

**The Jewish Educational Impact of Jewishly Committed JCC Leaders:
The Commitment of Presidents & Executives to JCCs' Jewish Mission**

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Commitment Makes a Difference

Jewish Community Centers across the United States make a substantial investment in the Jewish educational mission. They conduct classes, lectures and programs for adults; they infuse the early childhood education programs with holiday celebrations aimed at toddlers and parents alike; they bring Israel, Shabbat, and Jewish music to their thousands of campers, be they in day camps or overnight facilities; they engage the services of professional Jewish educators, Israeli shlichim, and other staff members; they attend to the Jewish ambiance and atmosphere of their physical facilities; and they hire and train staff to advance their Jewish educational mission.

But having said that JCCs widely engage in Jewish education in a wide variety of ways, we also must recognize the breadth and depth of commitment to the Jewish educational mission varies considerably. Such is as one would expect in a continental system of 135 JCCs of varying sizes, with varying memberships, in all parts of the U.S. and Canada, and with different types of lay and professional leaders at the helm. Not all JCCs are equally invested in the Jewish educational mission, and not all offer as wide and as rich an array of programs as do others.

So what accounts for these variations? Why are some JCCs “more Jewish” than others?

While several factors are at work, this study shows that one is especially crucial: Leadership – both lay and professional. Where the JCC President and where the JCC executive are especially committed to the JCC Jewish educational mission, we find:

- More adult education programs
- More commitment to Jewish education in the ECE and camping programs
- More professional Jewish educators on staff
- More instances of staff training in Jewish education
- More public display of Jewish, Israeli, and Hebrew themes in the buildings

Moreover, the commitment to the Jewish educational mission of JCCs on the part of the leaders is, itself, not happenstance. Rather, people who are personally committed as Jews, are more committed to the JCC Jewish educational mission.

These and other relevant findings emerge from the 2006 Survey of JCC Leaders conducted by the Florence G. Heller / JCCA Research Center. The details follow.

The Survey and the Sample

Procedure: We conducted a Web-based survey sent to all JCC presidents and executives, 347 in all. A total of 142 or 41% responded, representing 111 JCCs across the continent. These respondents are most likely to be in Intermediate or Large-Intermediate JCCs somewhere the East coast.

REGION	
6%	Canada
17%	Midwest
12%	New York City
22%	Northeast
21%	Southeast
8%	Southwest
15%	West

JCC SIZE	
7%	Branch
29%	Intermediate
31%	Large-Intermediate
18%	Large
16%	Metropolitan

About the respondents:

- 142 leaders from 111 JCCs
- 68% are professionals, largely executives
32% are presidents (8% of these are former presidents)
- 62% are male
38% are female.
- The vast majority, 88%, are married
9% are divorced
3% of respondents are single.
- Nearly all respondents hold a college degree
14% have another type of advanced degree (MD, PHD, JD, etc...)
56% have a Master's degree (nothing further)
27% have Bachelor's degree (nothing further)
3% have a high school diploma or less
- Everyone is Jewish, and nearly all spouses are Jewish
98% are Jews by birth, and 2% are Jews by choice or conversion
87% of spouses are Jews by birth, 9% are Jews by choice or conversion, and 4% are not Jewish
 - o Denominationally, they are divided as follows:
5% are Orthodox

47% are Conservative
34% are Reform
6% are Reconstructionist
7% are “other Jewish”

- o During the past year, 15% attended a Jewish worship service once a week or more.
16% attended 2-3 times a month
12% attended once a month
44% attended a few times
11% attended on the high holidays
3% attended only for bar/bat mitzvahs or never
 - o 90% are dues paying members of a synagogue.
9% of these synagogues are Orthodox
53% are Conservative
34% are Reform
1% are Reconstructionist
3% are “other”
- 39% say that all or almost all of their closest friends are Jewish
47% say that most are Jewish
12% say that about half are Jewish
2% have only some close Jewish friends
- Most respondents received some type of Jewish schooling as a child.
8% attended full-time Jewish day schools
34% attended a religious school that met 3 days a week
18% attended a religious school that met twice a week
25% attended Sunday school or another 1 day a week school
5% received another type of Jewish schooling
9% received no formal Jewish schooling
- Before turning 25, most respondents participated in some type of Jewish activity.
73% were members of a Jewish youth group
61% attended Jewish day camp
56% participated in youth activities at a JCC
55% attended Jewish overnight camp
35% participated in Hillel at college
25% took a youth trip to Israel
- When asked “how important is being Jewish in your life?”, nearly everyone identified ‘very or extremely important’.
42% chose “extremely important”
51% chose “very important”
6% chose “somewhat important”

1 person chose “a little important
no one chose “not at all important”

- 99% of respondents or their spouses donate to the local Jewish Federation
93% of respondents or their spouses fast at least part of the day on Yom Kippur
65% light Sabbath candles on Friday night
25% serve (or served) as an officer or Board member of a synagogue
2% have a Christmas tree in their house

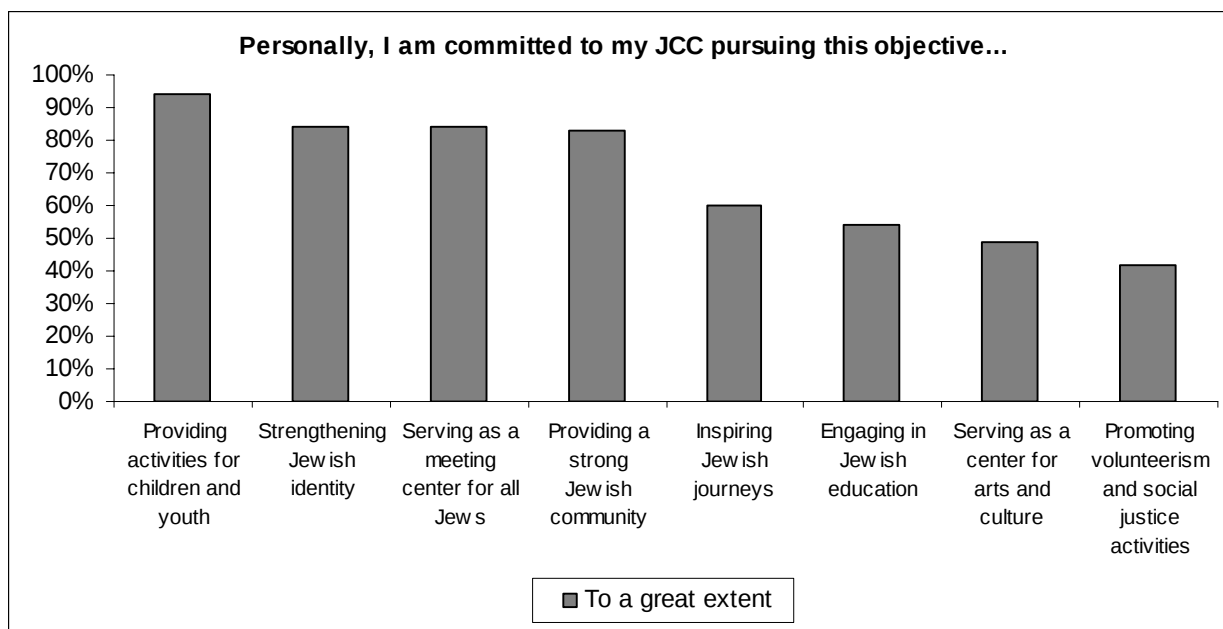
Findings

1. Widespread **support for the Jewish mission**: When asked about their personal commitment, over 80% are highly committed to JCCs working to “strengthen Jewish identity”, to the JCC “serving as a meeting center for all Jews”, and to JCCs “providing a strong Jewish community”.

With that said, we also find areas of **hesitation or qualification**. Near the bottom of the list, for example, are:

- Inspiring Jewish journeys (60%) – the JCCA trademark slogan in this area
- Engaging in Jewish education (54%) – indicative of the ambivalent connotations of “Jewish education”

Also indicative of qualification, respondents are split evenly over the question, “Everything that permeates the JCC should be Jewish.” Even more critically, they are not totally convinced that commitment to the Jewish mission is good for membership numbers.



COMPONENTS OF THE “COMMIT” MEASURE:

Jewish Community Centers aim to achieve a variety of worthy objectives. In thinking about your JCC, to what extent would you say that you personally are committed to your JCC pursuing each of the following objectives?

Personally, I am committed to my JCC pursuing this objective...	To some extent or less		To a great extent
Strengthening Jewish identity	4	13	84
Making strong Jewish memories	8	21	72
Providing a place for people to explore their identities as Jews	9	23	68
Inspiring Jewish journeys	15	25	60
Engaging in Jewish education	17	30	54

To what extent do you agree or disagree with the following statements?

	Strongly disagree or disagree	Not sure or Mixed	Strongly Agree or agree
The JCC should be a Jewish meeting place, but not a place for explicit Jewish education	68	16	15
As much as we'd like to do more Jewish programming, we're a consumer-driven institution devoted primarily to child care, camping, and state-of-the-art fitness facilities	59	15	26
Everything that permeates the JCC should be Jewish	37	23	39

Suppose your JCC were to engage in a community-wide discussion about whether to place greater emphasis upon the Jewish mission of the JCC. More emphasis would imply such things as:

- more explicit Jewish educational content in the pre-school and camps,
- more adult Jewish education programs,
- more emphasis on hiring staff with a strong Jewish background and commitment,
- more investment in staff development around Jewish matters, and
- more visible signs of Jewish commitment in the building.

Undoubtedly, such efforts would require additional resources, possibly implying cutbacks elsewhere. How do you think each of the following parties react to such a suggestion?

	Strongly oppose or oppose	Mixed, not sure	Favor	Strongly favor
Executive Director (or You)	6	17	50	28
The president (or You)	9	29	42	20

2. JCCs tend to **treat Jewish education budgets well** in times of budgetary cutbacks or expansion. When budgets are in flux, in recent years, a small number (11%) believe their JCCs treated “Jewish-oriented programs” less favorably than others, but three times as many (33%) believe they were treated more favorably. (Examining the list of JCCs that fall into either category may prove instructive.)

List of JCCs, by size, that rank high on the “Treated” measure:

Branch	Henry and Ida Hochman JCC, West Palm Beach, FL Sol Goldman YM-YWHA of The Educational Alliance, Manhattan, NYC
Intermediate	Boro Park YM-YWHA, Brooklyn, NYC Canton JCC, Canton, OH Contra Costa JCC, Walnut Creek, CA JCC on the Hudson, Westchester, NYC Marjorie and Oscar Boonshoft JCC, Dayton , OH
Large-Intermediate	Edith & Carl Marks JCH of Bensonhurst, Brooklyn, NYC I.J. & Jeanne Wagner JCC, Salt Lake City, UT JCC of Louisville, Louisville, KY JCC of Northern Virginia, Fairfax, VA JCC of the Greater St. Paul Area, St. Paul, MN Jewish Community Alliance, Jacksonville, FL Milton & Betty Katz JCC, Margate, NJ New Orleans JCC, New Orleans, LA Sabes JCC, Minneapolis, MN
Large	Dave and Mary Alper JCC, Miami, FL Greater Hartford JCC, Hartford, CT JCC of the Greater Palm Beaches, West Palm Beach, FL Lawrence Family JCC of San Diego County, San Diego, CA Schwartz / Reisman Centre, Toronto, ON Tucson JCC, Tucson, AZ
Metropolitan	JCC of Greater Pittsburgh, Pittsburgh, PA JCC of Houston, Houston, TX JCCs of Chicago, Chicago, IL Jewish Community Center of San Francisco, San Francisco, CA Jewish Community Center of St. Louis, St. Louis, MO

COMPONENTS OF THE “TREATED” MEASURE:

In the year of the greatest pressures on your budget, how did the budgetary commitment to Jewish-oriented program change?

Decreased more than other programs	Decreased the same as other programs	Stayed the same, or increased, as other programs were decreased
11	56	33

If didn't answer question above, use:

In the year of the greatest increase in your budget, how did the budgetary commitment to Jewish-oriented program change?

Stayed the same, or decreased, as other programs were increased	Increased the same as other programs	Increased more than other programs
13	45	42

If didn't answer either of the two questions above, use:

What do you think will happen to the budgetary commitment to Jewish-oriented program change? It will ...

Decrease more than other programs	Decrease the same as other programs	Stay the same, or increase, as other programs are decreased
12	50	39

If didn't answer any of the three questions above, use:

What do you think will happen to the budgetary commitment to Jewish-oriented program change? It will ...

Stay the same or decrease, as other programs are increased	Increase the same as other programs	Increase more than other programs
3	55	42

- JCCs range widely with respect to **the number of full-time and part-time Jewish educators**, with more staffing in larger Centers. For example, Large-Intermediate JCCs have an average of 0.53 full-time Jewish educators (0.88 part-time), while Large JCCs average 0.83 full-time Jewish educators (1.08 part-time educators).
- Whereas about two-thirds of the educators work with camps, ECE programs and the staff, only about a third **teach lay board members**, suggesting an area that may need more emphasis.



5. Less than **half of the ECE programs** make use of the JCCA-provided initiatives in Jewish education, suggesting another area for ongoing attention.

List of JCCs, by size, that rank high on the “KidsJed3” measure:

Branch	Henry and Ida Hochman JCC, West Palm Beach, FL Kevy K. & Hortense M. Kaiserman JCC, Philadelphia, PA
Intermediate	JCC of Washtenaw County, Ann Arbor, MI Jerry Shaw Jewish Community Center of Akron, Akron, OH Marjorie and Oscar Boonshoft JCC, Dayton, OH
Large-Intermediate	Albert L. Schultz JCC, Palo Alto, CA Barshop JCC of San Antonio, San Antonio, TX Bernard and Ruth Siegel JCC, Wilmington, DE Edith & Calr Marks JCH of Bensonhurst, Brooklyn, NYC JCC of Indianapolis, Indianapolis, IN JCC of Northern Virginia, Fairfax, VA JCC of the Greater St. Paul Area, St. Paul, MN Jewish Community Association of Austin, Austin, TX Memphis JCC, Memphis, TN Michael-Ann Russell JCC, Miami, FL New Orleans JCC, New Orleans, LA Sabes JCC, Minneapolis, MN Weinstein JCC, Richmond, VA
Large	JCC of Greater Kansas City, Overland Park, KS JCC of the Greater Palm Beaches, West Palm Beach, FL Leo Yassenoff JCC of Greater Columbus, Columbus, OH The JCC of Greater Buffalo - Benderson Family Building, Buffalo, NY
Metropolitan	JCC Metrowest, West Orange, NJ JCC of Cleveland, Cleveland, OH JCC of Greater Baltimore, Baltimore, MD JCC of Greater Pittsburgh, Pittsburgh, PA

JCC of Greater Washington, Rockville, MD
JCC of Houston, Houston, TX

COMPONENTS OF THE “KIDSJED” MEASURES:

Does your JCC pre-school participate in “Ethical Start” (the PeerK Explorer program), the JCCA sponsored effort to enhance parents', students', and teachers' understanding of Jewish ethical values?

Yes
40

Does your day camp use the TAG™ initiatives provided by the Mandel-JCCA Center for Jewish Education?

Yes
48

Does your day camp have special Shabbat programming?

Yes
95

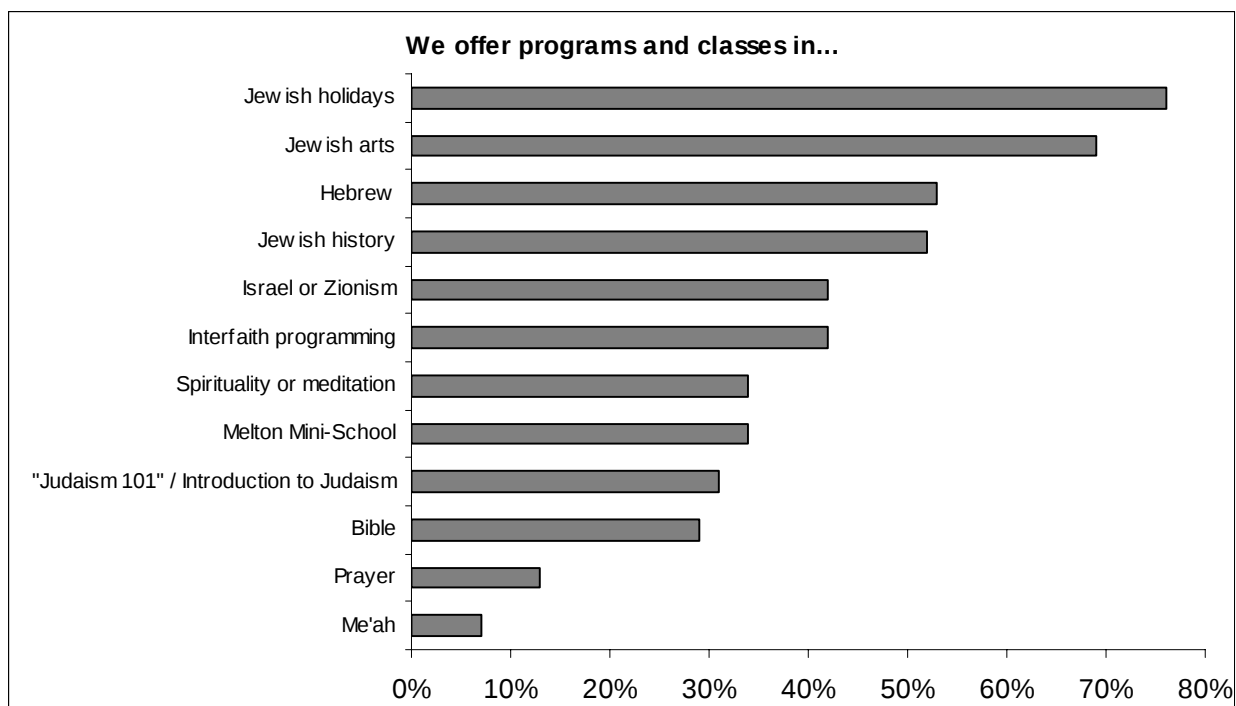
Does your day camp have a shaliach (Israeli representative) on staff?

Yes
68

To what extent does each of the following characterize your JCC?

	To 'some' or 'a great' extent
Our programs for children include the celebration of Jewish holidays	97
We offer opportunities for children to experience Shabbat	89
Our day camp has a written plan to integrate Jewish cultural programming components into camp activities	84

- With respect to the substance of programs and classes, most widespread are those focusing on holidays and arts, with Israel, Hebrew and history, not far behind. Least popular are a variety of subject areas that are generally seen as the purview of synagogues (e.g., Bible, prayer, and spirituality). This circumstance suggests an area where JCCs may wish to engage their local rabbinic leadership in reflecting on the relative **lack of offerings in the religious domain** at JCCs.



List of JCCs, by size, that rank high on the “AdJed3” measure:

Intermediate	Berkeley-Richmond JCC, Berkeley, CA JCC on the Hudson, Westchester, NYC
Large-Intermediate	Addison Penzak JCC of Silicon Valley, San Jose, CA JCC of the Greater St. Paul Area, St. Paul, MN Jewish Community Association of Austin, Austin, TX Michael-Ann Russell JCC, Miami, FL
Large	JCC of Greater Kansas City, Overland Park, KS Tuscon JCC, Tuscon, AZ
Metropolitan	JCC in Manhattan , Manhattan, NYC JCC Metrowest, West Orange, NJ JCC of Greater Washington, Rockville, MD JCC of Houston, Houston, TX Jewish Community Center of San Francisco, San Francisco, CA

COMPONENTS OF THE “ADJED” MEASURES:

In the area of adult Jewish education, does your JCC have a professional staff person who helps people think about what they need and which classes they might want to take?

Yes
43

We offer programs and classes in..

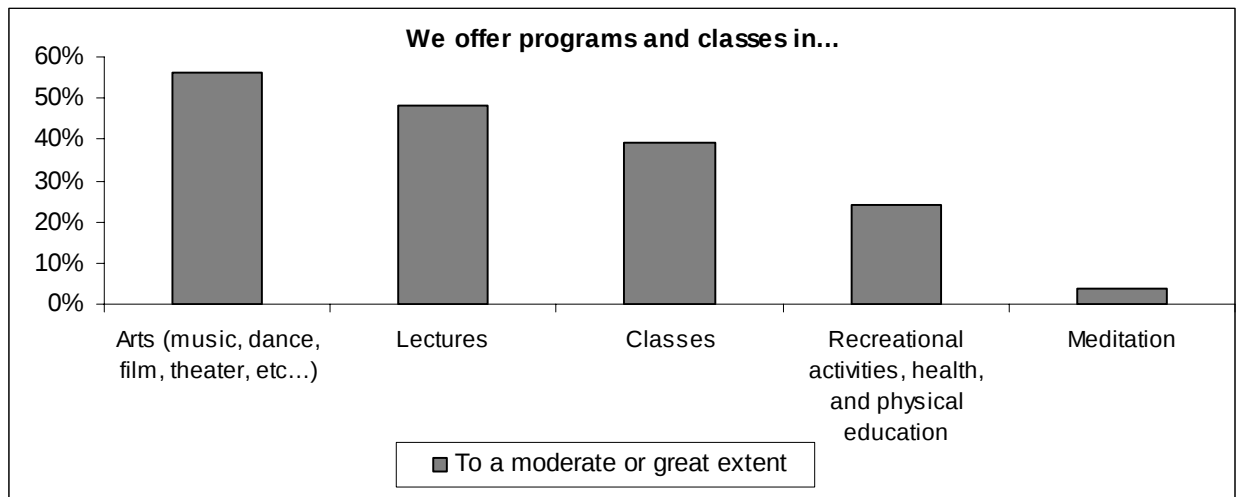
	Yes
Jewish holidays	76
Jewish arts	69
Hebrew	53
Jewish history	52
Israel or Zionism	42
Interfaith programming	42

Spirituality or meditation	34
Melton Mini-School	34
"Judaism 101"/ Introduction to Judaism	31
Bible	29
Prayer	13
Me'ah	7

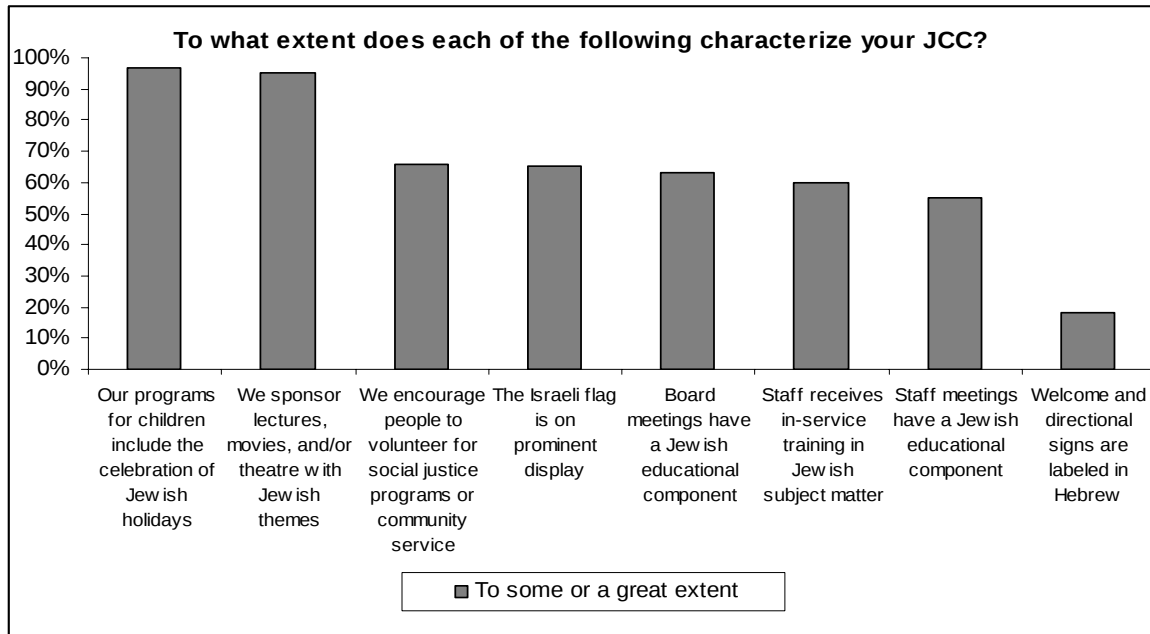
To what extent does each of the following characterize your JCC?

	To 'some' or 'a great' extent
We offer adult Jewish educational classes	84

7. Jewish learning at JCCs takes place largely in the domains of the arts, classes, and lectures. Far **less learning takes place in recreational activities**, suggesting an area that may benefit from some consideration.



8. Asked about the availability of programs and staff development opportunities, respondents generally reported high levels of activity. However, the areas with relatively lower frequencies suggest special opportunities for further growth. These include: the presence of **Hebrew signage, staff development** at all levels (orientation, in-service, meetings), board meetings, and social justice volunteering for the members.



COMPONENTS OF THE “TRAINING” MEASURE:

To what extent does each of the following characterize your JCC?

	To 'some' or 'a great' extent
Staff receives training regarding the Jewish mission during staff orientation	68
Board meetings have a Jewish educational component	63
Staff receives in-service training in Jewish subject matter	60
Staff meetings have a Jewish educational component	55

COMPONENTS OF THE “DISPLAY” MEASURE:

To what extent does each of the following characterize your JCC?

	To 'some' or 'a great' extent
Our lobby features displays about Jewish holidays	84
We offer opportunities for members and guests to learn about Israel	74
The Israeli flag is on prominent display (e.g., in the lobby, out front)	65
Welcome and directional signs are labeled in Hebrew	18

- Of the policy-relevant constituencies, those seen as most favorable to the Jewish mission of the JCCs are the **executives and the local Federations**. Almost as supportive are the top laity, and senior staff. Jewish members and local rabbis, are seen as mixed to supportive, with the non-Jewish members seen as least supportive.

10. We measured level of personal commitment to the Jewish mission of the JCC by way of responses to several questions on commitment to ... strengthening Jewish identity, engaging in Jewish education, inspiring Jewish journeys, expanding emphasis on the Jewish mission, and related items. The JCCs **where leaders are more committed** to the Jewish mission are also those where:

- More Jewish educators are on staff
- More adult Jewish educational activities take place
- The ECE and camp programs engage in more Jewish educational practices
- The atmosphere of the building is more explicitly Jewish
- More staff training in Jewish education takes place
- The budget for Jewish educational program receives better treatment in times of cutbacks and prosperity

	(Commit3) Personal commitment to JCC Jewish Education			Total
	High	Moderate	Low	
(Relstaf3) Num of Jewish Ed staff, relative to size of JCC	36%	42%	22%	100%
(Adedsiz) Level of Jewish education for adults, relative to size of JCC	43%	38%	19%	100%
(Kjedsiz) Level of Jewish education for children, relative to size of JCC	52%	41%	7%	100%
(Display) Visible signs of Israel, Jewish holidays	60%	20%	20%	100 %
(Training) Conducts Jewish educational training for staff & board	73%	9%	18%	100%
(Treated) How Jewish education budget is treated	37%	44%	19%	100%

While cause-and-effect are difficult to disentangle, **leaders' commitment to the Jewish mission bears real consequences for functioning on the ground.**

11. On average, executives are more committed to the Jewish mission than are presidents. For both sorts of leaders, those who are personally more Jewishly engaged (as indicated by saying, or not saying, that being Jewish is “extremely important” to them) are also more committed to the JCC Jewish mission. In fact, in contrast with the presidents and with executives with lower levels of personal Jewish engagement, the **executives who are also personally engaged in being Jewish** score especially high on the measure of commitment to the JCC Jewish mission. This finding suggests that

advocates of the Jewish mission have an interest in promoting the hiring of Jewishly engaged executives, and in furthering their personal Jewish involvement once they assume the position of executive.

		(Jewengag) Being Jewish is extremely important		Total
		Low	High	
(Commit3) Personal commitment to JCC Jewish Education = High	Professional	30%	70%	100%
	Lay	40%	60%	100%

12. Regional variations:

- Leaders' personal commitment to the Jewish mission is **high in NYC and low in the Southwest**.
- Budgetary commitment to the Jewish mission is also **weakest in the Southwest**, while **strongest in the Southeast and Midwest**. These patterns in part reflect cultural variations in the local Jewish populations.
- **No regional variation in staff size**, relative to size of JCC.
- The **New York area** scores especially high with respect to the sheer number of offerings in adult Jewish education.
- The **Midwest scores higher than others** with respect to all other measures of Jewish educational performance.

	Branch	Intermediate	Large-Intermediate	Large	Metropolitan
(adultjed3) Level of Jewish education for adults	2.29	2.55	2.26	2.12	2.15
(commit3) Personal commitment to JCC Jewish Education	1.88	2.13	1.98	2.21	1.57
(kidsjed3) Level of Jewish education for children	2.29	2.32	1.69	1.90	1.76
(allstaf) Number Jewish educational professional staff	0.95	0.68	0.98	1.38	1.64
(Treated) How Jewish education budget is treated	50.00	61.43	63.75	65.79	61.11

	NYC	Northeast	Southeast	Midwest	Southwest	West	Canada
(Commit3) Personal commitment to JCC Jewish Education	2.18	1.89	1.96	1.83	2.18	2.11	2.00
(Adedsize) Level of Jewish education for adults, relative to size of JCC	2.06	1.74	1.80	2.00	2.00	1.95	1.75
(Kjedsize) Level of Jewish education for children, relative to size of JCC	1.82	2.10	1.90	2.38	2.36	1.86	1.38
(Relstaf) Relative size of Jewish educational staff	0.12	-0.12	0.05	0.15	-0.40	-0.13	0.50
(Treated) How Jewish education budget is treated	66.67	54.17	69.64	67.50	45.45	61.11	62.50

Responses to this Survey

Please note that some questions have been re-ordered according to responses in order to help with this analysis. The shaded cells indicate the data used for this re-organization.

0. You are:

President	Professional
31	69

1. Jewish Community Centers aim to achieve a variety of worthy objectives. In thinking about your JCC, to what extent would you say that you personally are committed to your JCC pursuing each of the following objectives?

Personally, I am committed to my JCC pursuing this objective...	To some extent or less		To a great extent
Providing activities for children and youth	1	5	94
Strengthening Jewish identity	4	13	84
Serving as a meeting center for all Jews	5	11	84
Providing a strong Jewish community	2	15	83
Providing activities for the entire family	3	14	83
Providing a caring community	5	16	79
Providing a place where people make and experience good friendships	7	18	75
Making strong Jewish memories	8	21	72
Serving the older adult community	11	19	70
Providing a place for people to explore their identities as Jews	9	23	68
Providing health and fitness services	19	14	67
Inspiring Jewish journeys	15	25	60
Engaging in Jewish education	17	30	54
Serving as a center for arts and culture	23	29	49
Promoting volunteerism and social justice activities	22	37	42

2. To what extent do you agree or disagree with the following statements?

	Strongly disagree or disagree	Not sure or Mixed	Strongly Agree or agree
Sometimes I feel we're "too Jewish"	91	7	2
To reach non-Jews, we need to downplay the Jewish part of the mission	88	8	4
We have to make sure not to become "too Jewish," so as not to drive away our members	80	11	9
If we became "less Jewish" in our programming and atmosphere, we would eventually lose community philanthropic support	11	11	79
Our investment in the Jewish mission does nothing for our "bottom line"	74	18	8
Were it not for our Jewish mission, I would not be interested in serving as a leader of our JCC	23	6	70
The JCC should be a Jewish meeting place, but not a place for explicit Jewish education	68	16	15
If we became "more Jewish" in our programming and atmosphere, we would eventually lose membership	66	25	9
The fact that we are clear about who we are as a Jewish institution actually helps attract non-Jewish members and users of our services	12	27	61
As much as we'd like to do more Jewish programming, we're a consumer-driven institution devoted primarily to child care, camping, and state-of-the-art fitness facilities	59	15	26
If we became "less Jewish" in our programming and atmosphere, we would eventually lose membership	25	31	43
Everything that permeates the JCC should be Jewish	37	23	39
Local synagogue leaders feel that they, and not the JCC, should do Jewish programming	33	23	45

Jewish mission and the budget

In the past 3 years, have there been years in which you have needed to significantly cut the budget for programs?

Yes
55

3a. (IF YES TO #3) In the year of the greatest pressures on your budget, how did the budgetary commitment to Jewish-oriented program change?

Decreased more than other programs	Decreased the same as other programs	Stayed the same, or increased, as other programs were decreased
11	56	33

4. In the past 3 years, have there been years in which you were able to significantly increase the budget for programs?

Yes
38

4a. (IF YES TO #4) In the year of the greatest increase in your budget, how did the budgetary commitment to Jewish-oriented program change?

Stayed the same, or decreased, as other programs were increased	Increased the same as other programs	Increased more than other programs
13	45	42

5. In the next 3 years, do you imagine that your JCC will need to significantly cut the budget for programs?

Yes
19

5a. (IF YES TO #5) What do you think will happen to the budgetary commitment to Jewish-oriented program change? It will ...

Decrease more than other programs	Decrease the same as other programs	Stay the same, or increase, as other programs are decreased
12	50	39

6. In the next 3 years, do you imagine that your JCC will significantly expand the budget for programs?

Yes
49

6a. (IF YES TO #6) What do you think will happen to the budgetary commitment to Jewish-oriented program change? It will ...

Stay the same or decrease, as other programs are increased	Increase the same as other programs	Increase more than other programs
3	55	42

7. Does your JCC have a written policy for kashrut?

Yes
87

8. Does your JCC have a written policy regarding activities that take place on Shabbat and holidays?

Yes
81

9. How many professional full-time Jewish educators work at your JCC?

None	One	Two or more
55	29	17

10. How many professional part-time Jewish educators work at your JCC?

None	One	Two or more
44	25	32

11. Does the JCC professional Jewish educator undertake the following activities?

	Yes
Serve as a Jewish educational resource for the day camp	69
Serve as a Jewish educational resource for the ECE program	66
Teach staff members	62
Teach board members	37

12. About what proportion of your JCC's program staff (not support staff) is Jewish?

All or almost all	Most	About half	Less than half
27	40	21	12

13. Does your JCC pre-school participate in "Ethical Start" (the PeerK Explorer program), the JCCA sponsored effort to enhance parents', students', and teachers' understanding of Jewish ethical values?

Yes
40

14. Are two-thirds or more of your pre-school teachers Jewish?

Yes
52

15. Are two-thirds or more of the children in your early childhood programs Jewish?

Yes
66

16. Does your day camp use the TAG™ initiatives provided by the Mandel-JCCA Center for Jewish Education?

Yes
48

17. Does your day camp have special Shabbat programming?

Yes
95

18. Does your day camp have a shaliach (Israeli representative) on staff?

Yes
68

19. In the area of adult Jewish education, does your JCC have a professional staff person who helps people think about what they need and which classes they might want to take?

Yes
43

20. We offer programs and classes in..

	Yes
Jewish holidays	76
Jewish arts	69
Hebrew	53
Jewish history	52
Israel or Zionism	42
Interfaith programming	42
Spirituality or meditation	34
Melton Mini-School	34
"Judaism 101"/ Introduction to Judaism	31
Bible	29
Prayer	13
Me'ah	7

21. To what extent does adult Jewish learning take place in the following ways and venues at your JCC?

In our JCC, Jewish learning takes place in...	Not at all (+ next column)	To some extent	To a great extent (+ prev column)
Arts (music, dance, film, theater, etc.)	4	40	56
Lectures	4	47	48
Classes	13	48	39
Recreational activities, health and physical education	38	38	24
Meditation	78	18	4

Activity: Program and Staff Development

22. To what extent does each of the following characterize your JCC?

	To 'some' or 'a great' extent
Our programs for children include the celebration of Jewish holidays	97
We sponsor lectures, movies, and/or theatre with Jewish themes	95
We offer opportunities for children to experience Shabbat	89
We make a concerted effort to recruit staff with the Jewish background and commitment to carry out the Jewish mission	86
Our atmosphere is clearly Jewish	85
We offer adult Jewish educational classes	84
Our day camp has a written plan to integrate Jewish cultural programming components into camp activities	84
Our lobby features displays about Jewish holidays	84
Our resident camp has a written plan to integrate Jewish cultural programming components into camp activities	82
We offer opportunities for members and guests to learn about Israel	74
Staff receives training regarding the Jewish mission during staff orientation	68
We encourage people to volunteer for social justice programs or community service	66
The Israeli flag is on prominent display (e.g., in the lobby, out front)	65
Board meetings have a Jewish educational component	63
Staff receives in-service training in Jewish subject matter	60
Staff meetings have a Jewish educational component	55
Welcome and directional signs are labeled in Hebrew	18

23. Suppose your JCC were to engage in a community-wide discussion about whether to place greater emphasis upon the Jewish mission of the JCC. More emphasis would imply such things as:

- more explicit Jewish educational content in the pre-school and camps,
- more adult Jewish education programs,
- more emphasis on hiring staff with a strong Jewish background and commitment,
- more investment in staff development around Jewish matters, and
- more visible signs of Jewish commitment in the building.

Undoubtedly, such efforts would require additional resources, possibly implying cutbacks elsewhere.

How do you think each of the following parties react to such a suggestion?

	Strongly oppose or oppose	Mixed, not sure	Favor	Strongly favor
Local Federation	1	22	48	30
Executive Director (or You)	6	17	50	28
The president (or You)	9	29	42	20
Major donors	3	41	45	12
Local congregational rabbis	14	38	36	12
Other senior staff	8	39	42	11
Other officers	9	49	33	9
The Jewish members	6	45	42	8
The non-Jewish members	19	71	9	1

Your Background

24. Are you.

Male	Female
62	39

25. How old are you?

26. What is your current marital status?

Single/ Never married	Married / Partnered	Separated or Divorced	Widowed
3	88	9	0

27. What is the highest level of education you have attained?

High School graduate or less	BA or BS, College degree	Master's degree	Doctorate, MD, JD, or equivalent	Other
3	27	56	14	0

Your Involvement in Jewish Life

28. How important is being Jewish in your life?

Not at all important	A little important	Somewhat important	Very important	Extremely important
0	1	6	51	42

29. Thinking about Jewish religious denominations, what denomination do you currently consider yourself to be?

Orthodox	Conservative	Reform	Reconstructionist	Other Jewish	Not Jewish
5	47	34	6	7	0

30. This past year...

	Yes
Did you or your spouse/partner donate to the local Jewish Federation?	99
Did you or your spouse/partner fast all or part of the day on Yom Kippur?	93
Did you or anyone in your household usually light Sabbath candles on Friday night?	65
Did you serve as an officer or Board member of a synagogue?	25
Did you have a Christmas tree in your house?	2

31. This past year, were you or anyone in your household a dues paying member of a synagogue?

Yes
90

31a. (IF YES TO #31) What is the denomination of this synagogue?

Orthodox	Conservative	Reform	Reconstructionist	Other
9	53	34	1	3

32. During the past year, how often did you go to Jewish worship services?

Never or bar/bat mitzvahs	Just for high holidays	A few times during the year	About once a month	2-3 times a month	About once a week or more
3	11	44	12	16	15

33. How many of the people you consider to be your closest friends are Jewish?

None	Some	About half	Most	All or almost all
0	2	12	47	39

34. Do you identify yourself as:

A Jew by birth	A Jew by choice or conversion	Non-Jewish
98	2	0

35. Does your spouse/partner identify him or herself as

A Jew by birth	A Jew by choice or conversion	Non-Jewish
87	9	4

36. What was the main type of Jewish schooling you received as a child?

None	Sunday school or another one-day-a-week school	A religious school that met two days a week	A religious school that met three days a week	A full-time Jewish day school	Other
9	25	18	34	8	5

37. Before the age of 25, did you ever participate in...

	Yes
Jewish youth group	73
Jewish day camp	61
Youth activities at a JCC (e.g., JCC day camp, overnight camp, teen programs)	56
Jewish overnight camp	55
Hillel at college	35
Youth trip to Israel	25

38. Please enter any comments you may have about JCCs and the Jewish Educational mission or this survey