



**2024**  
**ANNUAL**  
**REPORT**



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[tischpdx.org](http://tischpdx.org)

# INTRO

Over the past year, TischPDX has deepened its commitment to alumni support, strengthened core programs, and expanded our Cultural Shift Project. Through our **Alumni Support Program**, we provided five alumni with paid contracts, offering hands-on experience in grant writing, communications, event planning, and fundraising. We also launched **Segulah**, a Talmud study cohort for queer and transgender Jews, co-led by alumna Rabbi Emily Kapor-Mater, which nurtures new Jewish educators in our community. Following October 7, alumni self-organized a **Machlochet series** on healthy disagreement, reflecting the strength of our relational foundation. Additionally, we partnered with Co/Lab to offer a “**Conflict and Community Resilience**” workshop and prepared staff and alumni to participate in “**Resetting the Table**” dialogues.



2024 Tikkun Leil Shavuot

In 2023–24, we evaluated our **Emerging Jewish Leadership Incubator (EJLI)** program, contracting Tiyuv, a culturally responsive evaluation firm, to assess data from the first five cohorts. The findings highlighted growth in areas such as collaboration, ritual leadership, and incorporating accessibility practices.

In 2024, we also released the findings from our landmark **Jews of Color in the Pacific Survey** in partnership with the **Jews of Color Initiative (JOCI)** and Tiyuv. With over 160 respondents, the survey provided critical insights into community needs, which we are sharing with local institutions and using to guide future programming. Over the past year we formed an advisory committee of Jews of Color locally, to analyze the results and determine how TischPDX and other institutions can address identified gaps.

Internally, we navigated significant transitions this year. After a five-month recruitment process, we welcomed three new board members. Co-director **Derekh Travers** stepped down from his role in June 2024, while **Program Manager Metasabiya Habteyes** moved to a new role at Mazon. To maintain continuity, we engaged alumni to fulfill key roles to address evolving organizational needs. Despite these changes, we successfully hosted our **5th Annual Shavuot Tikkun Leil** and supported alumni in organizing over **40 community events**, ranging from vigils and rallies to Queer Shabbat services and a Mimouna Dance Party.

Our greatest learning this year reaffirmed the power of relationships. The trust and connection built over the years sustained us through a challenging period, allowing us to pivot and meet emerging needs effectively. We are proud of our ability to adapt, empower alumni, and remain deeply committed to fostering inclusive, equity-driven Jewish spaces.

# HIGHLIGHTS

## ALUMNI ENGAGEMENT & LEADERSHIP DEVELOPMENT

Provided five alumni with paid contracts in grant writing, communications, event planning, and fundraising. Launched **Segulah**, a Talmud study cohort for queer and transgender Jews, co-led by alumna, Rabbi Emily Kapor-Mater.

## COMMUNITY DIALOGUE & RESILIENCE INITIATIVES

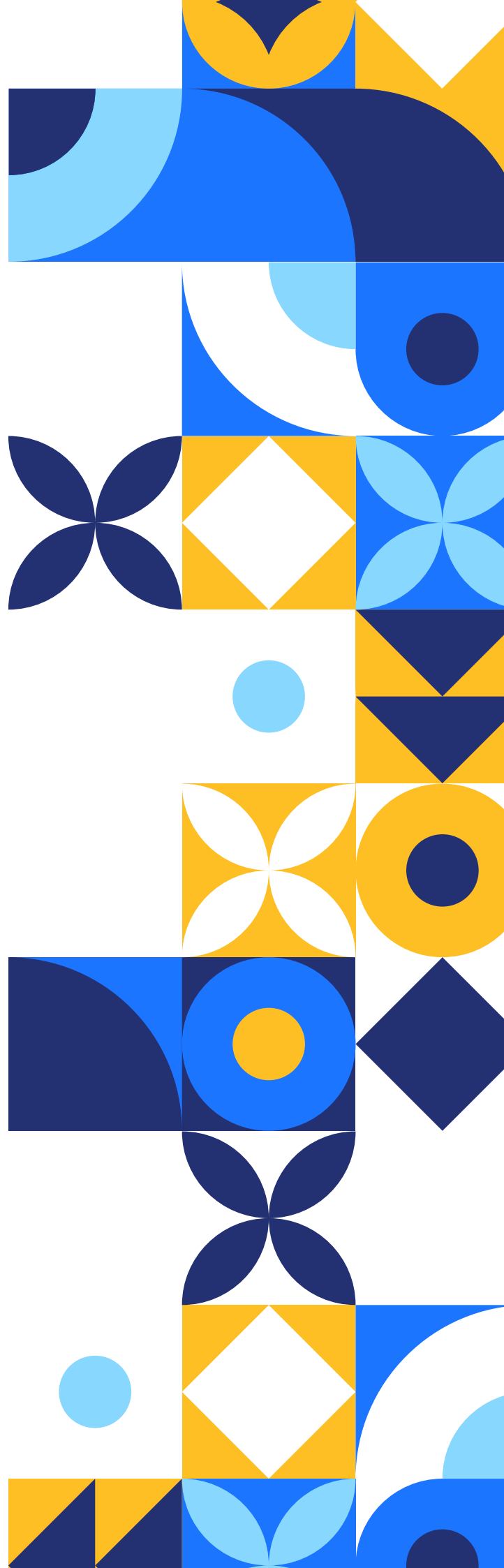
Alumni led **Machlochet series** on healthy disagreement, partnered with **Co/Lab** for a "Conflict and Community Resilience" workshop, and prepared alumni for "**Resetting the Table**" dialogues.

## RESEARCH & DATA-DRIVEN IMPACT

Contracted Tiyuv to evaluate the **Emerging Jewish Leadership Incubator (EJLI)** and partnered with the Jews of Color Initiative (JOCI) to launch the **Jews of Color in the PNW Survey**, collecting insights from 160+ respondents.

## ORGANIZATIONAL GROWTH & EVENT SUCCESS

Navigated leadership transitions, recruited three new board members, and hosted the **5th Annual Shavuot Tikkun Leil** while supporting alumni in organizing over **40 community events** throughout the year.



# PROGRAMS & PROJECTS

## Cultural Shift Project

Our Cultural Shift Project aims to empower local Jewish leaders—especially Jews of Color (JoCs)—to foster Jewish spaces rooted in racial justice.

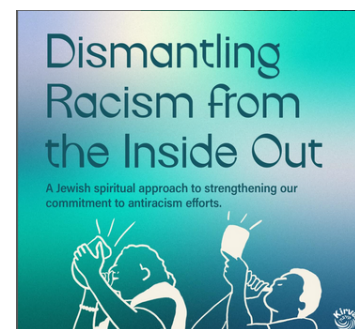
### Jews of Color in the PNW Survey:

In 2023-24, in collaboration with the **Jews of Color Initiative (JOCI)** and Tiyuv, we conducted the **first-ever survey of Jews of Color in the Pacific Northwest**. The survey engaged over **160 respondents** from Oregon, Washington, and neighboring states, providing critical data on community affiliations, interests, and gaps in engagement. We have since presented these findings to local institutions through two online webinars and at the Community Shavuot Event at Eastside Jewish Commons.

Partnership with Tiyuv continued as the survey findings were presented at the American Evaluators Association Conference that was held in Portland. Profrma Manager, Sabina attended with Tiyuv staff.

## Internal Education & DRIO Curriculum:

To deepen our institutional understanding of racism within the Jewish community, we built a relationship with the **Kirva Institute in Boston**, which offers the **Dismantling Racism from the Inside Out (DRIO)** curriculum. Four staff members and four alumni completed this intensive six-month program, and we launched our first local hybrid cohort to engage younger adults in this transformative learning.



## Advisory Committee of Jews of Color:

We are in the process of forming an **advisory committee** of local and national JoC leaders to guide our analysis of the survey data and advise on how TischPDX and other institutions can meet the needs highlighted in the survey.



# ALUMNI SUPPORT

## Paid Contracts

In 2021, we launched our **Alumni Support Program** to empower our alumni in their leadership journeys and provide mentorship and skill development. In 2024, we expanded this initiative by offering five paid contracts to alumni, providing opportunities for resume-building and hands-on experience in organizational operations.

## Microgrants

We wrapped up microgrants. Our alumni also organized over 40 events, a third of which were funded through our microgrant program.

## Skills Development

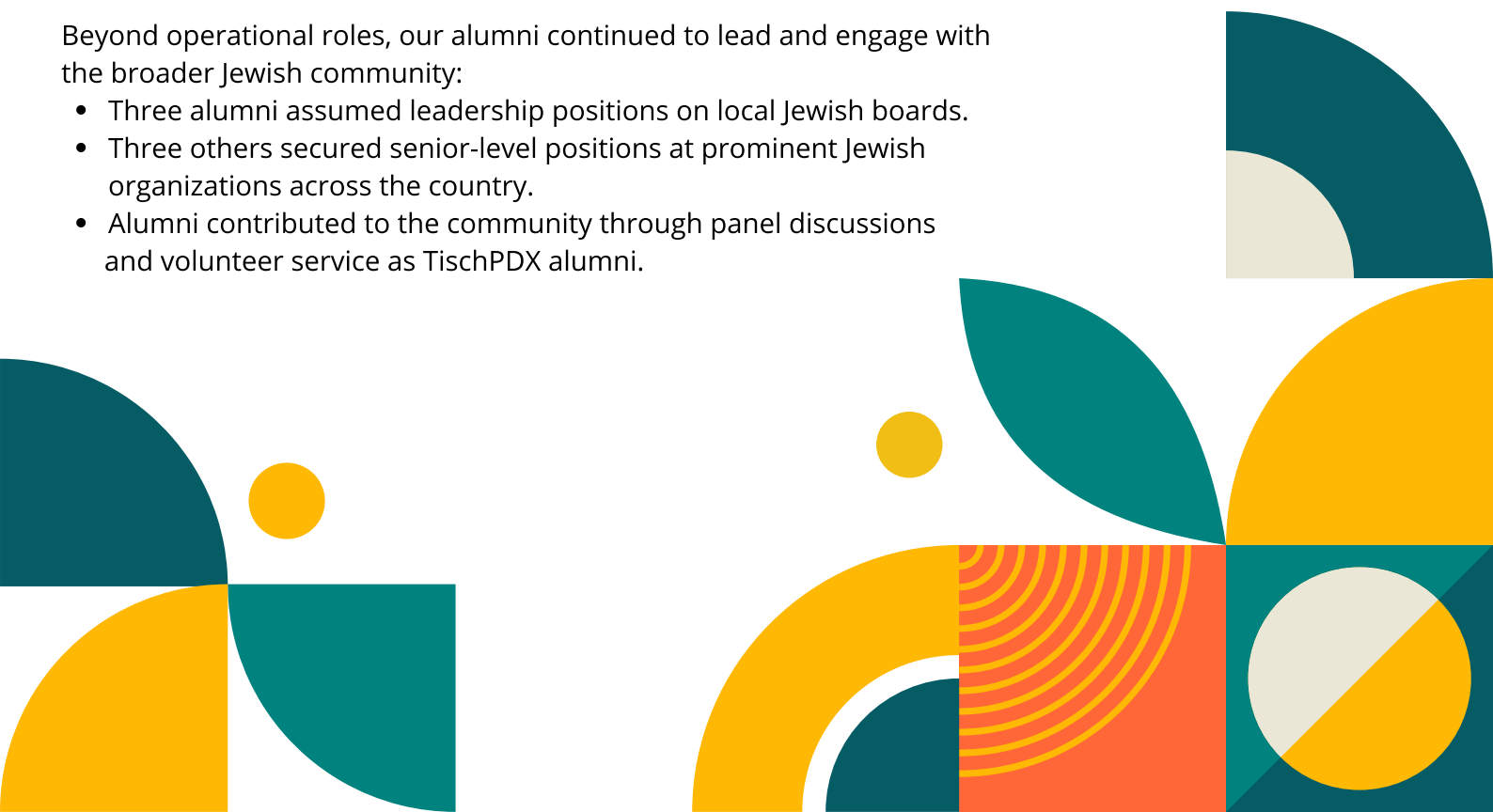
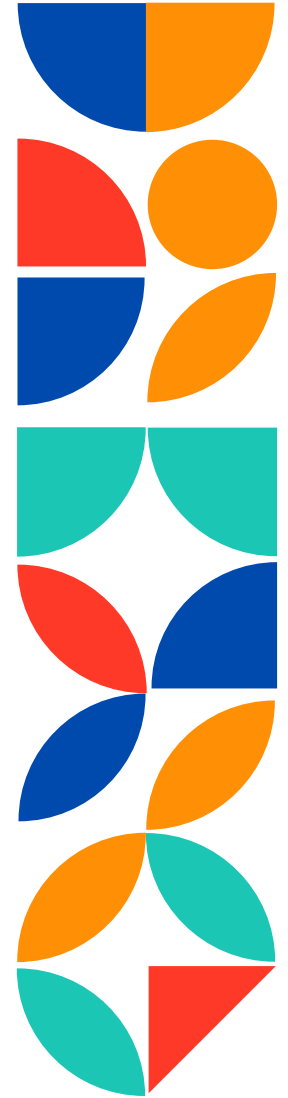
Machlochet - conversations in community - **Machlochet Series & Conflict Mediation:** Following the events of October 7, alumni organized a two-part **“Machlochet” series** to foster healthy dialogue across ideological divides. Facilitated by an experienced alumna, the series engaged over 50% of alumni, reflecting the trust and safety cultivated within our community.

To further support this work, we partnered with **Co/Lab** to co-host a **“Conflict and Community Resilience”** workshop and collaborated with the Federation to involve our alumni in upcoming **“Resetting the Table”** dialogues.

## Successes

Beyond operational roles, our alumni continued to lead and engage with the broader Jewish community:

- Three alumni assumed leadership positions on local Jewish boards.
- Three others secured senior-level positions at prominent Jewish organizations across the country.
- Alumni contributed to the community through panel discussions and volunteer service as TischPDX alumni.





# COHORTS

## EJLI Program Evaluation

In early 2024 Tiyuv, a culturally responsive evaluation firm, shared their report evaluating Emerging Jewish Leadership Incubator (EJLI) assessing data from the past five years. Their findings highlighted significant growth in alumni across key areas: Collaboration and project completion, Knowledge of the Jewish year cycle and ritual leadership, Understanding of Judaism’s connection to social justice, Awareness of antisemitism and anti-Jewish oppression, Inclusive gender practices and accessibility and Constructive feedback and personal growth. These insights have equipped us to refine and relaunch EJLI with a stronger foundation.



**TIYUV**

**JOC-LED CULTURALLY RESPONSIVE EVALUATION**

## Segulah Talmud Cohort:

This year, we introduced Segulah, an eight-month Talmud cohort for queer and transgender Jews, co-led by alumna Rabbi Emily Kapor-Mater. The cohort met twice monthly, alternating between formal beit midrash learning and pedagogical training with Dr. Ronit Scheyer of Neveh Shalom. This initiative nurtures a new generation of Jewish educators and reflects our strength in cohort-based learning and alumni leadership development.



## Annual Shavuot Tikkun Leil and Community Engagement

We hosted our 5th Annual Shavuot Tikkun Leil at Eastside Jewish Commons, with increased alumni involvement and meaningful community participation.



# BOARD & STAFF



## Welcoming New Board Members

In August, TischPDX welcomed three new board members: Devra Polack, Dorit Lev-Price, and Thomas Garnett Grubb. They bring a wealth of experience in Jewish community organizing, mediation and dialogue, entrepreneurship, and a shared passion for building justice-centered Jewish communities.

## Internship Partnership with Portland State University

In partnership with Portland State University, we hosted student intern Katrina Mills throughout 2024. Katrina brought exceptional organizational and research skills to support a wide range of backend operations, along with an enduring curiosity that helped drive our growth.



## Farewell to Metasabiya Habteyes

After three years with TischPDX—as a cohort member, alumna, contractor, and staff member—our Program Director, Metasabiya Habteyes, will be leaving TischPDX in June. She has accepted a new role as Senior Outreach Director at Mazon, and we are thrilled for her. Yasher Koach! We extend our deep gratitude to Metasabiya for her commitment to TischPDX, her leadership of the Cultural Shift Project, and her stewardship of the Jews of Color in the Pacific Northwest Survey. She leaves behind a trove of valuable data and insights that will guide our work in the years to come. Thank you, Metasabiya!

## Farewell to Co-Director Derekh Travers

In June 2024, our Co-Director, Derekh Travers, stepped down. We are deeply grateful for Derekh's six and a half years of wisdom, insight, and passion, both as a consultant and as a member of our staff.



## Safety, Respect and Equity Network Convening Learning Lab for Change

Our executive Director, Eleyna Fugman and our Board Chair, Blair Denninberg, and Advisory Board Committee member, Sonia Marie Leikam traveled to New York City to attend. They joined with 200 other SRE members, partners, grantees and funders.

## Lippman Kanfer Foundation for Living Torah

The Foundation invited co-founders Rabbi Ariel Stone and Eleyna Fugman to join a national think/do tank along with 40 other Jewish Communal Leaders and Rabbis to explore trends in Jewish Engagement and planning on how we might we build a “vibrant eco-system in which Jewish Wisdom helps people thrive and shape a better world.”



**NATIONAL  
IMPACT  
&  
COLLABORATIONS**



# THANK YOU

## Individual Donors

Wendy Abram, CJ Alicandro, Benjamin Barnett, Catherine Bell, Howard Bierbaum, Mia Birk and Glenn Coblens, Marc N. Blattner, Karen Blauer, Jonathan and Ilana Cloud Strunin, Kalyn Culler Cohen, Herschel Colbert, Amanda Davidowitz, Marisa Debowsky, Blair Denniberg, Nora Denniberg, Colleen Dixon, Barbara Engel, Donna Erbs, Corey Fugman, Larry and Paula Fugman, Thomás Garnett Grubb, Alison Gee, Ellie Simon Goldman, Joan Goldman, Jill Hauben, Kate Holly, TJ Jaffe, Ken Jones, Barak Kemeny, Ericka Kimball, Julia Kitlinski-Hong, Mervin Kurniawan, Sonia Marie Leikam, Michael Levine, Melody Lewis, Aviva McClure, Nicolía Mehrling, Katrina Mills, Judy Nahum, Rebecca Needham, Carol Newman, Devra Polack, Dorit Price-Levine, Alicia Jo Rabins, Sacha Reich & Aaron Pearlman, Joshua Rose, Caryn Shebowich, Shoshana Sokoloff, Andrea Soroko Naar, Sabina Spicer, Eric Stern, Rachel Stern, Rabbi Ariel Stone, Masaru Tanabe, Margarita Vallin, Gamble Velimirovc, Minka Wallace, Dov Meir Walton, Steve Waters, Charles Weisser, Yehudah Alan Winter, Samuel Ziff.

## Organizational Donors

Jewish Liberation Fund, Lippman Kanfer Foundation for Living Torah, Marie Lamfrom Foundation, Oregon Jewish Community Foundation, Seeding Justice, Shards of Light Foundation, Upstart, Women's Giving Circle.

