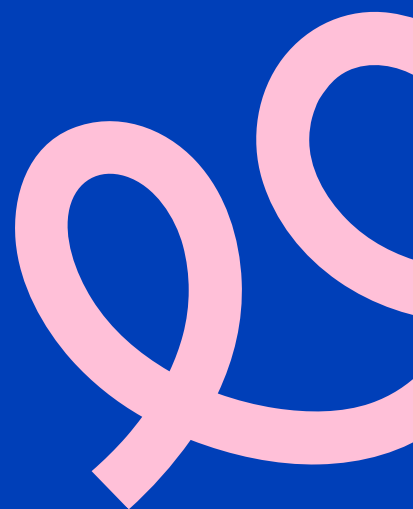




Annual Report 2025



Our year in review

Over the past year, TischPDX has deepened our commitment to building bold Jewish leadership in times of unprecedented challenge. As attacks on diversity, equity, and inclusion work intensified, we remained steadfast in our mission to bolster the leadership of marginalized Jews in Portland and beyond.



Our Cultural Shift Project grew, our new community cohort programming continued and our collaborations, locally and nationally, expanded. Throughout the year, our alumni continued to lead: internally, supporting TischPDX as consultants and contractors; externally, organizing community gatherings, stepping into board roles at local Jewish organizations, and creating more spaces in the community for connection and justice.

This year reinforced the power of strategic infrastructure investment. We completed the Uplift Program with Upstart, a transformative partnership, which gave us invaluable coaching, strategic and finance support. We strengthened our operations with dedicated contractor support, implemented a new CRM system, and successfully transitioned to a new payment system with our fiscal sponsor. These investments allowed us to expand our reach and deepen our impact. We welcomed two new board members—Mariah Berlanga-Shevchuk and Rosanne Marmor—whose addition strengthens our governance capacity to support our expanding programs and community impact.

As we look toward the future, we remain committed to creating inclusive, equity-centered Jewish spaces where all can thrive. Thank you for joining us in this vital work.



Programs & Projects



Cultural Shift

The Cultural Shift Project continued to grow under alumna Sabina Spicer's dedicated leadership, centering the voices and experiences of Jews of Color in Portland and beyond. In addition to her overseeing programs and the CS board, she continues to conduct one-on-one outreach to build community and connect individuals across the region.

Programmatic Highlights

The Cultural Shift Advisory Board

The Cultural Shift Project launched an Advisory Board to support TischPDX in building strong programming for Jews of Color (JOC). The six-member board brought diverse expertise from data analysis, academia, Jewish communal work, and community organizing. Meeting bimonthly throughout the year the board focused on building relationships among members, reviewing findings from the Jews of Color in the PNW Survey, and collaboratively planning future programming to strengthen JOC community in the region.



Community Development

To build and strengthen community, Cultural Shift hosted multiple gatherings throughout the year, including a JOC/Latinx Seder in the spring, a post-Rosh Hashanah celebration in September, and a Sukkot gathering that brought together community members for connection and joy. Staff tabled at the Portland Pride Celebration, increasing visibility and making connections with LGBTQ+ Jews of Color. In August, Cultural Shift Advisory Board member and Oregon Jewish Museum and Center for Holocaust Education (OJMCHE) staff Mariah Berlanga-Shevchuk led fellow committee members and community participants on a tour of the museum, creating an enriching experience that combined community building with education.

Partnerships

A major milestone came in December when TischPDX partnered with the Jews of Color Initiative (JoCI) to host a stop on their National Listening Tour in Portland. Local participants gathered at Eastside Jewish Commons for in-depth dialogue facilitated by JoCI CEO Ilana Kaufman. JoCI provided a comprehensive overview of their granting work and led an interactive conversation about where the Jews of Color movement has been, where it is now, and where it's headed.



Programs & Projects



Alumni Support, Engagement & Leadership Development



Our Alumni Support Program continued this year with alumni in contractor roles, both supporting TischPDX and being supported in their own growth. Sara Figueora (Cohort 1) joined as a contractor in March, focusing on operations, communications, and systems development, and took on a manager role with our summer and fall intern. Sabina Spicer (Cohort 4) who has worked with TischPDX since 2024, has continued her stewardship of the Cultural Shift Project while deepening her community organizing and grant writing skills. Alumni demonstrated remarkable leadership throughout the year—several volunteered for our winter fundraising campaign, bringing their personal TischPDX stories to donor conversations, while others participated in local political organizing, and hosted holiday gatherings throughout the year, creating welcoming spaces for community building amongst peers.

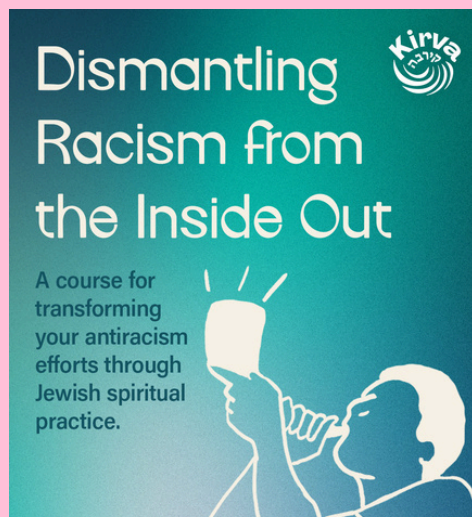
Alumni leadership extended well beyond TischPDX. Multiple alumni have joined or continued serving on boards at local Jewish institutions and took on significant organizing roles in the broader community. The investment we make in supporting our alumni—through one-on-one connections, skill-building opportunities, and community events—continues to strengthen Jewish leadership across our region as they carry TischPDX's values of justice, inclusion, and bold leadership into every space they enter.



Cohorts

Cohort Programming

The Segulah Cohort, a specialized Talmud learning program for queer and transgender Jews, co-taught by alum Rabbi Emily Kapor-Mater (Cohort 4), successfully completed in June. The Dismantling Racism from the Inside Out (DRIO) hybrid cohort ran from February through June in partnership with Kirva, meeting twice monthly with local learners to integrate mussar (Jewish ethical and spiritual practice) with antiracism work. TischPDX also partnered with JOIN for Justice this year to offer "Don't Kvetch, Organize!", a month long training course focused on collaborative action, base mapping, and power analysis, all through a Jewish lens.



Emerging Jewish Leadership Incubator (EJLI) Redesign

TischPDX began preparations for our EJLI relaunch, connecting with curriculum designers and creating a timeline for strategic review and planning set to begin in 2026. The relaunch will revamp the curriculum to align with current community needs and integrate insights from our Cultural Shift Advisory Committee, our Tiyuv evaluation, and lessons learned from previous cohorts.



National Impact & Collaborations

TischPDX expanded our national presence and partnerships throughout the year, connecting with innovative organizations and thought leaders across the Jewish landscape.

Executive Director Eleya Fugman completed Uplift, Upstart's one-year accelerator program in June, graduating alongside a cohort of Jewish organizational leaders from across North America. Former Board member Aviva McClure accompanied her to New York City for the graduation. The program provided transformative coaching, strategic tools, and lasting connections that continue to strengthen TischPDX's work.

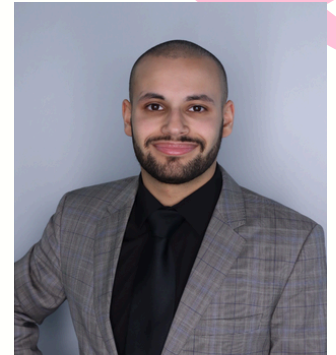
In October, TischPDX staff and alumni attended the Western States Center's "Activists Mobilizing for Power" (AMP) conference at Reed College, connecting with organizers and WSC staff and deepening our ties to regional organizing networks.



Board & Staff Transitions

Hosting local Intern from Portland State University

In summer, we welcomed Lev Meynarez, an exceptional undergraduate student from Portland State University, as our summer intern. Working closely with our operations manager, Lev implemented our data transfer into our new CRM system, creating sustainable infrastructure for managing donors and supporting fundraising efforts. Lev's technical skills and organizational thinking proved transformative for TischPDX. Following the formal internship completion, Lev volunteered to continue supporting our winter fundraising campaign. The CRM system Lev implemented is now in full use and essential to our operations.



Saying Farewell to Board Members

This year, we bid farewell to two board members who have been instrumental in shaping TischPDX.

Aviva McClure served with dedication in multiple leadership roles, including Officer, Co-Chair, and most recently, Treasurer, bringing financial expertise and strategic vision to our governance throughout her tenure. We are grateful for her care and commitment.

Rabbi Ariel Stone, TischPDX's co-founder, transitioned off the board to the role of Founding Rabbi Emeritus in October. We honor her foundational leadership and are deeply grateful for her service and the legacy she has built.

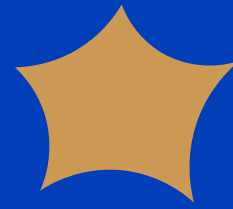


Welcoming New Board Members

In December, TischPDX welcomed two new board members: Mariah Berlanga-Shevchuk and Rosanne Marmor. Their addition brings valuable expertise and fresh perspectives to our governance. This strategic board development ensures TischPDX has the governance capacity needed to support our growing programs and expanding impact in the community.



Thank you to all our individual donors!



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