

JCSANA Jewish Communal Service Professionals

Who are the professionals who work for Jewish communal organizations today? What are their views, concerns and experiences these days? How have they fared in the midst of the recent economic downturn? These issues that are critical to policy makers, philanthropists, the Jewish public, and, of course, Jewish communal professionals themselves. To explore them in depth ... We are inviting you to participate in, "The 2009 Survey of Jewish Communal Service Professionals." Whether you see yourself as a "Jewish communal professional" or not, we'd like you to participate in this survey. The survey is sponsored by the Jewish Communal Service Association of North America (www.JCSANA.org) & the Berman Jewish Policy Archive@ NYU/Wagner (www.BJPA.org), with grants from The Andrea & Charles Bronfman Philanthropies and the Charles and Lynn Schusterman Family Foundation. Prof. Steven M. Cohen is serving pro bono as Principal Investigator. Your answers will be treated confidentially, but not anonymously. That means that Professor Cohen will never share your identity or individual answers with anybody. We also need your help in making sure it is answered by colleagues no longer in your workplace, or others you may know in Jewish communal professional life, now or in the past. Accordingly, please share the following link to the survey so we can hear from all Jewish community professionals currently or recently in the field: <LINK>. Participants who complete the survey may also enter their name to win a Voucher towards a ticket to Israel or other prizes. We'll be sharing the compiled results of the survey with you as soon as they are ready for distribution. Should you have any comments, write Prof. Cohen directly at Steve34NYC@AOL.COM or info@jcsana.org. Dr. Misha Galperin & Brenda Gevertz, Jewish Communal Service Association of North America Prof. Steven M. Cohen, Berman Jewish Policy Archive@NYU Wagner

q1 Which best describes your main work (current or most recent before retirement)?

- ☐ Working primarily in Jewish communal life (1)
- ☐ Working both inside and outside Jewish communal life (2)
- ☐ Working primarily outside of Jewish communal life (3)

q2 Are you currently...

- ☐ Employed full-time (1)
- ☐ Employed part-time (2)
- ☐ Working on my own (consulting, etc.) (3)
- ☐ Retired (4)
- ☐ Unemployed and looking for work (5)
- ☐ Not employed (6)

If Retired Is Selected, Then Skip To What is (or most recently, was) your ...If Unemployed and looking for ... Is Selected, Then Skip To What is (or most recently, was) your ...If Not employed Is Selected, Then Skip To What is (or most recently, was) your ...

q3 On average, about how many hours per week do you work for monetary compensation in all your jobs?

- ☐ Under 20 (1)
- ☐ 20-29 (2)
- ☐ 30-34 (3)
- ☐ 35-39 (4)
- ☐ 40-49 (5)
- ☐ 50 or more (6)
- ☐ Not sure (7)

q4 How many years have you worked...?

	0-2 years (1)	3-5 years (2)	6-10 years (3)	10-15 years (4)	16 or more years (5)
In your current (main) position (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At your current (main) organization (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In Jewish communal life (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

q5 What is (or most recently, was) your primary place of work?

q6 Which one of the following organizations best describes the organization where you work (now or most recently)? (Choose one)

- ☐ Advocacy (1)
- ☐ Anglo-Jewish Press/Media (2)
- ☐ Camping (3)
- ☐ Community Relations (4)
- ☐ Congregation/synagogue (5)
- ☐ Consultancy (6)
- ☐ Elder Service/Nursing Home (8)
- ☐ Environment (9)
- ☐ Family Service (10)
- ☐ Federation (11)
- ☐ Foundation (12)
- ☐ Gov't Relations/Public Policy (13)
- ☐ Hillel/campus (14)
- ☐ International (15)
- ☐ International organization (30)
- ☐ Israel related (16)
- ☐ JCC (17)
- ☐ Jewish Education Services (18)
- ☐ Jewish School/Educational Setting (19)
- ☐ Library (20)
- ☐ Museum (21)
- ☐ National Organization (22)
- ☐ Outreach (23)
- ☐ Professional Development (24)

- ☐ Startup/Entrepreneurial Venture (25)
- ☐ Social Services (7)
- ☐ Synagogue (46)
- ☐ University/College Faculty (26)
- ☐ Vocational Service (27)
- ☐ Youth Movement (28)
- ☐ Other (please specify): (29) _____

q7 Which of the following best describes your current (or most recent) position?

- ☐ CEO or Executive Director (1)
- ☐ Senior Vice-President or Vice President (2)
- ☐ Associate or Assistant Executive Director (3)
- ☐ CFO (4)
- ☐ Controller, auditor or bookkeeper (5)
- ☐ Managing Director or Branch Director (6)
- ☐ Planning Director or Program/Project Director (7)
- ☐ Manager or Department Director (8)
- ☐ Assistant Manager or Department Director (9)
- ☐ Program Coordinator (10)
- ☐ Program Associate or Direct Service Professional, Caseworker (11)
- ☐ Jewish School Principal (12)
- ☐ Jewish School Teacher (13)
- ☐ Congregational Rabbi or Cantor (14)
- ☐ Entry Level (15)
- ☐ Fellow or intern (16)
- ☐ Other (please specify): (17) _____
- ☐ Development/Fundraising (18)
- ☐ Administrative/Executive assistant (19)

q8 Which of the following best describes the department, or part of the organization where you work/ed? (Choose one; if inappropriate, please skip.)

- ☐ Administration (1)
- ☐ Clergy (2)
- ☐ Direct Service (3)
- ☐ Finance/Accounting (4)
- ☐ Fundraising (5)
- ☐ IT (6)
- ☐ Jewish Education (7)
- ☐ HR (8)
- ☐ Marketing & Communications (9)
- ☐ Planning/Consultation (10)
- ☐ Other (please specify): (11) _____

q9 About how many people work full-time for your organization (or did when you were there)?

- ☐ Less than 6 (1)
- ☐ 6-20 (2)
- ☐ 21-50 (3)
- ☐ 51-100 (4)
- ☐ 101 or more (5)
- ☐ Not sure (6)

q10 During the past two years, have you participated in any in-service training at your organization?

- ☐ Yes (1)
- ☐ No (2)

q11a During the past two years, have you participated in any professional development conference calls or webinars?

- ☐ Yes (1)
- ☐ No (2)

q11 During the past two years, did you attend any professional conferences or programs outside of your organization?

- ☐ Yes (1)
- ☐ No (2)

q12 Have you been a part of any of these programs, scholarships, or fellowships? Check all that apply.

- ☐ Professional Leadership Program (PLP) (1)
- ☐ FEREP (2)
- ☐ Wexner (3)
- ☐ Professional Association Awards (4)
- ☐ Kivun (5)
- ☐ Birthright Israel (6)
- ☐ Other (please explain): (7) _____

q13 Do you see yourself as a Jewish communal professional?

- ☐ Yes (1)
- ☐ Not sure (2)
- ☐ No (3)

q14 About how many of your friends are Jewish communal professionals?

- ☐ Most (1)
- ☐ Many (2)
- ☐ Some (3)
- ☐ Few (4)
- ☐ Hardly any (5)
- ☐ Not sure (6)

q15 Three years from now, how likely are you to be working ...

	Almost definitely not (1)	Probably not (2)	Not sure (3)	Probably will (4)	Almost definitely will (5)
In your current position? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In another position in your organization? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elsewhere, but inside the Jewish community? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elsewhere, not-for-profit, outside the Jewish community? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the private sector? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retired or not working? (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

head3 YOU AND THE ECONOMY TODAY

q15 For each of the following, please tell us whether each of the following characterizes you in the past year.

	Yes (1)	No (2)	Not sure/Not applicable (3)
Been laid off from a full-time job? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Started work on a new full-time job? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Started work on a new part-time or consulting job? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Had your salary reduced? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Had your salary increased? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Had your benefits reduced? (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Been given more responsibility to make up for cutbacks? (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considered delaying your retirement? (If you're not retired) (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considered leaving the field of Jewish communal service? (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Updated your CV/resume? (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Took courses in a new field? (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Started looking for work? (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worked longer hours on your job? (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Started additional part-time or consulting work? (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

q16 To what extent do you feel your main source of income is secure?

- ☐ Not at all (1)
- ☐ A little (2)
- ☐ Somewhat (3)
- ☐ To a great extent (4)
- ☐ Not sure (5)

head5 BELIEFS AND OPINIONS

q18 Do you consider yourself Jewish in any way?

- ☐ Yes (1)
- ☐ No (2)

head6 YOUR JEWISH LIFE

q19 How important is being Jewish in your life?

- ☐ Very important (1)
- ☐ Fairly important (2)
- ☐ Not very important (3)
- ☐ Not at all important (4)

q20 Among your closest friends, how many are Jewish?

- ☐ None (1)
- ☐ Some (2)
- ☐ About half (3)
- ☐ Most (4)
- ☐ All or almost all (5)

q21 To what extent do you agree or disagree with the following statements?

	Strongly disagree (1)	Disagree (2)	Mixed, not sure (3)	Agree (4)	Strongly Agree (5)
I have a strong sense of belonging to the Jewish People (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a part of the Jewish community (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a responsibility to take care of Jews in need around the world (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jews should marry whomever they fall in love with even if they're not Jewish (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'd be upset if my child were to marry a non-Jew who didn't convert to Judaism (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'd be upset if the number of US Jews declined sharply over the next two generations (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caring about Israel is a very important part of my being a Jew (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

q22 Please choose one answer for each question. If not applicable, please skip.

	Yes (1)	No or not sure (2)
Are you a member of or participant in a congregation , minyan or chavurah? (1)	<input type="radio"/>	<input type="radio"/>
Do you serve on a board of a synagogue or Jewish organization? (2)	<input type="radio"/>	<input type="radio"/>
Do you feel specially connected to people you meet because they are Jewish? (3)	<input type="radio"/>	<input type="radio"/>
Do you participate in a Shabbat dinner at least once a month? (4)	<input type="radio"/>	<input type="radio"/>
Have you sent (or will you send) a child of yours to an overnight Jewish camp? (5)	<input type="radio"/>	<input type="radio"/>
Have you sent (or will you send) a child of yours to a Jewish day school? (6)	<input type="radio"/>	<input type="radio"/>
Do you read any Jewish professional journals? (7)	<input type="radio"/>	<input type="radio"/>

q23 How emotionally attached to Israel are you?

- ☐ Very attached (1)
- ☐ Somewhat attached (2)
- ☐ Not very attached (3)
- ☐ Not at all attached (4)

q24 Referring to Jewish religious denominations, in which of the following were you raised, and what do you mostly consider yourself now? (MARK ONLY ONE IN EACH ROW)

	Orthodox (1)	Conservative (2)	Reform (3)	Reconstructionist (4)	Post-denominational (5)	Non-denominational (6)	Not Jewish (8)	Culturally Jewish (9)	Just Jewish (7)
Raised (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Now (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Jewish Background JEWISH BACKGROUND

q25 What is the main source of Jewish education you received before the age of 14? (MARK ONLY ONE)

- ☐ None (1)
- ☐ Sunday school or once a week school (2)
- ☐ Hebrew School or other multi-day part-time Jewish school (3)
- ☐ Orthodox Yeshiva or full-time Jewish Day School (4)
- ☐ Non-Orthodox Day School (5)
- ☐ Private tutoring (6)
- ☐ Any other source (7)

q26

	Yes (1)	No or not sure (2)
Growing up, were both your parents Jewish (by birth, or by choice)? (1)	<input type="radio"/>	<input type="radio"/>
Growing up, did someone in your household usually light Shabbat candles? (2)	<input type="radio"/>	<input type="radio"/>
During grades 1-8, did you attend Jewish day school for 4 years or more? (3)	<input type="radio"/>	<input type="radio"/>
During high school, did you ever participate in a Jewish youth group? (4)	<input type="radio"/>	<input type="radio"/>
Did you ever attend a Jewish overnight camp, as a camper or staff? (5)	<input type="radio"/>	<input type="radio"/>
During college, did you regularly participate in any Jewish organizations? (6)	<input type="radio"/>	<input type="radio"/>
Did you ever take a college level Jewish studies course? (7)	<input type="radio"/>	<input type="radio"/>
Have you ever worked, part-time or full-time, as a Jewish educator? (8)	<input type="radio"/>	<input type="radio"/>

Q55 Have you ever been to Israel?

- ☐ Yes (1)
- ☐ No or not sure (2)

q27 Have you ever spent 4 months or more studying or working in Israel?

- ☐ Yes (1)
- ☐ No (2)

Q56 Did you ever have a particular experience that changed the Jewish direction of your life – a person, a trip, a program, a book, an event, etc?

- ☐ Yes (1)
- ☐ No or not sure (2)

q28 Please tell us about it: What was it? How did it affect you?

head7 BACKGROUND CHARACTERISTICS

q29 Are you:

- ☐ Male (1)
- ☐ Female (2)

q30 How old are you?

- ☐ 18 - 25 (1)
- ☐ 26 - 35 (2)
- ☐ 36 - 45 (3)
- ☐ 46 - 55 (4)
- ☐ 56 - 64 (5)
- ☐ 64- 74 (6)
- ☐ 75+ (7)

q31 In what region of the world were you born?

- ☐ United States (1)
- ☐ Canada (2)
- ☐ Israel (3)
- ☐ Former Soviet Union (4)
- ☐ Western/Central Europe (5)
- ☐ Latin America (6)
- ☐ Australia/South Africa (7)
- ☐ Other (8) _____

q31q In which of the following language are you able to converse? And in which are you able to read?
In each case check all that apply:

	Converse (1)	Read (2)
Hebrew (1)	<input type="checkbox"/>	<input type="checkbox"/>
Yiddish (2)	<input type="checkbox"/>	<input type="checkbox"/>
Russian (3)	<input type="checkbox"/>	<input type="checkbox"/>
Arabic (4)	<input type="checkbox"/>	<input type="checkbox"/>
French (5)	<input type="checkbox"/>	<input type="checkbox"/>
Spanish (6)	<input type="checkbox"/>	<input type="checkbox"/>
Amharic (7)	<input type="checkbox"/>	<input type="checkbox"/>
Other (not English) (8)	<input type="checkbox"/>	<input type="checkbox"/>

q32 What is the ZIP code of your main or most recent place of employment?

Zip code (1)

Q63 Where do you live?

- ☐ Argentina (1)
- ☐ France (2)
- ☐ Israel (3)
- ☐ Russia (4)
- ☐ South Africa (5)
- ☐ United Kingdom (6)
- ☐ United States or Canada (7)
- ☐ Other: (8) _____

q33 What is your current marital status?

- ☐ Never married/in a domestic partnership (1)
- ☐ Married to (or in a domestic partnership with) someone Jewish (2)
- ☐ Married to (or in a domestic partnership with) someone non-Jewish (3)
- ☐ Living with someone Jewish (4)
- ☐ Living with someone not Jewish (5)
- ☐ Widowed (6)
- ☐ Separated or divorced & not remarried (7)

q34 About how often do you personally attend religious services of any sort?

- ☐ Never, or only on special occasions (1)
- ☐ Only on the major holidays (2)
- ☐ A few times a year (3)
- ☐ About once a month (4)
- ☐ Several times a month or more (5)

q35 What academic degrees have you earned? Check all that apply.

- ☐ Associate's Degree (1)
- ☐ BA/BS or equivalent (2)
- ☐ MBA (3)
- ☐ MED (4)
- ☐ MPA (5)
- ☐ MSW (6)
- ☐ Masters in Jewish Communal Service (7)
- ☐ Masters in Jewish Studies (8)
- ☐ LL.B., J.D. (9)
- ☐ Other Masters (please detail): (10) _____
- ☐ Ph.D. (11)
- ☐ Other doctorate (12)
- ☐ Other graduate or professional degree (please detail): (13) _____
- ☐ Certificate in Jewish Studies/Communal Work (14)
- ☐ Other certificate (please detail): (15) _____

q35a Outside of your work in Jewish communal life, have you had full-time professional experience in any of the following fields (please check all that apply):

- ☐ Academia, Higher education (1)
- ☐ Financial services, Accounting (2)
- ☐ Law (3)
- ☐ Health, medicine, etc. (4)
- ☐ Marketing or Communications (5)
- ☐ Technology (6)
- ☐ Self-employment (7)
- ☐ Not-for-profit outside the Jewish community (8)

q36 What is your personal annual income (include only your salary, not your benefits package)?

- ☐ Under \$20,000 (1)
- ☐ \$20,000-39,999 (2)
- ☐ \$40,000-59,999 (3)
- ☐ \$60,000-79,999 (4)
- ☐ \$80,000-99,999 (5)
- ☐ \$100,000-149,999 (6)
- ☐ \$150,000-199,999 (7)
- ☐ \$200,000 or more (8)

Q54 What benefits are included in your employment (check all that apply)?

- ☐ Health coverage (full or partial) (1)
- ☐ Pension (2)
- ☐ Life insurance (3)
- ☐ Disability insurance (4)
- ☐ Expense account (5)
- ☐ Travel allowance (6)
- ☐ Tuition/membership discounts or scholarships for self (7)
- ☐ Tuition/membership discounts for family (8)
- ☐ Other (please explain): (9) _____

q37 Your Comments

Should you have any comments about your answers, this survey, the Jewish Communal Service Association, or any other matter, please enter them here. Should you wish to be in touch with Prof. Steven M. Cohen, write him at Steve34NYC@AOL.Com

Q59 The Jewish Communal Service Association, proud sponsor of this survey, would like to be able to contact you by e-mail about professional development and related opportunities. If you so permit, please enter your e-mail address here.

Email address: (1)

Q60 Prof. Steven M. Cohen would like to be able to occasionally invite you to participate in his surveys. If you agree, please enter your e-mail address here.

Email address: (1)

Q61 If you'd like to be entered into a lottery for a travel voucher to Israel valued at \$1000, please enter your e-mail address here.

Email address: (1)