

# ANNUAL REPORT

TISCHPDX • PORTLAND, OREGON



BOLSTERING THE LEADERSHIP OF  
YOUNG & MARGINALIZED JEWS IN PORTLAND, OR

2021





# WHERE WE ARE

## GROWTH IN THIS PAST YEAR

BY: DEREKH TRAVERS & ELEYNA FUGMAN,  
TISCHPDX CO-EXECUTIVE DIRECTORS

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**2**021 was a year of rapid growth for our organization.

Even in the midst of a global pandemic, a palpable rise in white nationalism, and climate chaos; we have thrived in our mission of supporting young and marginalized Jews in Portland, OR. We are excited to share with you in these pages some of our successes and challenges. We are grateful for new partnerships, the continued creativity and resilience of our amitim and alumni in the face of COVID challenges and for the overwhelming support we have received from our local community and from organizations and funders nationally.





FOSTERING LEADERSHIP. IGNITING GROWTH.

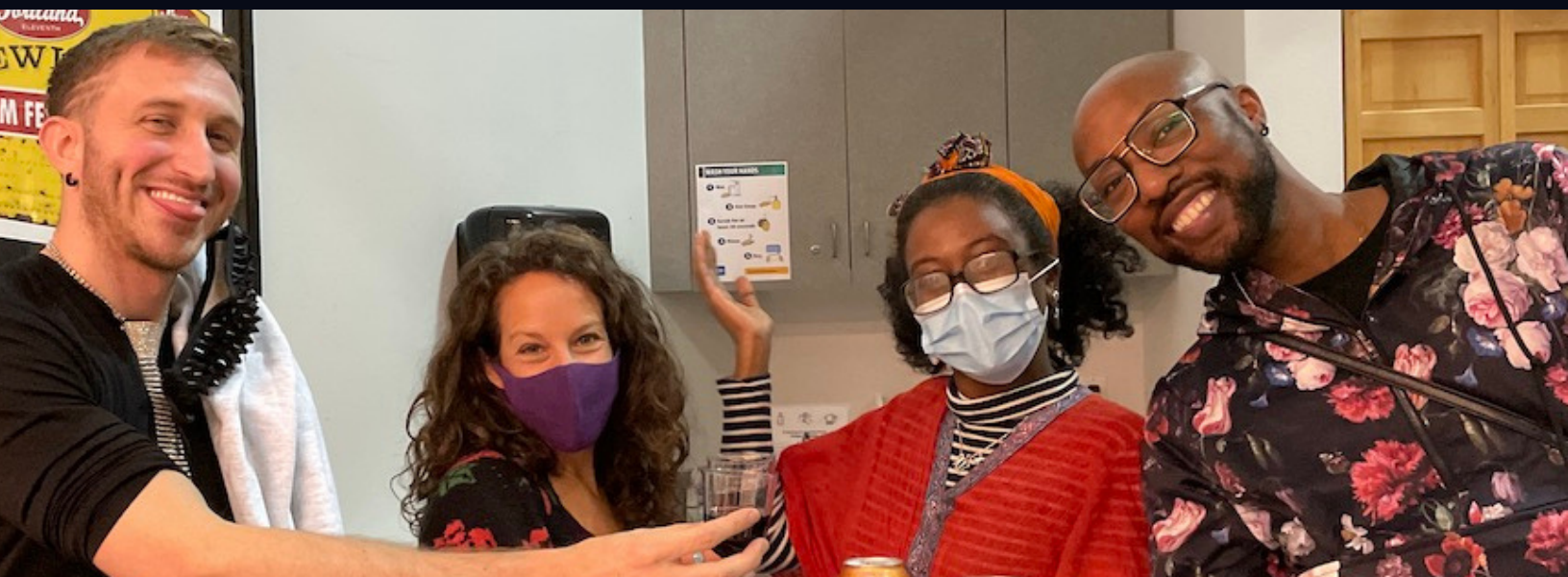
“

I joined TischPDX specifically for the training and education around social justice practices and to be exposed to perspectives and experiences different than mine.

I have been doing my best on my own to educate myself on topics related to racial-justice, equity and inclusion, but don't always know where to turn for information or what my role is as a white, queer Jew in these conversations.

I appreciate that TischPDX is a safe space where I can learn and grow, participate in uncomfortable conversations in a way that feels accessible to me, and expand my perspective so that I show up as a better community leader and organizer."

Amanda Davidowitz, Cohort 4





# 2021

## accomplishments



### 10 TO WATCH LIST

Featured by Slingshot, on their 10 to Watch List 2021.



### FIRST NATIONAL STRATEGIC PARTNERSHIP

Received a grant to collaborate with Ish Festival (Cincinnati), studying each others' models and curriculum. Grant was given by Upstart.



### GRANT FROM THE JEWS OF COLOR INITIATIVE

Special grant given to TischPDX cohort member to host a celebration of Sigd, an Ethiopian Jewish holiday.

4<sup>TH</sup>  
COHORT

17  
ALUMNI

10  
GRANTS SECURED

\$150,000  
IN NEW GRANT FUNDING

35  
NEW DONORS





## CONTINUED EMERGING JEWISH LEADERSHIP INCUBATOR:

Cohort 4 of the TischPDX joined us mid pandemic! Despite COVID and Zoom fatigue, we continued to refine our curriculum, adding guest facilitators/presenters, and inviting alumni to teach with us. We began developing a catalog of topic offerings with a goal of exploring the replicability of this model.

## SECURED A OFFICE/VENUE SPACE:

TischPDX became one of the first organizations to make a home at the Eastside Jewish Commons, a new shared space for Jewish and allied organizations. With 6,000 square feet and a variety of rooms, EJC fulfilled TischPDX's need in 2021, not just for a workspace but also a COVID-adaptable gathering area and venue for TischPDX cohort and alum events.

## INCREASE IN PUBLICITY IN 2021

TischPDX was featured in several publications both in Portland, OR and throughout the country, including: The Jewish Review, EJewish Philanthropy, Slingshot, Hey Alma, New York Jewish Week

## STRENGTHENED RELATIONSHIPS WITH OUR BOARD:

In 2021, alumni Rachel Stern and Blair Denniberg joined our board. TischPDX donors supported us to send our alumni to a 3 month Slingshot board training for young Jewish professionals. In October 2021, TischPDX alumni, Colleen Dixon also joined our board, stepping in as our interim Board President allowing us to support our current President in a 6-month sabbatical.

## STAFFED OUR GROWTH:

We welcomed a new co-director, Derekh Travers, and began the joyous work of re/imagining how TischPDX can operate day to day as it grows and matures. Co-directors are developing a values-driven ketubah (contract) to honor the ways we will support each other, our work, and our communities. Our budget grew generously to support new programmatic and fundraising support.

The JEWISH  
REVIEW

eJP

S

alma.

The JEWISH Week







# wise growth

## working through challenges

TischPDX has been steadily securing funding from local and national funders who align with our values. In 2021 we more than doubled our budget. Our co-executive director, Eleya Fugman secured 10 new grants, resulting in over \$150,000 in new funding.

New relationships have been established with the Women's Giving Circle of the Jewish Federation of Greater Portland, The Jews of Color Initiative, Upstart, the Rodan Family Foundation, the Rise Up Fund of the Nathan Cummings Foundation, The Jewish Liberation Fund, Emily's Fund and the Zera Foundation.

Herschel Colbert, TischPDX alumni and current development & communications intern worked with our staff to secure 35 new individual donors.

Such growth requires care and thoughtfulness, and we are focused on stabilizing as we grow. We are hard at work creating systems to make sure we can effectively achieve diverse partnerships, capacity, equity and justice practices.

### COVID SAFETY:

Our learning curve has been significant for meeting the various health and safety needs of our amitim (especially those who have/teach kids), and adapting as public health circumstances change.

### SILVER LININGS:

Due to the pandemic, zoom fatigue, and other factors, this year put a strain on Cohort 3 in terms of relationship building, but we had high levels of attendance at our meetings and Tischpdx was able to provide a home base during these isolating times. Cohort 4, which started in Aug 2021, was able to launch in person again.



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# NEXT STEPS

TAKING FOUR STEPS TOWARDS  
GROWTH AND EQUITY IN LINE  
WITH OUR VALUES

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## EMBEDDING EQUITY

With racial and gender justice and accessibility as central tenets of our organization, TischPDX is always looking for opportunities to operationalize our values. To this end, starting in January we will begin paying monthly Real Rent to NAYA (Native American Youth and Family Center) as a way to honor the sovereignty and land connection of local Indigenous tribe members, Jewish and not, who have stewarded this place since time immemorial. We are also paying monthly Reparations to Black Oregon Land Trust as a way to show dedication to the autonomy and liberation of Black Oregonians, Jewish and not, in our communities. Additionally TischPDX is working to complete Not Free To Desist's calls for anti-racist Jewish organizations, and has budgeted for ASL interpretation as needed for future events.



## INVESTING IN OUR ALUMNI

One of our learnings was that we desire ongoing relationships with our graduates, recognizing that they have so much to offer TischPDX, each other, and our diverse Jewish communities. To that end, in 2021 we have secured funding to explore ways to meet their needs and deepen our relationships with alumni through the launch of our Alumni Support Program.



## TELLING OUR STORY

We hear many good things about our work, and yet nothing replaces careful qualitative data collection. Thanks to a grant from the Rodan Family Foundation, in 2022 we are hiring a sociology researcher Dr. Tobin Belzer to interview Cohorts 1 - 3 alongside founders and staff, and deliver feedback that will help us steady our organization as we grow, tell our story to potential funders, and examine possibilities for replicating TischPDX in other cities.



## INCREASED CAPACITY

As we grow, our staffing needs are shifting. Both co-directors will increase the hours we work per week, and we will be hiring diverse contractors in our communities to fill in some of the important roles and needs of our growing organization. As a way to match our wise growth and equity practices referenced above, we are seeking to institutionalize a healthy and supportive workplace, adjusting pay and compensation to align with our Jewish values, and working to hire and pay workers in line with our commitment to racial and gender justice and accessibility.







### LEADERSHIP TEAM

Rabbi Ariel Stone, Co-Founder &  
Spiritual Leadership  
Eleyna Fugman, Co-Founder &  
Executive Director  
Derekh Travers, Co-Directrix + Rogue  
Agent

### SUPPORT TEAM

Metasabiya Habteyes, Program Support  
Herschel Colbert, Development &  
Communication Support  
Ilana Cloud, Marketing &  
Communications Support

### BOARD

Kalyn Culler Cohen, Co-Founder/Chair  
Colleen Dixon, Interim Board Chair  
Rachel Stern, Board Member  
Blair Denniberg, Board Member

### MENTORS

Dr. Roberta Hunte  
Shoshana Gugenheim Kedem  
Sonia Marie Leikam  
Devra Polack  
David Shratter

### PLEASE CONSIDER

### SUPPORTING OUR WORK

VISIT [TISCHPDX.ORG/DONATE](https://TISCHPDX.ORG/DONATE) OR USE THE QR  
CODE BELOW



### THANK YOU TO OUR 2021 DONORS

Anonymous, Anonymous, Tony Abrams, Brooke  
Adams, CJ Alicandro, Sara Simon Behrnes, Mia  
Birk & Glen Coblens, Liam Bugelholl, Lori Ann  
Burd, Ilana Cloud Strunin, Katharyn Cohen, Nancy  
Davis, Blair Denniberg, Emily Dibble, Colleen  
Dixon, Sarabel Eisenfeld, Barbara Engel, Larry &  
Paula Fugman, Corey Fugman, Ellie Simon  
Goldman, Jack Gordon, Ellen Green, Francisco  
Holdman, Eliza Hofkosh-Hulbert, Roberta Hunte,  
Shandra 'Sam' Luckey, Emily Miller, Alysa Rose &  
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David Shratter, Rachel Stern, Rabbi Ariel Stone,  
Minka Wallace, Pesha Wasserstrom