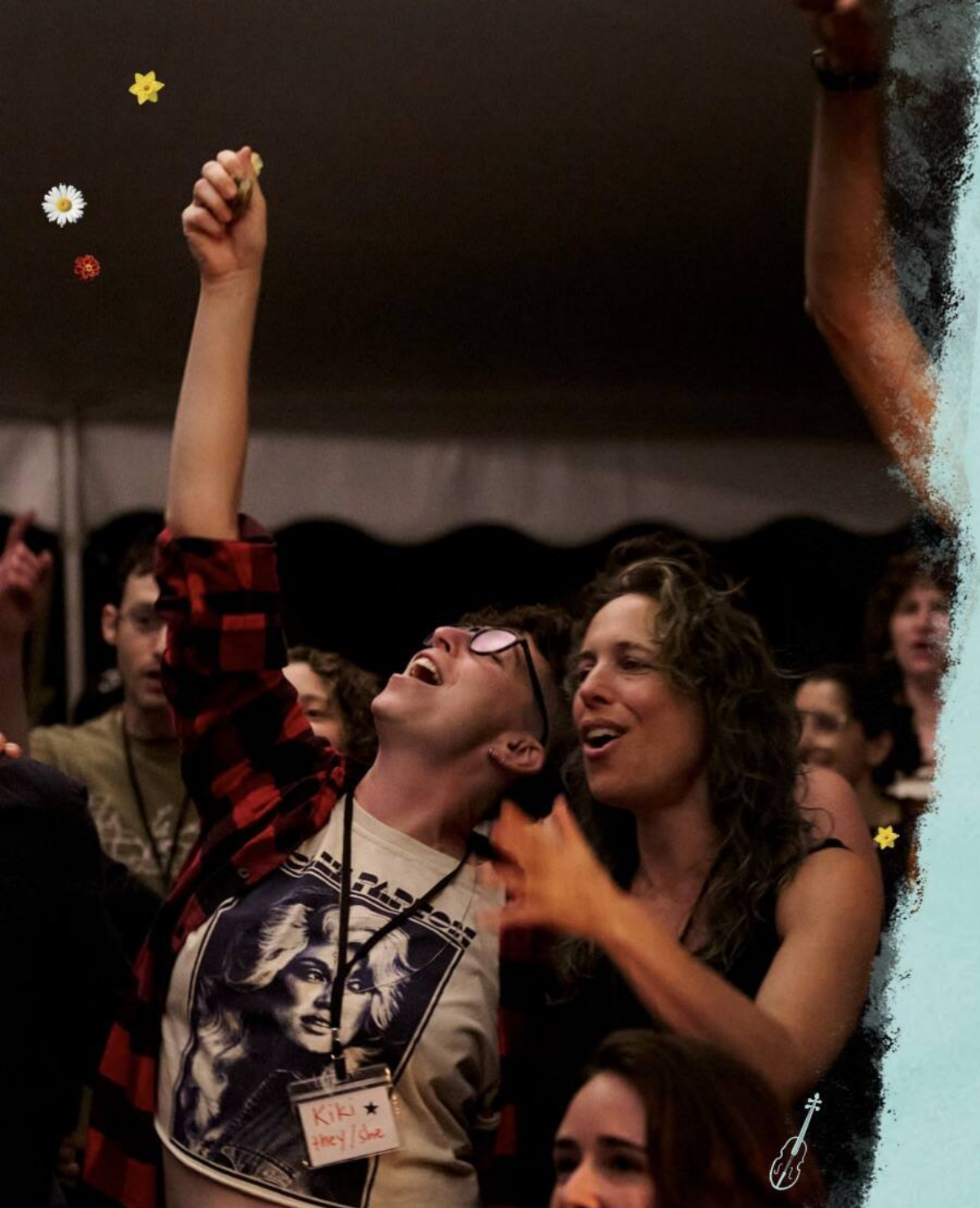
COLLECTIVE CARE

We value all types of labor and skills needed to create heart-centered, accessible song gatherings, and hold care as a collective responsibility.

JEWISH MULTIPLICITY

While assimilation and Ashkenazi dominance have narrowed many people’s experiences of Jewish traditions, we celebrate the dozens of lineages, identities, languages, denominations, and cultural Jewish practices that we collectively carry.





METHODOLOGY

Over the course of the last ten years, LMPS has developed a powerful methodology to imbue communal singing as a resource for Jews and Jewish communities across the country.

PILLARS OF METHODOLOGY



HOLISTIC NOURISHMENT

We create environments centered in radical care, inclusivity, and an abundance of cultural and religious offerings in order to increase participants' social, emotional, and spiritual well-being.



SKILLS DEVELOPMENT

We teach participants how to be leaders and learners of song, ranging from being an active participant in communal singing spaces (part of the *kahal*) to guiding group song with an ethos of non-hierarchical leadership.



SONG PRESERVATION

We are expanding the canon of Jewish songs that our communities know, prioritizing lineages that have been historically and continue to be marginalized in mainstream Jewish culture, as well as the incredible new music coming out of our communities.

THEORY OF CHANGE



HOLISTIC NOURISHMENT



SKILLS DEVELOPMENT



SONG PRESERVATION & CREATION

INPUTS

Immersive multi-day retreats & touch-point experiences (workshops and online classes that are more accessible)

LMPS core curriculum incorporated into retreats & workshops

In-person workshops, services/rituals, and retreat sessions

Culture of care and accessibility

Song-leaders intensive cohort

Online classes

OUTPUTS

Participants feel resourced, and in many cases transformed, by experiencing vibrant Jewish communal singing.

Participants have the tools needed to create powerful, nourishing Jewish singing spaces in their home communities. Thus communities across the country are gathering routinely to sing together, both proactively and responsively to external conditions.

Participants are bringing a wider variety of songs to their Shabbat tables, synagogues, holiday celebrations, organizing spaces, and community singing spaces at large. They share songs from their own lineages and/or lineages which have been historically and continually pushed to the margins.

IMPACT

People draw on their LMPS experiences and relationships to resource themselves and feel connected to spiritual, religious and/or cultural nourishment.

Dozens of communities across the country are gathering to sing in ways that support people's emotional, social, and spiritual well-being.

The canon of songs that people know and sing together gradually expands. Our conception of Jewish song is wider and more inclusive.

SOCIETAL IMPACTS

Jewish spaces feel life-affirming, grounding, inclusive, and accessible. As more Jews feel regulated and connected as a result of singing together, they will have more capacity for hard conversations and holding complexity, showing up for ourselves and other communities facing oppression, and celebrating and taking care of one another in the good times and hard times alike.

ACCOMPLISHMENTS

Over 1000 people have come through our multi-day in-person retreats. Since 2024, 99% of evaluation respondents expressed leaving their retreat feeling more spiritually resourced and/or nourished than when they arrived and 98% of evaluation respondents would return to a similar retreat in the future.

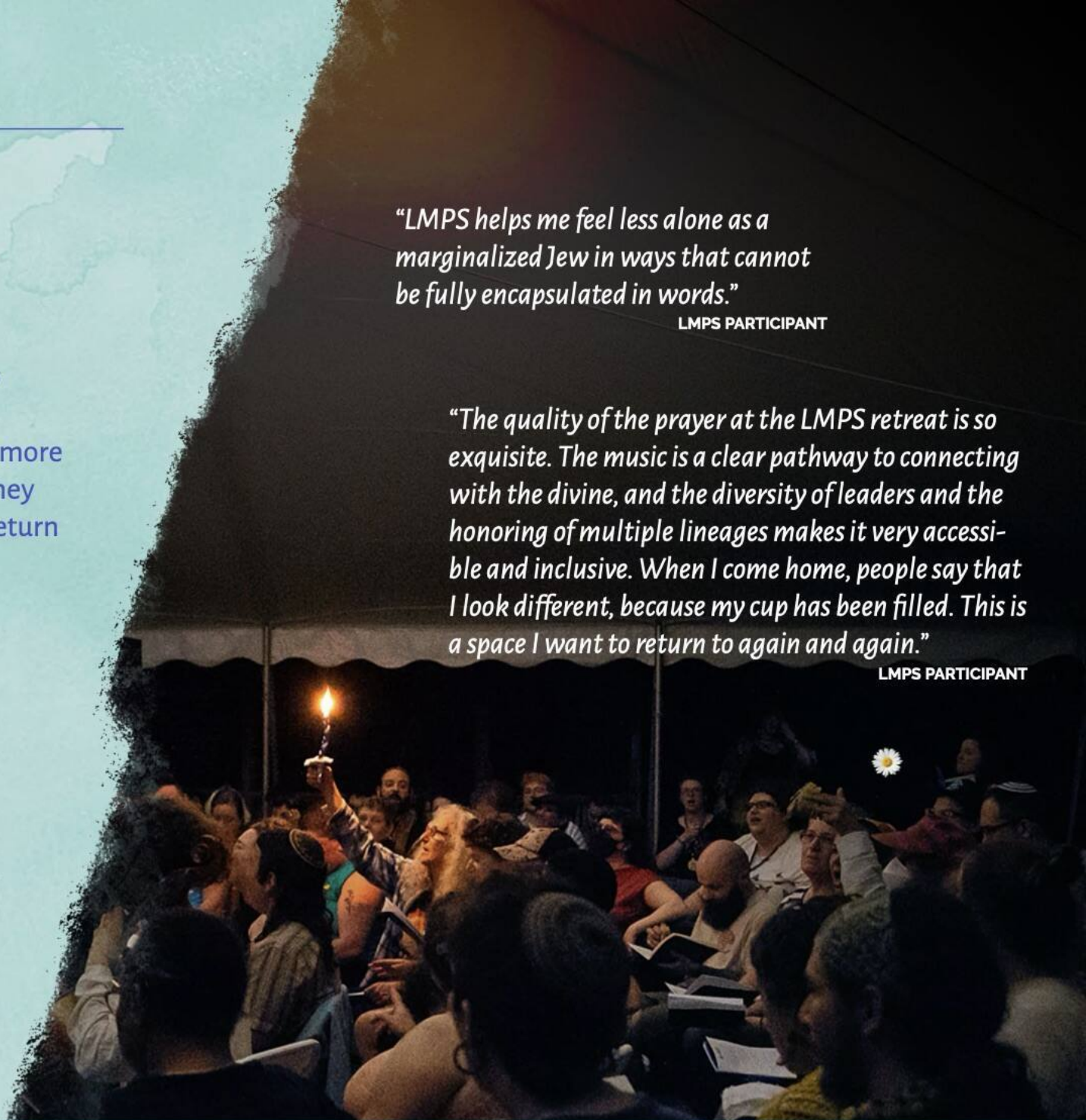


"LMPS helps me feel less alone as a marginalized Jew in ways that cannot be fully encapsulated in words."

LMPS PARTICIPANT

"The quality of the prayer at the LMPS retreat is so exquisite. The music is a clear pathway to connecting with the divine, and the diversity of leaders and the honoring of multiple lineages makes it very accessible and inclusive. When I come home, people say that I look different, because my cup has been filled. This is a space I want to return to again and again."

LMPS PARTICIPANT



PILLAR ONE:

HOW WE DO IT

Our retreats, workshops and online programs are designed with accessibility and the ability to hold many identities with care at the center so that participants leave feeling grounded, connected, and resourced. Some components of our methodology include:



SHARED CULTURAL NORMS

Our shared agreements create an environment that is centered in reciprocal care, curiosity, consent, and the ability to hold different experiences and complexity.



REPRESENTATIVE LEADERSHIP

Leadership teams intentionally include queer and trans Jews, Jews of Color, and Mizrahi and Sephardi Jews so that most (to all) participants can see themselves reflected in leadership.



CAUCUS GROUPS & AFFINITY SPACES

Caucus groups and affinity spaces for Black Jews, Jews of Color, Sephardi and Mizrahi Jews and trans women/trans femmes are critical spaces of comfort, care and community.



ACCESS LEADS

We ask participants what they need to attend our programs when they register and ensure accessibility is being held as a shared commitment through our cultural norms.

FUTURE GROWTH

5 YEAR OBJECTIVES

- Doubled the amount of people who experience the nourishment of multi-day in-person programs (800 people a year)
- 600-800 people a year received nourishment through a LMPS touchpoint workshop or online class
- 1000-1200 people were resourced throughout the year by their local singing community who was trained in the LMPS methodology

10 YEAR VISION

- By 2036, we are known for our transformative immersive retreats and experiences that support thousands of people every year
- Our retreats are still a staple that people of all backgrounds look to for nourishment and learning
- Let My People Sing! song culture has been integrated into Jewish organizations, institutions, and collectives across the country

STRATEGIES

- Offer in-person, multi-day retreats that have a lower logistical entry-point (i.e. Shabbatonim hosted by local partner organizations)
- Increase capacity of flagship summer retreat (i.e. experiment with 500+ person festival)
- Train existing and emerging Jewish organizations, institutions, and collectives in the LMPS methodology



ACCOMPLISHMENTS

Since 2024, 84% of evaluation respondents expressed excitement to lead Jewish song and/or prayer in their community after attending a retreat.



"I feel much more comfortable as a song leader. It's something I didn't have much experience with before. Now I have the tools to go out in the world and share the healing power of song. This has been a transformative experience."

L MPS PARTICIPANT



PILLAR TWO:

HOW WE DO IT



- Our methodology is centered around:
1. Closing the gap between professional teachers and lay-leaders, and
 2. Investing in the *kahal*, the congregation or collective of community members singing.

Our methodology is implemented through:



A CORE CURRICULUM THAT TRANSFORMS 10 YEARS OF PEDAGOGY ON LEARNING SONG INTO FOUR WORKSHOPS THAT TEACH:

- Confidence to sing in community
- Quality of presence and different roles in group singing spaces
- Core songleading skills
- How to lead a “Community Sing”



MIX OF LEADERSHIP

- Participants learn from both lay-leaders and professional teaching artists



SUPPORTED PRACTICE

- Lay-leaders have the opportunity to practice their leading in a loving environment with support from LMPS staff



AMPLE OPPORTUNITIES FOR PARTICIPANTS TO SING TOGETHER AND PRACTICE BEING A PART OF THE *KAHAL*



FUTURE GROWTH



5 YEAR OBJECTIVES

- Trained 30-40 lay-leaders in LMPS-style space-holding & songleading skills
- Trained lay-leaders shared LMPS methodology with 8-12 communities and are regularly co-creating nourishing singing space together



10 YEAR VISION

- By 2036, we are known for being an incubator for strong hubs of Jewish liberatory singing in 15-25 communities across the country
- LMPS’ methodology is sought after by organizations and individuals who want to bolster their song leadership



STRATEGIES

- Launch a leadership development cohort for people who are already a part of institutions, organizations, and collectives who want stronger singing culture and skills
- Continue to invest in both lay-leaders and the *kahal* at our in-person workshops and multi-day gatherings
- Offer virtual classes with in-person components so that people can practice their learning



ACCOMPLISHMENTS

In 2025, 96% of evaluation respondents felt more connected to a wider breadth of Jewish traditions and lineages as a result of a LMPS retreat and 82% learned five or more Jewish songs at a LMPS retreat.

"Let My People Sing has been a source of renewed energy and musical inspiration. What a great thing to bring new songs (either newly written or new to me personally) back to my communities along with the boost of energy to share them."

LMPS PARTICIPANT



PILLAR THREE:

HOW WE DO IT

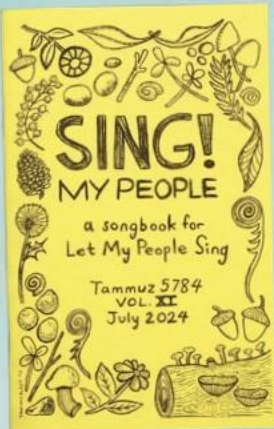


We are expanding the canon of Jewish music by bringing more songs and voices into our collective learning space. Our methodology is built through:



OUR TEACHERS

Every year, we gather some of the most learned and skilled teaching artists from a wide range of musical and cultural backgrounds.



AMPLE OPPORTUNITIES FOR PARTICIPANT LEADERSHIP

- We invite participants to share during Community Sings, prayer services, ritual moments, and participant-led sessions, so we are constantly expanding our collective song repertoire.
- Some of our most robust learning comes from people sharing songs they learned in their own families or communities, the songs that helped them reconnect to their Jewish practice and/or lineage, the songs supporting them in their day-to-day life, and/or their original music.



ONLINE RESOURCES

In addition to in-person retreats, we share songs throughout the year through our online playlists, videos and online classes.

FUTURE GROWTH

5 YEAR OBJECTIVES

- Approximately 1500 people expanded their song repertoire by 5+ songs, the majority of which are from their own lineages, lineages that have been historically and continue to be marginalized in normative Jewish culture, and/or are new songs coming out of our communities

10 YEAR VISION

- By 2036, we are known for expanding the canon of Jewish song to include more songs from people and lineages that have been historically and continue to be marginalized in mainstream Jewish culture
- New music is being consistently released by Jews with marginalized identities (queer and trans Jews, Jews of Color, Mizrahi & Sephardi Jews, disabled Jews, and poor and working class Jews) and being shared throughout the country
- LMPS is a place people look to for songs that can speak to what is happening in the world around them and "meet the moment"



STRATEGIES

- Offer online classes and virtual resources dedicated to comprehensive song learning that span lineages and the Jewish calendar/holidays
- Offer in-person workshops that are more accessible than multi-day offerings
- Continue to increase access to our multi-day offerings through adding more programming across the country, increasing financial assistance to all of our programs, and supporting communities who are connected to our Leaders Cohort

IMPLEMENTATION



Our goal is to grow in a way that is financially sustainable and holds our participants' experience as our first priority. We are proud of how our methodology has evolved over ten years; through constantly learning from feedback and growing our programs intentionally. **As such, we plan to implement one new program per year to focus on creating and maintaining consistent quality between our new and current offerings.** Alongside our new programs, we will continue to serve our community with our core offerings (summer retreat, local workshops and Shabbatonim, and online classes). By 2029, we will have experience with two key new offerings and be able to develop a program arc that iterates on our new programs, while reaching twice as many people supported by sustainable funding streams. ◇

TIMELINE

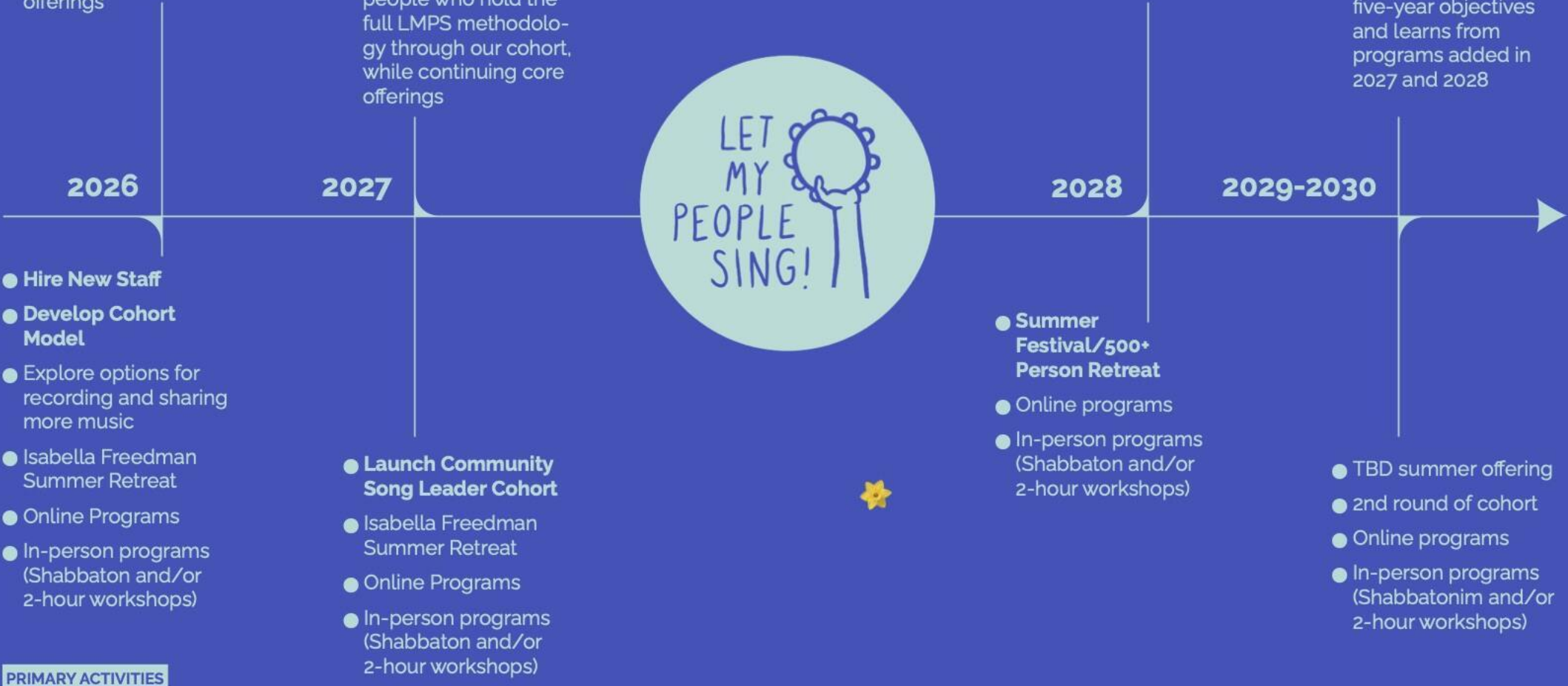
OVERALL FOCUS

- Capacity building & research and development, while still serving our community through our core offerings

- Increase number of people who hold the full LMPS methodology through our cohort, while continuing core offerings

- Use capacity built through cohort to help us expand our in-person offerings
- Expand immersive experiences and assess impact

- Develop new program arc that fulfills our five-year objectives and learns from programs added in 2027 and 2028



PRIMARY ACTIVITIES

FINANCIALS



LMPS is in a unique position organizationally. We have cultivated a devoted (and ever-expanding) base of participants over ten years, without full-time capacity focused on fundraising until 2025. Now with a full-time development staff member, we have the capacity to both continue offering the programs our community love while building strategic relationships with donors and funders. Based on what we have learned in just one year with a full-time Development Director, we are confident that we can both grow and meet the needs of our present and future constituents.

PAST FINANCIALS

	2023 <i>LMPS RELAUNCH AFTER A TWO YEAR HIATUS</i>	2024 <i>TWO STAFF PEOPLE</i>	2025 <i>THREE STAFF PEOPLE</i>
REVENUE			
Individual Donations	\$163,123	\$128,274	\$215,169
Grants	\$36,250	\$29,805	\$50,203
Program Income **	\$100,000	\$122,541	\$135,137
TOTAL REVENUE	\$299,373	\$280,620	\$400,509
EXPENSES			
Personnel	\$10,6861	\$87,548	\$200,586
Program Teacher & Consultants **	\$70,678	\$105,713	\$75,777
Program Supplies, Meals & Travel**	\$56,232	\$65,711	\$77,474
Office Supplies & Web Domains	\$2,298	\$2,253	\$2,511
Fiscal Sponsor Fees	\$6,503	\$14,331	\$23,591
TOTAL EXPENSES	\$252,572	\$275,556	\$379,939
NET SURPLUS	\$46,801	\$5,064	\$20,570

**Traditionally our public budgets have not included the costs or fees for our flagship summer retreat at Isabella Freedman, as both the income and the majority of the program costs go in and out of Isabella Freedman directly, which saves us considerable fiscal sponsor fees; However as we expand and plan to offer more and larger retreats, we find it a more accurate picture to include both the costs and income from our summer retreat in our budgets.

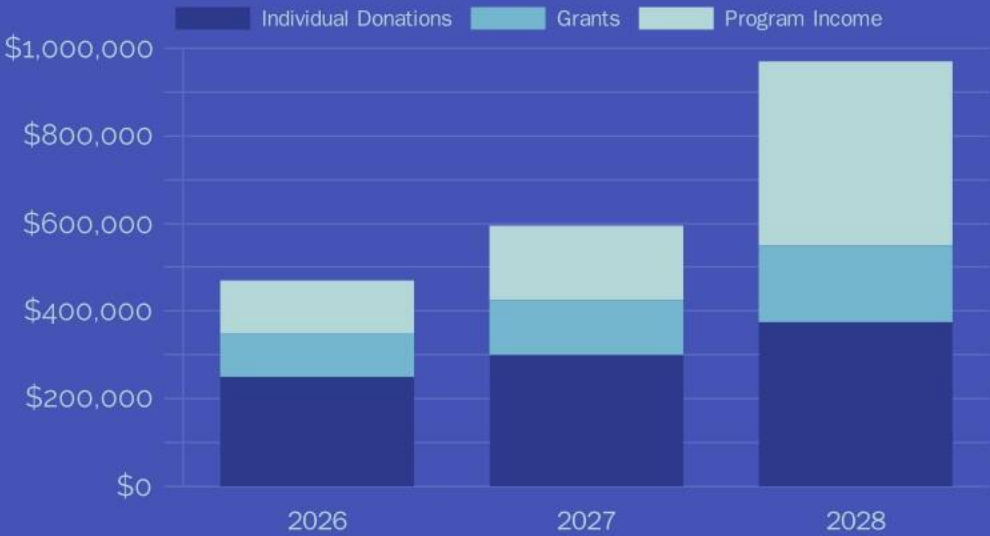
FUTURE FINANCIALS

GOING FORWARD, OUR FINANCIAL STRATEGY ENTAILS:

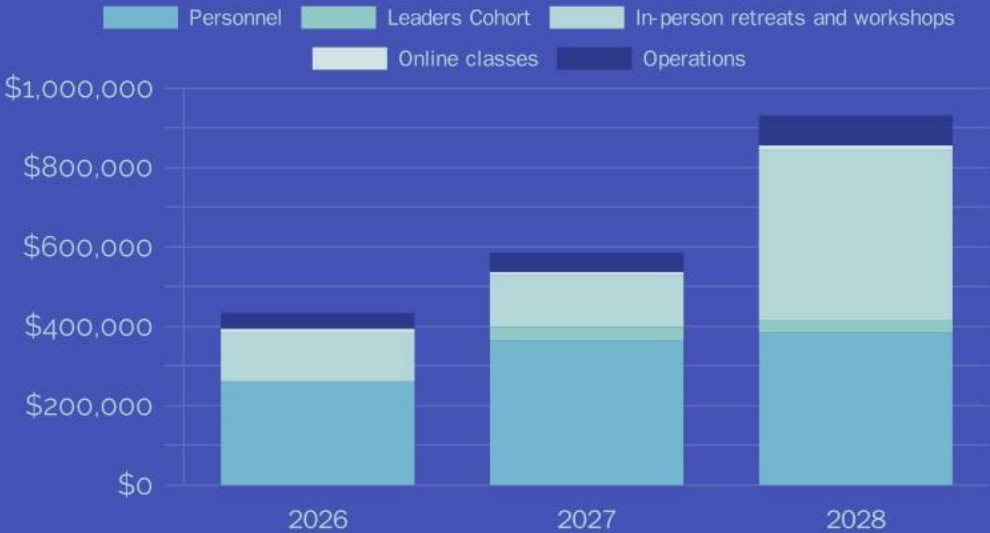
- Ensuring all program costs, including staff time, are covered 85-90% by sliding-scale tuition fees
 - Our current summer retreat sells out annually, and we know that 500+ people would attend if they had the option
- Building authentic relationships with donors and funders to be able to grow our staff, build out new programs, and offer more financial aid
 - Expand peer-to-peer fundraising to engage donors across all giving levels
 - Ask major donors to increase their giving annually
 - Receive significant investments from 2-3 new foundations over the next 5 years



INCOME



EXPENSES





GRATITUDE & INVITATION

After ten years, this document is a direct response to our community's requests. While the urgency of the times can influence our desire to scale fast, we know that we need to grow in a way that is financially sustainable and holds our values at the core. Increasing both the number and size of programs can pose risks when it comes to accessibility and the care we are able to provide one another. We are confident that this plan lays out a path towards both greater impact—not only in the number of people reached, but also in the quality of the experiences people will have.

Jews have a long history of facing challenges, paired with a long history of communal spiritual technologies to help us both confront crises and celebrate victories. We need to return to the tools that have held our people for millennia, in ways that meet the current needs of our diverse communities. Let My People Sing! serves both as an onramp and a deepening into Jewish practice. Over our tenure, thousands of people who hold an immense range of relationships to Judaism have come through our programs and found something meaningful. We are transforming how Jewish space functions throughout the country, supporting them to become more accessible and life-giving to everyone. LMPS is creating critical resilience infrastructure for a vibrant Jewish future.

Our goals, growth plan, and budget are much needed in today's society, and therefore ambitious. We know that we will need to rely on existing supporters and cultivating new supporters to make it possible. We are so excited to develop our relationships with funders and donors, increase access to our powerful offerings, and grow the network of community members who feel the impact of our work. Whether you've been with us since 2015 or are just learning of our work now, we are grateful you're here. Just as we've done for the last ten years, may we build the next ten years together, with a wider reach and more voices joining together. ◇



LET
MY
PEOPLE
SING!