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

Community Workshop
April 26, 2023
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)

<table>
<thead>
<tr>
<th></th>
<th>Small (&lt;$1M) (n=11)</th>
<th>Medium ($1-5M) (n=5)</th>
<th>Large (&gt;=$5M) (n=9)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time Staff (average)</td>
<td>8</td>
<td>11</td>
<td>75</td>
</tr>
<tr>
<td>Part Time Staff (average)</td>
<td>5</td>
<td>39</td>
<td>20</td>
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</table>

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)
Employees’ Perception of Leadership

% who agree or strongly agree that...

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

Org Size (Annual Operating Budget)

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

- Small (<$1M): 19%
- Medium ($1-5M): 50%
- Large (>5M): 67%

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

- **Small (<$1M)**: 73% Under Staffed, 27% Appropriately Staffed
- **Medium ($1-5M)**: 60% Under Staffed, 40% Appropriately Staffed
- **Large (>=$5M)**: 22% Under Staffed, 78% Appropriately Staffed

Source: 2023 OHI; local organizations only (n=25)
Program Participation Goals (Local and National Organizations)

Are Participation Goals **Set** for Programs?

- **No programs**: 8%
- **Some programs**: 51%
- **All programs**: 41%

Do Programs **Meet** Participation Goals?

- **All/most programs do NOT**: 3%
- **Some do, some don't**: 29%
- **All/most programs DO**: 69%

*Source: 2023 OHI (n=38)*
What (And Whom) We Should Know More About
How Many of You Collect This Information?

- Age: 90%
- Geography/County: 88%
- Gender: 65%
- LGBTQ+ Identity: 58%
- Interfaith Identity: 55%
- Jewish Denomination: 55%
- Race and Ethnicity: 55%
- 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)

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)

- **50%**
- **3%**
- **29%**
- **13%**
- **3%**
- **3%**

**DO NOT COLLECT THIS INFORMATION**

None
Few
Some
Most
All or almost all

Source: 2023 OHI; all responding organizations (n=38)
# Diverse Identities: What We Know

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<tr>
<th>Identity</th>
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<th>Some</th>
<th>Most</th>
<th>All or almost all</th>
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<tbody>
<tr>
<td>LGBTQ+</td>
<td>61%</td>
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<td>Interfaith or multi-faith families</td>
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<td>36%</td>
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<td>Jews of color</td>
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<td>71%</td>
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<tr>
<td>Disability</td>
<td>6%</td>
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<td>72%</td>
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<td>17%</td>
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Source: 2023 OHI; all organizations/programs that collect this information (n=18)
Diverse Identities: What We **DO NOT** Know

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<td>38%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Disability</td>
<td>?</td>
<td>55%</td>
<td></td>
<td>3%</td>
<td>33%</td>
<td>8%  3%</td>
</tr>
</tbody>
</table>

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
Thank You!