# The Rose Community Foundation Grantee-Partner Ecosystem:
## Learning about Ourselves

Community Workshop

April 26, 2023

**ROSE** COMMUNITY FOUNDATION

Three Priority Areas for Jewish Life Grants

**1** Increase **strength and capacity of Jewish organizations**.

**2** Support programs that are reflective **of diverse Jewish communities** and offer **meaningful and relevant opportunities to engage** in Jewish life.

**3** Support Jewish efforts seeking to **advance social justice** by engaging Jewish people and using Jewish values and traditions to respond to key social and economic issues of our time.
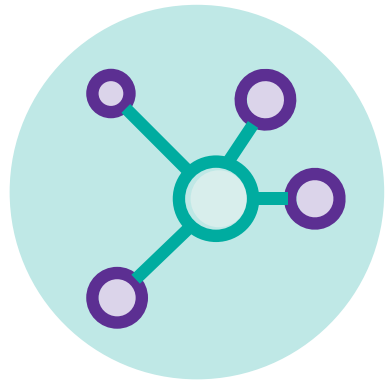
# Seven Outcomes
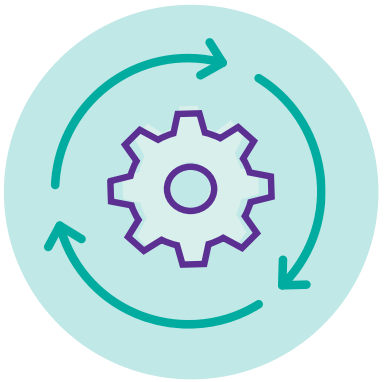


Organizational
Sustainability

Diversity

Inclusion

Communal
Connections

Engagement

Social & Economic

Basic Needs

# Outline

1. Who We Are

2. What We Know

3. What (And Whom) We Should Know More About

4. Why Knowing Matters

# Who We Are:

The Denver-Boulder Jewish Community and the RCF Grantee Partner Organizational Ecosystem

# We Are a Mixed Multitude

The Denver Boulder population is **extremely diverse**

**10%** of Jewish adults say their race is something other than white, and/or that they are Hispanic/Latino

**6%** of Denver/Boulder Jews are LGB+

**59%** of married/partnered Jews in the Denver/Boulder are in interfaith relationships

**39%** of Denver/Boulder Jewish families are made up of married/partnered couples without children
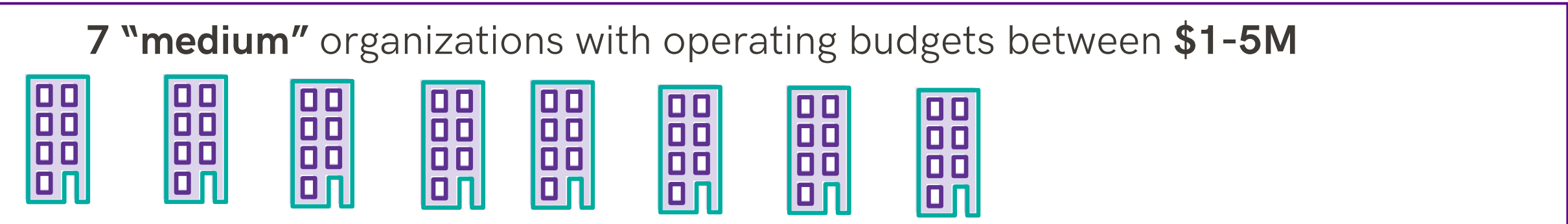
*Source: 2018-19 Boulder-Denver Jewish Community Study*

# Operating Budgets (Local and National)

**Median operating budget Jewish Life grantees is $750K**

**22 "small"** organizations with operating budgets under **$1M**



**7 "medium"** organizations with operating budgets between **$1-5M**



**8 "large"** organizations with operating budgets over **$5M**



*2022 RCF Jewish Life Grantees (n=37)*

# Staffing (Local Organizations)

| | Small (<$1M) (n=11) | Medium ($1-5M) (n=5) | Large (>$5M) (n=9) |
|---|---|---|---|
| Full Time Staff (average) | 8 | 11 | 75 |
| Part Time Staff (average) | 5 | 39 | 20 |

*Overall, approximately 600 full-time and at least 430 part-time staff make up the ecosystem*

*Source: 2023 OHI; local organizations only (n=25)*

# What We Know

About Organizational Sustainability and Health

# Leadership

○ Most (56%) EDs/CEOs have been in their position for under 5 years (76% under 10 years)

○ Only 24% of organizations have succession plans in place for professional leadership

56% with board succession plan

*Source: 2023 OHI; local organizations only (n=25)*

**ED/CEO Tenure**

More than 15 years, **8%**

11–15 years, **16%**

6–10 years, **20%**

0–5 years, **56%**

■ Board    ■ Professional Leadership

**56%**

**24%**

Succession Planning in Place

# Employees' Perception of Leadership

% who agree or strongly agree that...

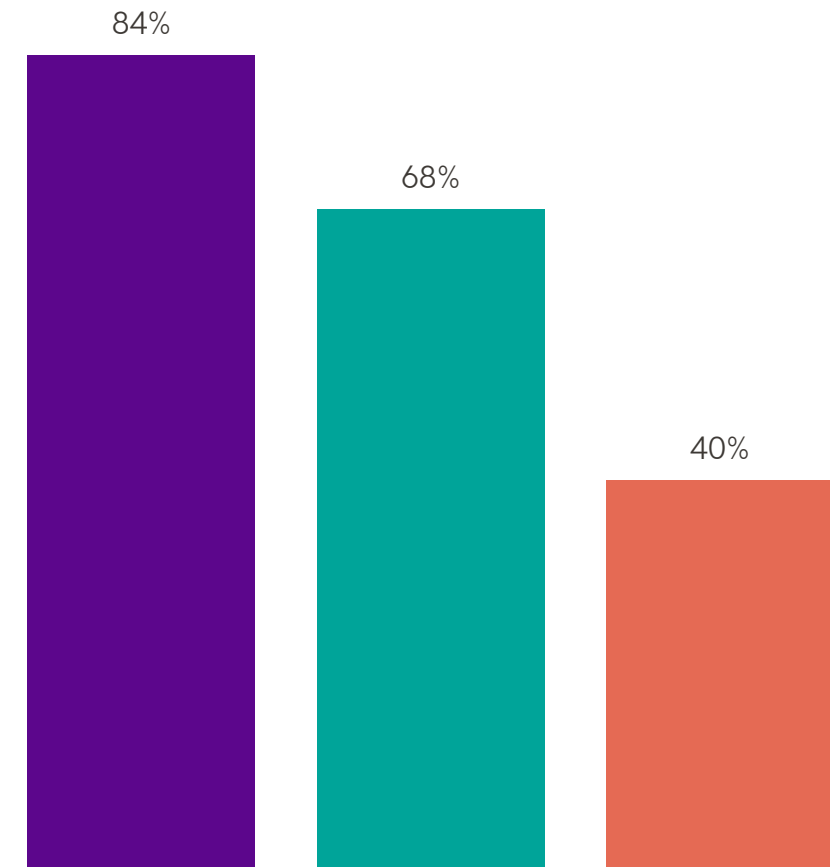| Statement | Percentage |
|---|---|
| Are confident that organization will take appropriate action if discrimination is reported | 79% |
| Have confidence in their leadership to lead the organization effectively | 63% |
| Feel that leadership communicates openly and honestly with employees | 61% |
| Say they are kept appropriately informed about major decisions and events at their organizations | 54% |

*Source: Leading Edge Employee Engagement Survey (n=125 employees; 7 organizations)*

# Annual Assessment: Do We Do it? Does It Help?

- Most organizations (84%) offer staff performance review

- **But only 35% of staff agree that the performance review helps them grow and improve** [from EES]

- Fewer organizations (68%) carry out assessment of their professional leadership by the board

- Even fewer (40%) have board members who conduct formal self-assessment

*Source: 2023 OHI; local organizations only (n=25)*

■ Staff (Performance Review)

■ Leaderships (Assessment by Board)

■ Board (Self-Assessment)

84% | 68% | 40%

# Employees' Perception of Learning and Advancement Opportunities

% who agree or strongly agree that...

My role provides me with opportunities to do challenging and interesting work — 75%

I have opportunities to develop new skills at my organization — 56%

My organization provides me with sufficient opportunities for professional development — 44%

I have opportunities for advancement at my organization — 38%

*Source: Leading Edge Employee Engagement Survey (n=125 employees; 7 organizations)*

# Turnover Rate (Higher for Larger Organizations)

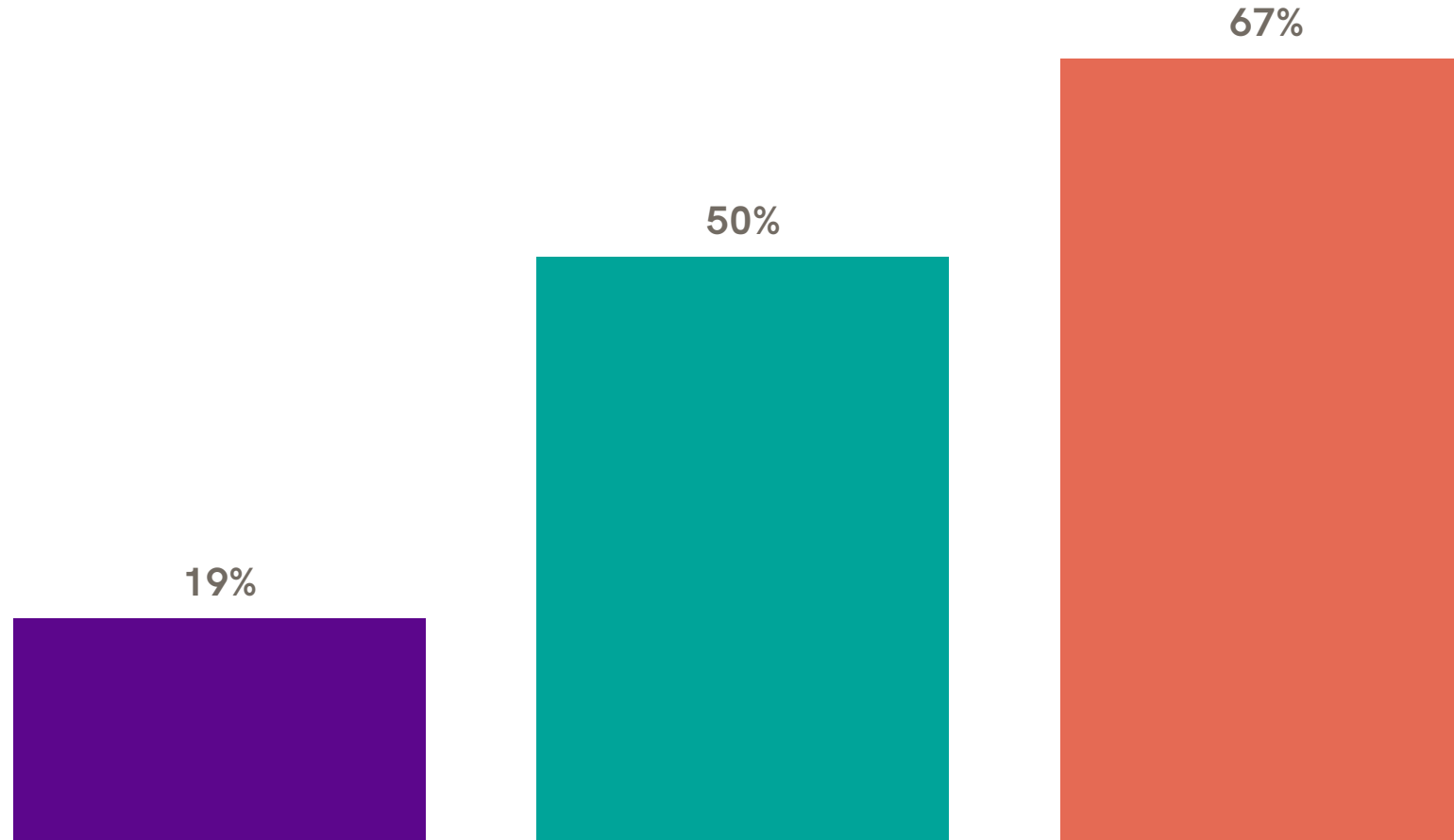## % of Organizations that Saw More than 25% Turnover in Past Two Years

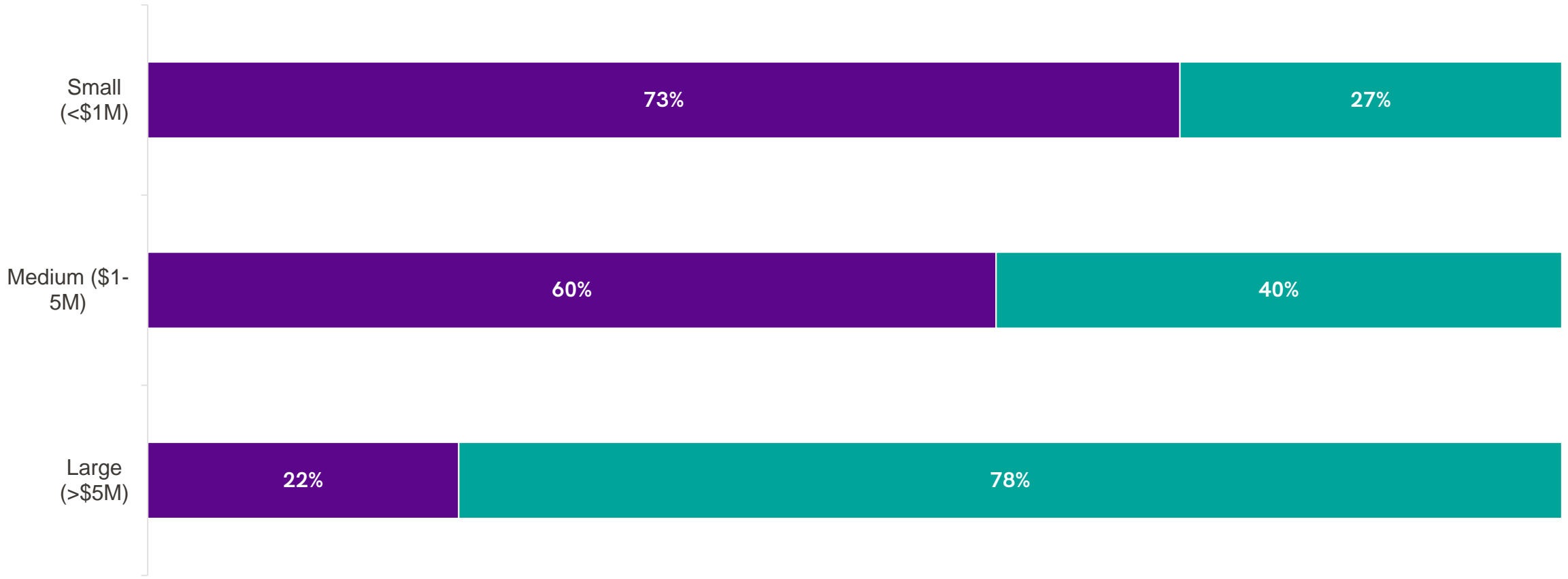### Org Size (Annual Operating Budget)

■ Small (<$1M)     ■ Medium ($1-5M)     ■ Large (>$5M)

67%

50%

19%

*Source: 2023 OHI; local organizations only (n=25)*

# Staffing



**Under Staffed** ■ **Appropriately Staffed**

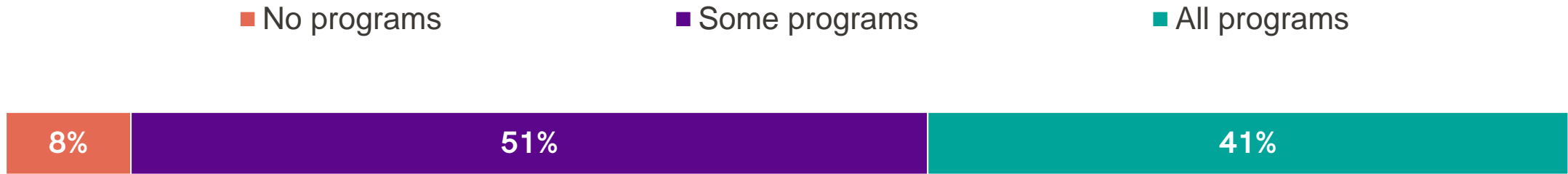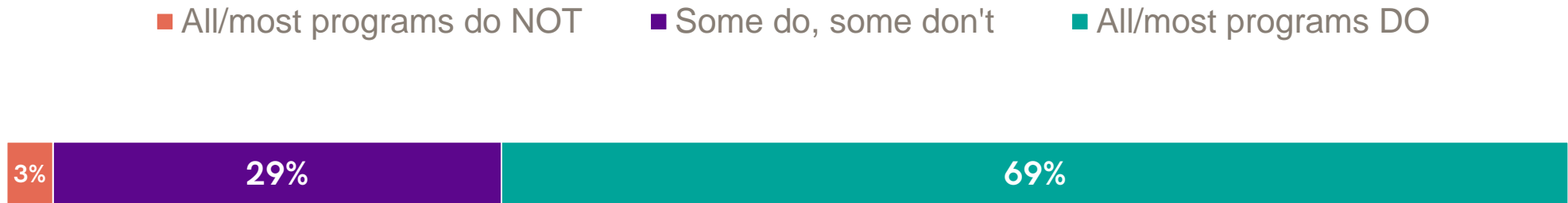| Category | Under Staffed | Appropriately Staffed |
|---|---|---|
| Small (<$1M) | 73% | 27% |
| Medium ($1-5M) | 60% | 40% |
| Large (>$5M) | 22% | 78% |

*Source: 2023 OHI; local organizations only (n=25)*

# Program Participation Goals (Local and National Organizations)

## Are Participation Goals **Set** for Programs?

■ No programs  ■ Some programs  ■ All programs

| 8% | 51% | 41% |
|---|---|---|

## Do Programs **Meet** Participation Goals?

■ All/most programs do NOT  ■ Some do, some don't  ■ All/most programs DO

| 3% | 29% | 69% |
|---|---|---|

*Source: 2023 OHI (n=38)*
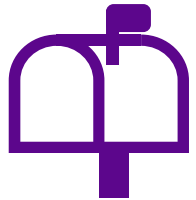
# What (And Whom) We Should Know More About

# How Many of You Collect This Information?

Age
**90%**

Interfaith Identity
**55%**

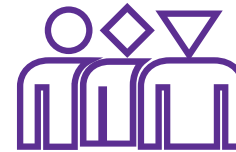Geography/County
**88%**

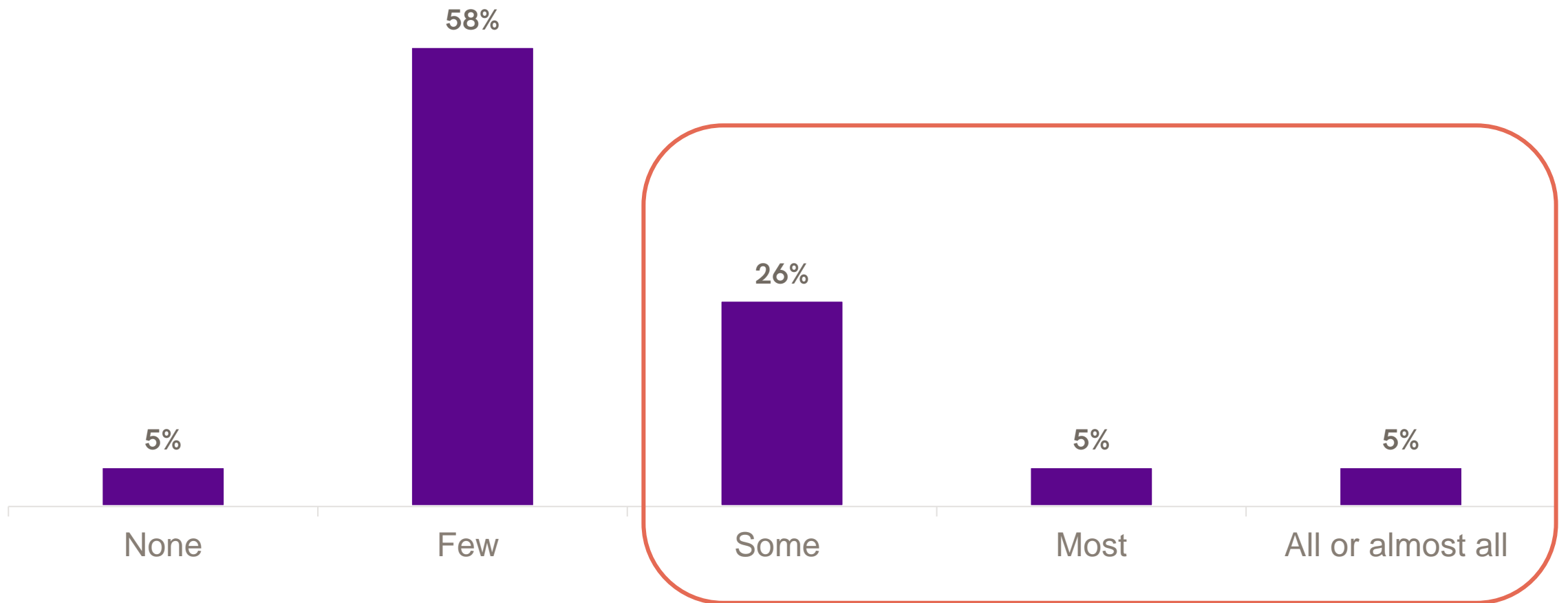Jewish Denomination
**55%**

Gender
**65%**

Race and Ethnicity
**55%**

LGBTQ+ Identity
**58%**

Physical/Intellectual ability
**55%**

*Source: 2023 OHI (n=39)*

# Reaching Unaffiliated Jews: What We Know

% of Organizations That Say ____ of Their Participants Are Unaffiliated Jews
(No Denominational Affiliation)



| None | Few | Some | Most | All or almost all |
|------|-----|------|------|-------------------|
| 5% | 58% | 26% | 5% | 5% |

*Source: 2023 OHI; all organizations that collect this information (n=19)*

# Reaching Unaffiliated Jews: What We **DO NOT** Know
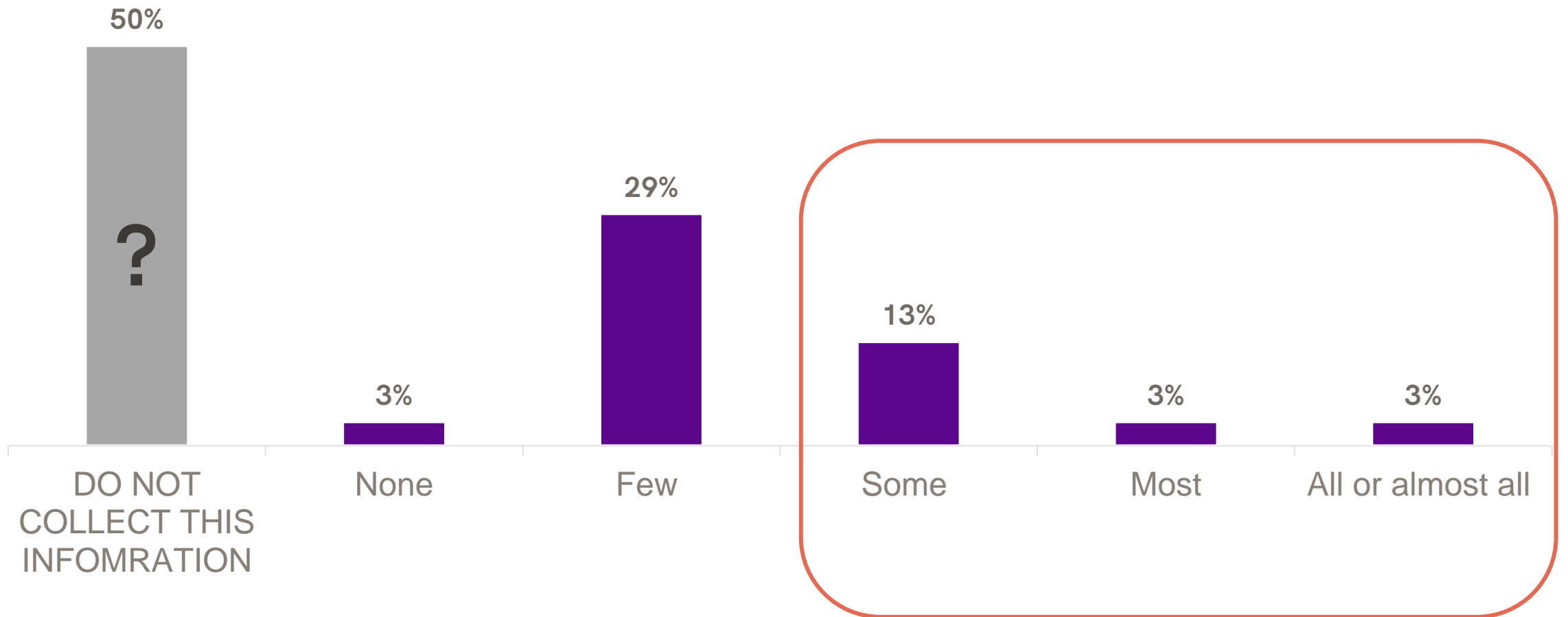
% of Organizations That Say ____ of Their Participants Are Unaffiliated Jews
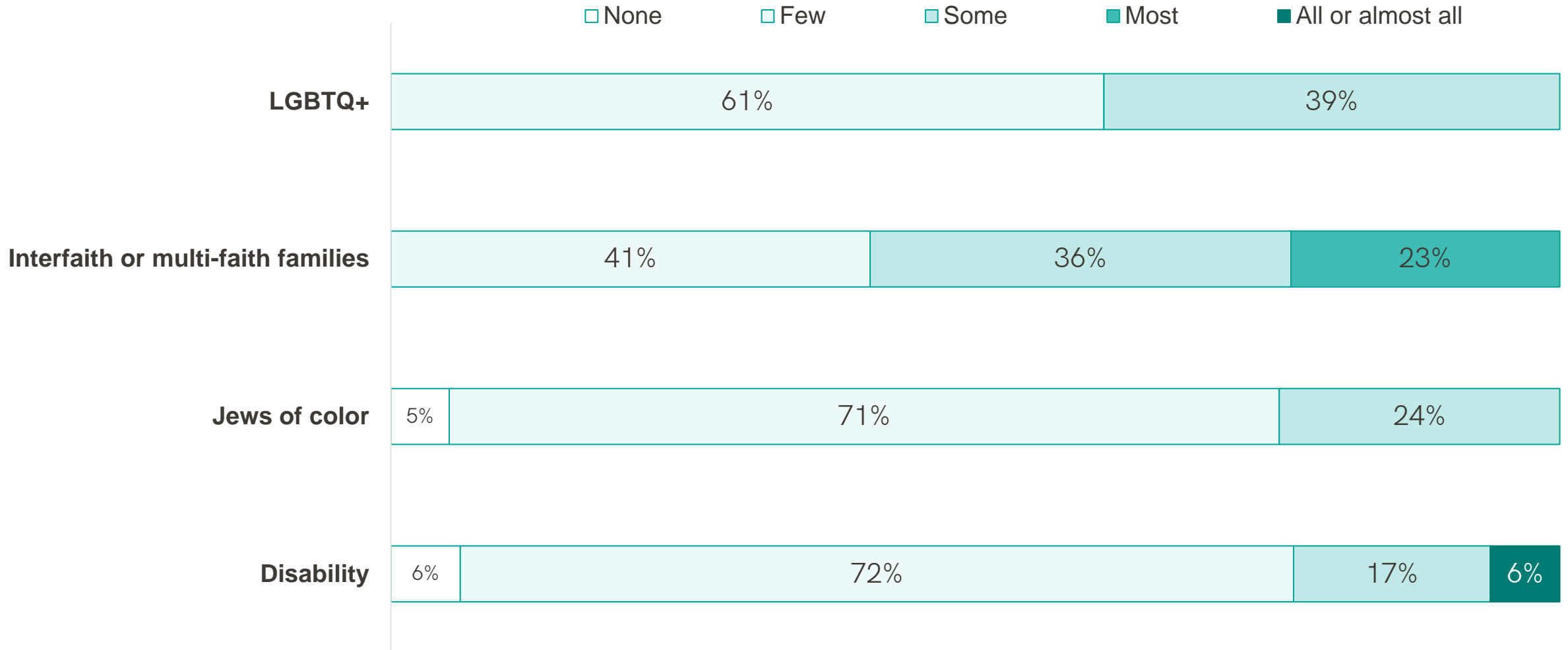(No Denominational Affiliation)



| DO NOT COLLECT THIS INFOMRATION | None | Few | Some | Most | All or almost all |
|---|---|---|---|---|---|
| 50% (?) | 3% | 29% | 13% | 3% | 3% |

*Source: 2023 OHI; all responding organizations (n=38)*

# Diverse Identities: What We Know

Legend: □ None　□ Few　□ Some　■ Most　■ All or almost all

| Identity | None | Few | Some | Most | All or almost all |
|---|---|---|---|---|---|
| **LGBTQ+** | | 61% | 39% | | |
| **Interfaith or multi-faith families** | | 41% | 36% | | 23% |
| **Jews of color** | 5% | 71% | 24% | | |
| **Disability** | 6% | 72% | | 17% | 6% |

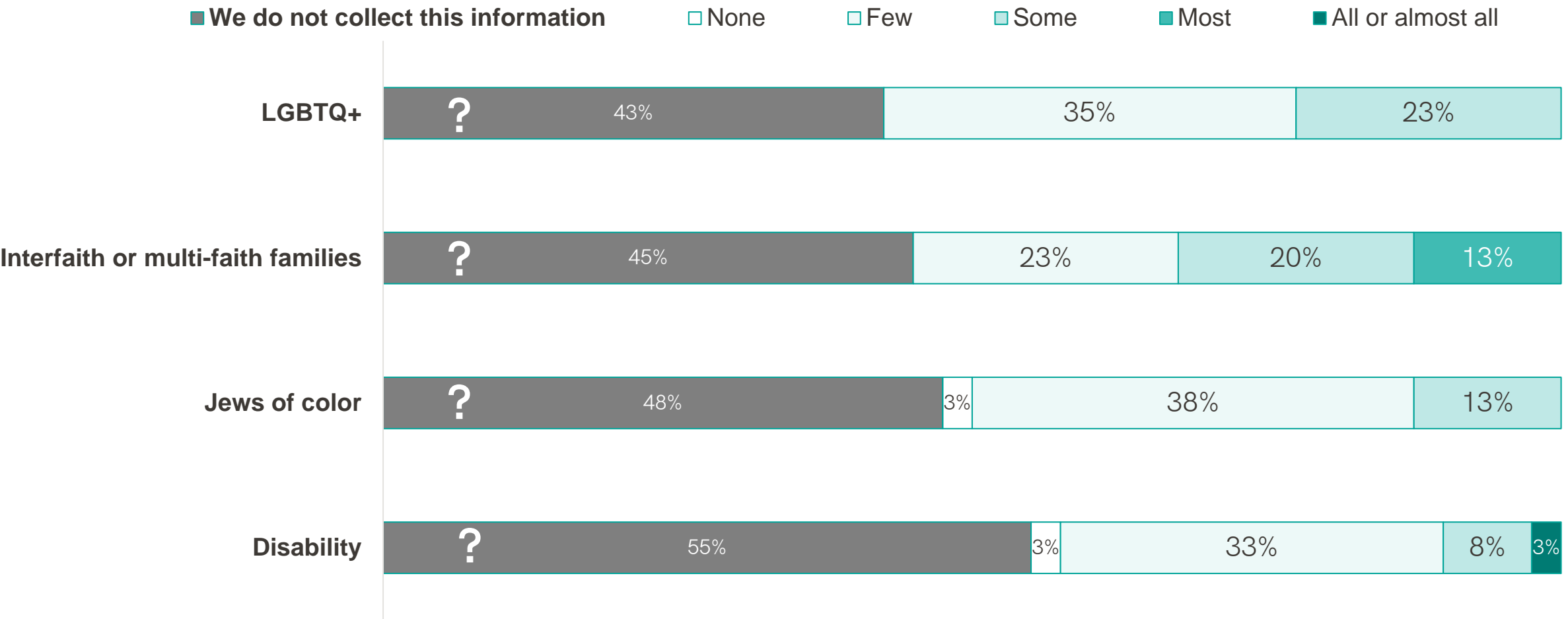*Source: 2023 OHI; all organizations/programs that collect this information (n=18)*

# Diverse Identities: What We **DO NOT** Know

■ **We do not collect this information**  □ None  □ Few  □ Some  ■ Most  ■ All or almost all

**LGBTQ+**
? 43% | 35% | 23%

**Interfaith or multi-faith families**
? 45% | 23% | 20% | 13%

**Jews of color**
? 48% | 3% | 38% | 13%

**Disability**
? 55% | 3% | 33% | 8% | 3%

*Source: 2023 OHI; all responding organizations/programs (n=40)*

# Why It's Important to Learn More

*And some tips for doing so*

# Why Collect Demographic Information?

✓ To better understand who participates in our programs, services, and experiences

✓ To understand the extent to which we are serving the whole Jewish community

✓ To better serve everyone and/or specific populations in the Jewish community

✓ To make a statement about "who counts"

○ **Communicate the "Why" to Community Members**

○ **Aim for relational, not transactional**

○ **Explain your rationale**

○ **Allow room for discussion**

○ **Include brief explanations in your data collection instruments:**

*"We strive to create programs/provide services for the full diversity of the Jewish community. We are asking the following question(s) to ensure that we are meeting this goal."*

# Where Do I Include These Questions?

○ Registration and RSVP forms

○ New participant sign-up forms

○ Satisfaction surveys

○ Evaluative data collection instruments

Q&A

# Thank You!