TISCH PDX

02

SECOND ANNUAL REPORT 2020

RE-IMAGINING

Jewish life for everyone.

DEVELOPING

Jewish leaders in our community.

EMPOWERING

Marginalized Jews to create a world we want.

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GROUNDED IN WISDOM & ROOTED IN TODAY

ANNUAL REPORT

Portland, OR

Thank You

FROM THE COFOUNDERS

On behalf of the staff and board at TischPDX, we hope that you and your families are safe and healthy in these times. We are delighted to share with you the Annual Report of TischPDX: Unaffiliated Jewish Leadership Incubator, documenting the successes and challenges of this past year.

5780 has been a remarkable, brutal, enlightening and invigorating year. We are proud to say that TischPDX has been able to adapt gracefully to each new situation.

At the heart of our program are our fellows, or, in Hebrew, our "amitim." In September, 2019, the beginning of the Jewish year 5780, TischPDX welcomed a new cohort: six young, enthusiastic Jews who live and work with other young Jews on Portland's east side. Each one has brought their passions, insights and knowledge to bear in our time together. One of our new cohort members is teaching the Alef-Bet to her/their peers through a weekly session that includes snacks, Kabbalistic stories, midrash and art. Another is leading a monthly Shabbat book club with a racial justice focus. During the high holidays we held a weekend long retreat on Reed's campus for our first and second cohorts to meet one another and learn together. Another innovation from our first year was the decision to extend the length of the program from 10 months to 16 months. This meant that our 1st and 2nd year cohort members overlapped from September through December.

This allowed for greater networking possibilities, robust conversations and for the 1st cohort to take more leadership with their peers in the 2nd cohort.

In December, we graduated our first group of amitim. In their exit interviews, our amitim told us that after their 16 months in TischPDX they: 1) felt more comfortable in traditional or mainstream Jewish environments, 2) have learned more about Jewish life in Portland and 3) feel more connected to the Jewish yearly cycle and Jewish holidays. We were delighted with this feedback and are now working on building an alumni engagement program to keep these first cohort members engaged with TischPDX.

In the past year, we have been working to raise the profile of TischPDX on the national stage. In March, we received word that TischPDX had been accepted into a highly competitive national "Entrepreneur Sprints Program," hosted by the national Jewish creativity incubator Upstart, which is providing coaching, networking and financial support to TischPDX through November 2020. We are delighted to have received this honor and are looking forward to their support in our next stage of growth. With their support, we are actively working on messaging, staffing, board development and looking at ways we can replicate the TischPDX model nationally. Thank you in advance for your interest in TischPDX and for reading this report.

To learn more about our work, and to get involved, please visit our website at www.tischpdx.org
Kol Tuv,

Rabbi Ariel Stone — Rabbi Ariel Stone, Co-Founder and Rabbi

Kalyn Culler Cohen — Kalyn Culler Cohen, Co-Founder and Board Chair

Eleyna Fugman — Eleyna Fugman, Co-Founder and Program Director

WHY TISCH

SOMETIMES PEOPLE ASK US HOW WE CHOSE THIS NAME..

Tisch, in Yiddish means "table". It also refers to a celebration before a wedding, or an afternoon Torah study on Shabbat afternoon.

We chose this name to celebrate the place where most Jewish learning and community happens, at the table. We also chose this name because our goal is to bring more people to this table, the table of Jewish life and community. To create a place, a table, where all can come, especially those who have not been here until now: Queer and trans Jews, BIJOCSM (Black, Indigenous, non-Black Jews of Color, Sephardim and Mizrahim Jews), those raised secular, and those from mixed families and heritages.

At TischPDX, we celebrate the power of all Jews, the creativity and collaboration that happens at the table and the promise of a vibrant Jewish future that is set in motion by this convening.

LIFE IN THE ZOOM ROOM

When the pandemic hit, we realized quickly that our core program, the "incubator" consisting of over 100 hours of leadership development, relationship building, mentorship and Jewish learning/ritual, would need to move online. For several reasons, our cohort and the program have continued thriving during pandemic. The flexibility of our amitim enabled us to change our monthly meeting schedule.

Our size as a small group enables people to still connect in meaningful ways, even virtually.

Most importantly, the work of TischPDX centers around "relational engagement," orienting everything we do around personal human connections and working to make sure that each person feels seen, heard and valued in Jewish spaces. Much of the work we do in TischPDX is based on developing trust in one another and building support. Our challenge has been to translate this into the Zoom room.

Our amitim have also taken on the challenge of transitioning their programs online. With their originality, creativity and flexibility, our amitim shared programs ranging from an ongoing "Queer Alef-Bet Study Snax" class to a Shavuot Zoom learning and slumber party to a pre-Shabbat tzedakah workshop for peers focused on centering Black and Indigenous led organizing.

HOW IT WORKS

TischPDX aims to support emerging Jewish leaders through offering a combination of mentorship, coaching, Jewish education, and leadership development. Additionally, each *amit/ah* receives a stipend and monies to attend an educational gathering relevant to their work.

TORAH/JEWISH WISDOM

18 hours of Torah Study with a Rabbi, uncovering new interpretations and unpacking the meaning within the text.

LEADERSHIP DEVELOPMENT

18 hours of Workshops on Facilitation, Leading Jewish Ritual, Anti-Oppression Theory, Group Dynamics, Outreach and Engagement.

MENTORSHIP

Amitim are given mentors from our advisory committee and paired with other amitim in hevruta to meet with monthly to discuss projects. Our program manager checks in quarterly to determine amitim*'s* growth.

FINANCIAL SUPPORT

Each amit/ah receives a stipend of $1800 plus a travel/learning enrichment package, an opportunity attend a gathering or educational seminar pertinent to their work outside of Oregon.

NETWORKING

By meeting with our staff, advisory committee and each other, our amitim build invaluable relationships within the Jewish community.

11

Eleven active amitim making change and organizing their peers.

Our amitim brought their many skills and connections to bear this year, hosting dozens of events, ongoing and singular, focused on Jewish holidays, Jewish ritual and creating new ways of Jewish community and connection.

40

Over forty events on Portland's East Side.

While our amitim did start the year hosting in-person activities in March, they were able to shift to meet the needs of the community and work online. Before COVID we saw fellows collaborating to lead a Yom Kippur service in a yoga studio, bringing Judaism in to their workplaces, leading their peers in hard conversations on race.

OUR 2020 AMITIM

ROCKY COHEN

Rocky Cohen (she/her, they/them) entered our program this year with a desire to pass on her/their recent learning of the Hebrew Alef-Bet to peers through communal creativity. Rocky initially offered an eight-week series at no cost, called Queer Alef-Bet Study Snax. Pre-COVID, this group met on Wednesday evenings with a curriculum focused on learning each letter of the Alef-Bet individually through a combination of recitation, script, calligraphy, meditation and Kabbalistic study and snacks. Rocky was able to transition these classes online and is now teaching an intro level class and an advanced class, and is considering a third class open to Jews and non-Jews, queers and allies.

COLLEEN DIXON

Colleen Dixon (she/her) entered TischPDX with two years of experience facilitating a Racial Justice Shabbat Book Club for her peers. One of her goals in TischPDX was to deepen her Jewish knowledge and to be able to transfer some of this to her book club attendees. Through studying concepts of tzedakah with our staff and other fellows, Colleen has successfully integrated a Jewish lens to her already clear focus on helping other (mostly white) Jews and allies understand systemic racism and creating philanthropic spaces for her peers.

"TischPDX has been instrumental in my development as a Jewish community organizer, event steward, and teacher. I have learned skills and analyses that have made my practice more consistent and dependable, felt held in the warm, emboldening accountability of a like-minded cohort, and made friends who I hope will be lifelong. Thanks to Tisch, I finally feel like I can step into my role as an official Jewish Educator in the community!"
Rocky Cohen, 2019-20 Cohort Member

OUR 2020 AMITIM

NAT GLITSCH

Before joining TischPDX, Nat Glitsch (she/her) focused on community building by empowering her peers to host Shabbat and holiday gatherings.

During her time with TischPDX, she has focused on launching a national Jewish newspaper called אינווערטס (INVERTS), fashioned after radical Yiddish language publications of the early 20th Century, while at the same time organizing a labor union at her workplace. Since the onset of COVID 19, Nat has also worked to continue creating spaces for her peers to congregate in a virtual environment. In March 2020, as an early adopter, she hosted a digital sci-fi shabbos for her community. For Shavuot, she held multi-night Zoom "slumber party," where many young Jews from Portland and beyond attended online Shavuot events at synagogues and community centers across the country and then discussed their learnings. Most recently, she hosted a Zoom Shabbat focused on writing letters to people incarcerated at Oregon prisons.

"During my time in TischPDX, I've gained so many tools that have changed the way I organize, engage, and show up in community. The knowledge, perspective, experience and skills that have been shared with me are hugely valuable. I feel more effective and connected in the work I do, and I'm more excited than ever to be a part of Portland's Jewish community."

Nat Glitsch, 19-20 Cohort Member

YASHA SHAPIRO

Yasha Shapiro (they/them) entered TischPDX looking to share their deep knowledge of Jewish practice and ritual to their peers. Initially, they collaborated with first-year cohort member Sara Figueroa and Director Eleyna Fugman to host and lead an intimate Yom Kippur service in 5780. For Passover, Yasha redesigned a haggadah they have been building for 12 years and held a socially-distanced backyard seder. In August, they worked with TischPDX cohort member Colleen Dixon to put on a Shabbat Tzedakah workshop. In July, they hosted a shabbat ritual space collaborating with peers, including themes and actions around Black Lives Matter. They have been providing support/consultation to other cohort members and others in their community around creating meaningful and powerful rituals for shabbat, book groups, queer mikvahs and more. In their last term with TischPDX, Yasha plans to continue collaborations around meaningful ritual experiences for Shabbat and the High Holidays.

OUR 2020 AMITIM

BLAIR DENNIBERG

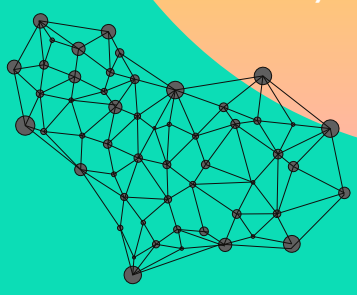
Blair Denniberg (she/her) focused on community building around Jewish and queer identities. Over the year, Blair has hosted or co-hosted many events that bring queer Jews together for observance, ritual and fun. Blair has also put considerate energy into collaborating with other amitim to design and host shabbat gatherings, queer networking happy hours and havdalah celebrations, both in person and online. She also brought Jewish ritual to her Jewish and non-Jewish co-workers by hosting a Shabbat at the OMSI staff annual retreat this year. For her final term with TischPDX, Blair has planned queer mikveh experiences and a series of havdalah ceremonies. Blair also helps manage the Instagram account for TischPDX and worked to build a bridge between TischPDX and OMSI by offering conference rooms for cohort meetings.

HERSCHEL COLBERT

Herschel Colbert (he/him) has spent his time in TischPDX learning and growing. In the fall, he co-hosted several events, with cohort member Blair Denniberg, that were welcoming to other queer Jews. Herschel also works with previously unengaged young and queer Jews to build a welcoming community that works for them. One of his projects in TischPDX has been to research the new and emerging forms of Jewish community happening outside of Portland and to think about how to bring these models here. This fall, Herschel will launch a set of community conversations, working to draw new people in. He is also excited to keep dreaming and collaborating to design and build big bold events for the High Holidays and beyond that will attract new people to the community.

"TischPDX has helped me realize the healing power of building intentional and inclusive Jewish community. I have grown as a community organizer, a Jew, and as a person. I have never felt more connected to the Torah and my Queer Jewish community in Portland."

Blair Denniberg, 2019-20 Cohort Member



ALUMNI SPOTLIGHT

ILANA CLOUD

Ilana has been leading and co-facilitating the Portland Well Circle (montly Rosh Chodesh circle) for the last four years. Womxn from all walks of life come together to share from their hearts, listen from their souls, and dive deep into both joy and heartbreak. As part of her alumni year with TischPDX, Ilana began brainstorming around how she could help other womxn create Well Circles of their own in their communities. In May of 2020, she got involved in At The Well (atthewellproject.com) as a national advisor/coach through their Well Circle coaching program. Six months in, Ilana has coached 12 circles from incubation stage into fruition and continues to support those womxn through the joys and challenges they've had. She also advises At The Well in creating a more integrated and connected coaching program, as well as participating in a weekly Torah study group.

"TischPDX has supported me through all the ups and downs of stepping into leadership roles in the Jewish community. I am so grateful for the connections I have made, the passion I've fostered, and the confidence I've found. I never imagined that I would be coaching other womxn through their own process of creating sacred community spaces. It is all because of the strong foundation I gained through the TischPDX program."

Ilana Cloud, 2018-19 Cohort Member

ALMUNI STATISTICS

Since leaving TischPDX in Dec. 2019:

- **100% have reported feeling more comfortable in mainstream or traditional Jewish environments)**
- **80% are currently serving on boards or as advisors to new organizations locally and nationally**
- **60% of our alumni are continuing to build programming for their peers**
- **60% have sought out more Jewish educational, coaching and mentorship opportunities, locally, nationally and in Israel.**

FOSTERING LEADERSHIP. IGNITING GROWTH.

“

The organizers of TischPDX believe in my ability to create unique events and have helped me build something that people craved.

Being part of the cohort has supported my growth as a young community organizer, connected me to the city I now call home, and supported me in my own Jewish learning.

”

Brooke Adams, 2018-19 Cohort Member

DRAWING LOCAL AND NATIONAL ATTENTION
RAISING OUR PROFILE

LOCALLY

In its second year, support of TischPDX is steadily growing in our community. In May we received our first local grant from the Jerry & Helen Stern Grandchildren's Fund of the Oregon Jewish Community and in June we were featured in an article in *Oregon Jewish Life Magazine*. Thanks to these and other local supporters and to word of mouth outreach we saw applications increase threefold this year.

NATIONALLY

We were delighted to be accepted into Upstart's Entrepreneur Sprints program this year. The program runs from May 2020–November 2020 and offers our Executive Director 20+ hours of mentorship and a grant to support our operating expenses.

UPSTART

TISCHPDX & BLACK LIVES MATTER

As Ijeoma Oluo, author and activist, exhorts us, "Act now, because people are dying now in this unjust system. How many lives have been ground up by racial prejudice and hate? How many opportunities have we already lost? Act and talk and learn and f*ck up and learn some more and act again and do better. We have to do this all at once. We have to learn and fight at the same time. Because people have been waiting far too long for their chance to live as equals in this society."
- So You Want To Talk About Race

In July 2020, we released the following statement on our website:
From its beginnings, TischPDX has used a racial equity lens in all of our teachings. Because of Black, Indigenous and POC activists both within and outside the Jewish community, now we see it must be continuously woven into the braid of our work.

As Jews, our tradition teaches us, in the words of Rabbi Tarfon, that "It is not incumbent upon you to finish the task, but neither are you free to absolve yourself from it." Tzedek, or justice, is a central tenet of our teachings, life and culture.

- BLACK LIVES MATTER.
- AS A LAND-BASED PEOPLE IN DIASPORA, WE RECOGNIZE FIRST NATIONS AND INDIGENOUS PEOPLE AS THE STEWARDS OF THIS LAND FROM TIME IMMEMORIAL, AND WORK TO AFFIRM THEIR GOALS.
- WE COMMIT TO LEARN, GROW, STRETCH, BUILD RELATIONSHIPS, MAKE MISTAKES, PRACTICE ACCOUNTABILITY, HEAL AND COLLABORATE TOWARD RACIAL JUSTICE.

BUDGET

ELUL 5780 - ELUL 5781 FINANCIALS
AUGUST 1, 2019 - SEPTEMBER 1, 2020

REVENUE	5780 FINANCIALS
Donations	$67,730.00
Grants	$2.750.00
TOTAL INCOME	**$70,480.00**
EXPENSES	
Staff	$38,997.00
Professional Development	$517.50
Staff Travel	$364.44
Conference Fees	$0.00
Fundraising	$117.00
Website: Design, Maintenance, Hosting	$838.28
Meetings/Work Spaces	$566.80
Snacks/Refreshments	$867.64
Marketing	$236,50
Program Materials	$159.40
Rentals	$180.00
Laptop and Software Licensing Fees	$40.00
Printing and Copying	$202.00
Office Supplies	$50.66
Mailing and Shipping	$228.00
Fiscal Sponsorship	$2,500.00
Legal Fees	$366.00
Internet	$65.00
TOTAL SPENT	**$46,278.22**

THIS YEAR WE WERE GRATEFUL FOR THE SUPPORT OF OUR ANONYMOUS DONORS IN ORDER TO CONTINUE THIS MEANINGFUL WORK.

WE ALSO RECOGNIZE LOCAL MEMBERS OF OUR COMMUNITY FOR THEIR FINANCIAL SUPPORT: CHARLES ROSENBLUM, KALYN CULLER COHEN, ALYSA ROSE AND DAVID FINKELMAN, SAM LUCKEY, BRYAN PARKS, AND ELEYNA FUGMAN.

THANK YOU TO UPSTART AND TO THE JERRY & HELEN STERN GRANDCHILDREN'S FUND OF THE OREGON JEWISH COMMUNITY FOUNDATION FOR SUPPORTING OUR WORK THROUGH GRANT FUNDING.

WE ARE ALSO GRATEFUL TO OUR FISCAL SPONSOR, SHIR TIKVAH, AND TO THEIR STAFF AMELIA SHROTH AND KATIE SCHNEIDER FOR THEIR TIME.

LEADERSHIP TEAM

RABBI ARIEL STONE
Co-Founder & Spiritual Leadership
ELEYNA FUGMAN
Co-Founder & Executive Director
KALYN CULLER COHEN
Co-Founder & Board Chair
DEREKH TRAVERS
Curriculum & Facilitation Consultant

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ANNUAL REPORT DESIGNED BY ILANA CLOUD

TO DONATE, PLEASE VISIT OUR WEBSITE AT TISCHPDX.ORG, OR MAKE OUT A CHECK TO TISCHPDX.