



2024
ANNUAL
REPORT



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tischpdx.org

INTRO

Over the past year, with your support, TischPDX has grown in scope and depth. We are delighted to share with you on the following pages some of our programmatic and organizational highlights.

In this time of intra-community division, political attacks on LGBTQ+ people and the defunding of Diversity, Equity and Inclusion work, TischPDX continues our commitment to broadening and strengthening Jewish communal leadership here in Portland, OR and beyond.

This year reinforced a powerful truth: our greatest asset is the strength of our relationships. Trust built over time enabled us to respond nimbly in a year of uncertainty. We remain deeply proud of our adaptability, our alumni's leadership, and our ongoing commitment to cultivating inclusive, equity-centered Jewish spaces.

Thank you for joining us in this important work.



2024 Tikkun Leil Shavuot



HIGHLIGHTS

ALUMNI ENGAGEMENT & LEADERSHIP DEVELOPMENT

We provided five alumni with paid contracts focused on grant writing, communications, event planning, and fundraising. We also launched **Segulah**, a unique Talmud study cohort tailored for queer and transgender Jews and co-led by alumna Rabbi Emily Kapor-Mater.

COMMUNITY DIALOGUE & RESILIENCE INITIATIVES

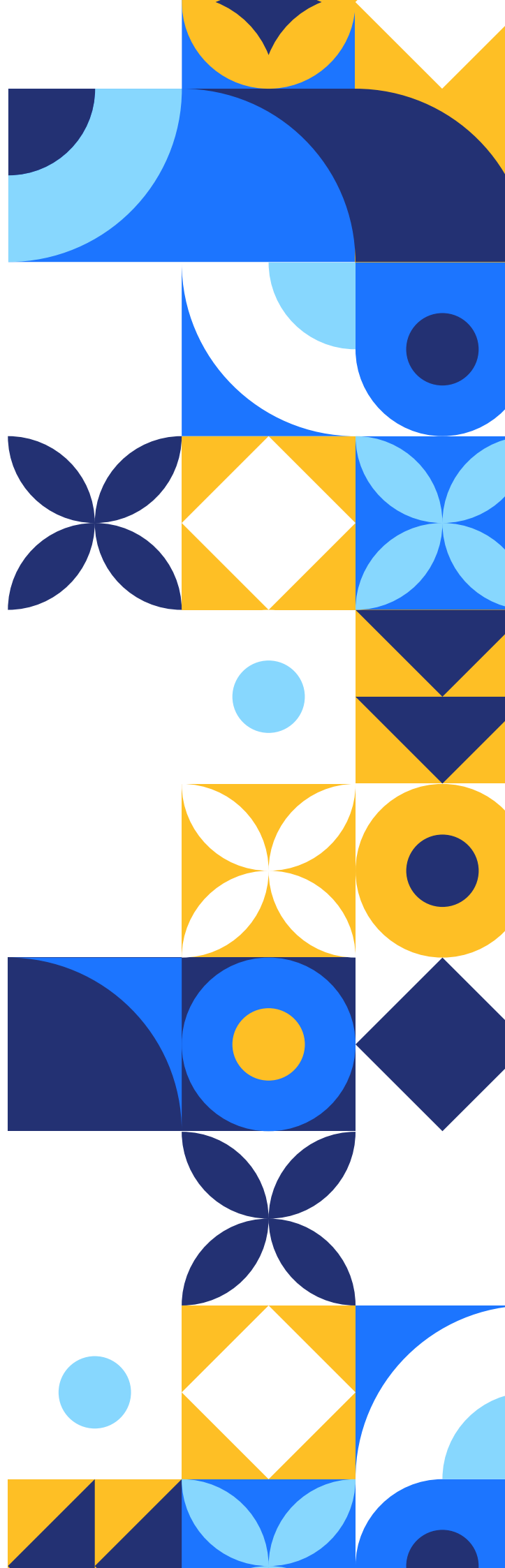
In response to communal tensions and national events, alumni led the **Machlochet** series on healthy disagreement. We collaborated with **Co/Lab** on a “**Conflict and Community Resilience**” workshop and prepared alumni to participate in upcoming “**Resetting the Table**” dialogue sessions.

RESEARCH & DATA-DRIVEN IMPACT

In partnership with **Tiyuv**, we completed a evaluation of our **Emerging Jewish Leadership Incubator (EJLI)** program and the **Jews of Color in the PNW Survey** with **JOCI**, engaging 160+ respondents and generating data that is now informing local community priorities.

ORGANIZATIONAL GROWTH & EVENT SUCCESS

Despite staff transitions, we welcomed three new board members and maintained momentum by supporting alumni in leading more than 40 community events. We capped the year with our 5th Annual Shavuot Tikkun Leil, a testament to the resilience and dedication of our broader community.



PROGRAMS & PROJECTS

Cultural Shift Project

The Cultural Shift Project advances our mission to build racially equitable Jewish spaces by centering the voices and leadership of Jews of Color (JoCs).

Jews of Color in the PNW Survey:

In collaboration with JOCI, the Jews of Color Collective and Tiyuv, we conducted the region's first comprehensive survey of JoCs, with participation from over 160 individuals across Oregon, Washington, and nearby states. The survey captured data on communal affiliations, priorities, and systemic barriers. We presented our findings through two public webinars and at our community Shavuot event at Eastside Jewish Commons. In addition, Program Manager Sabina Spicer, presented the results alongside Tiyuv staff at the American Evaluation Association Conference held in Portland.

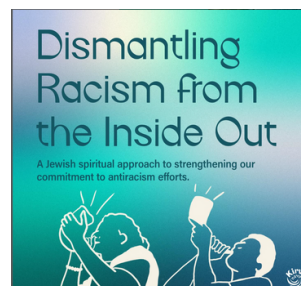
Advisory Committee of Jews of Color:

In order to help us understand the results of the survey, we began 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.



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.



ALUMNI SUPPORT

Paid Contracts

Launched in 2021, our **Alumni Support Program** provides alumni with paid professional development opportunities. In 2024, we expanded the program to include five new contracts in organizational strategy and operations—enhancing resumes and cultivating long-term leadership capacity while bolstering our organization's core infrastructure, operations and offerings.

Microgrants

As we concluded our microgrant program, we celebrated its significant impact: over one-third of the 40 alumni-led events this year were supported by microgrants, fueling creativity and connection across our networks.

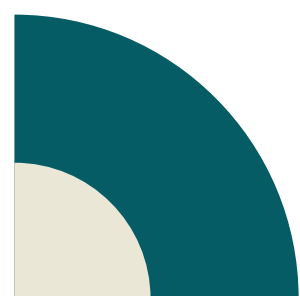
Skills Development

In response to heightened communal tensions post-October 7, TischPDX supported alumni in initiating a two-part ***Machlochet*** series on constructive disagreement. Designed and facilitated by experienced alumni, the series attracted over 50% alumni participation. We also partnered with **Co/Lab** on a “**Conflict and Community Resilience**” workshop and prepared alumni to participate in “**Resetting the Table**” dialogue sessions in collaboration with the Jewish Federation of Greater Portland.

Successes

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

- Three alumni 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, we completed a formal evaluation of the Emerging Jewish Leadership Incubator (EJLI) with Tiyuv. Their report underscored alumni growth in collaboration, ritual leadership, accessibility, social justice integration, and navigating antisemitism and anti-Jewish oppression. These findings are now guiding a refined relaunch of EJLI with renewed focus and direction.



TIYUV

**JOC-LED CULTURALLY
RESPONSIVE EVALUATION**

Segulah Talmud Cohort

We proudly launched Segulah, an eight-month Talmud learning initiative for queer and transgender Jews, co-led by alumna Rabbi Emily Kapor-Mater. Participants met twice monthly, alternating between traditional study and pedagogy training with Dr. Ronit Scheyer of Congregation Neveh Shalom. This cohort represents our growing capacity to foster meaningful, inclusive learning spaces and develop future Jewish educators.



Annual Shavuot Tikkun Leil and Community Engagement

Our 5th Annual Shavuot Tikkun Leil was held at Eastside Jewish Commons, drawing deep alumni engagement and broad community participation. The evening featured learning, celebration, and reflection—underscoring our commitment to joyful, inclusive Jewish gathering.



BOARD & STAFF



Welcoming New Board Members

In August, we welcomed three new board members: Devra Polack, Dorit Lev-Price, and Thomás Garnett Grubb. Their collective experience in community organizing, conflict mediation, and entrepreneurship strengthens our governance and advances our vision for justice-centered Jewish leadership.

Internship Partnership with Portland State University

In 2024, we hosted Katrina Mills, a PSU student intern, whose strong organizational and research abilities significantly enhanced our operational systems. Her thoughtful contributions and intellectual curiosity made a lasting impact on our team.



Farewell to Metasabiya Habteyes

After three years of transformative service as a cohort member, alumna, contractor, and staff member, Program Director Metasabiya Habteyes is departing to become Senior Outreach Director at Mazon. Her leadership of the Cultural Shift Project and stewardship of the Jews of Color in the Pacific Northwest Survey have left an indelible mark on our organization. We wish her continued success and offer our heartfelt thanks—Yasher Koach!



Farewell to Co-Director Derekh Travers

In June 2024, Co-Director Derekh Travers concluded his tenure after more than six years of service. We are deeply grateful for the insight, care, and passion Derekh brought to both staff and consultancy roles. His impact continues to shape TischPDX's strategic evolution.



NATIONAL IMPACT & COLLABORATIONS

Safety, Respect and Equity Network Convening Learning Lab for Change

Executive Director Eleya Fugman, Board Chair Blair Denninberg, and Advisory Board member Sonia Marie Leikam traveled to New York City to participate in this national convening of over 200 SRE members, grantees, partners, and funders. The convening offered a unique opportunity to share insights and expand TischPDX's presence in the national Jewish justice ecosystem.

Lippman Kanfer Foundation for Living Torah

Co-founders Rabbi Ariel Stone and Eleya Fugman were invited to join a national think/do tank hosted by the Lippman Kanfer Foundation. Alongside 40 rabbis and communal leaders, they explored evolving trends in Jewish engagement and co-created visions for a vibrant ecosystem rooted in Jewish wisdom and collective flourishing.





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 Charitable Foundation, Oregon Jewish Community Foundation, Seeding Justice, Shards of Light Foundation, Upstart, Women's Giving Circle of the Jewish Federation of Greater Portland.

