

JRC 2014 MISSION, VISION, AND VALUES SURVEY

Survey results are intended for the use of JRC congregants and staff only. Please respect the confidentiality of this information.

BACKGROUND

This survey provided an opportunity for JRC's adult members to share their views on JRC's Mission, Vision, Values, and Bylaws Article II. The information gathered will help us to think about JRC's identity as we move forward. These results will serve as a foundation for updating and executing JRC's strategic plan. This information will also be important, along with other input, as the congregation works to develop a clear picture of the qualities and qualifications we seek in a long-term rabbi.

The survey was developed and results were analyzed by JRC's Strategic Planning Committee. Thank you to Rabbi David Teutsch of the Reconstructionist Movement, who provided guidance on the survey design. The survey was conducted online, using Survey Monkey, from October 20 to November 3, 2014. All JRC adult members were invited and encouraged to participate. (Those members without emails were sent a paper copy of the survey.) A total of 382 surveys were completed, which represents 46% of the possible 825 adult members. (An additional 8 surveys were opened, but all questions were unanswered.)

Many of the comments made by respondents in the narrative questions were detailed and explanatory; others were concise. To provide a broad view of the themes that were addressed, the responses for each narrative question have been summarized into topical categories in this report. The number of respondents making comments for each topic is indicated in parentheses. A note of caution: comments mentioned by just few respondents are not actionable; rather, they are intended to provide a flavor of the opinions expressed.

SUMMARY OF RESULTS

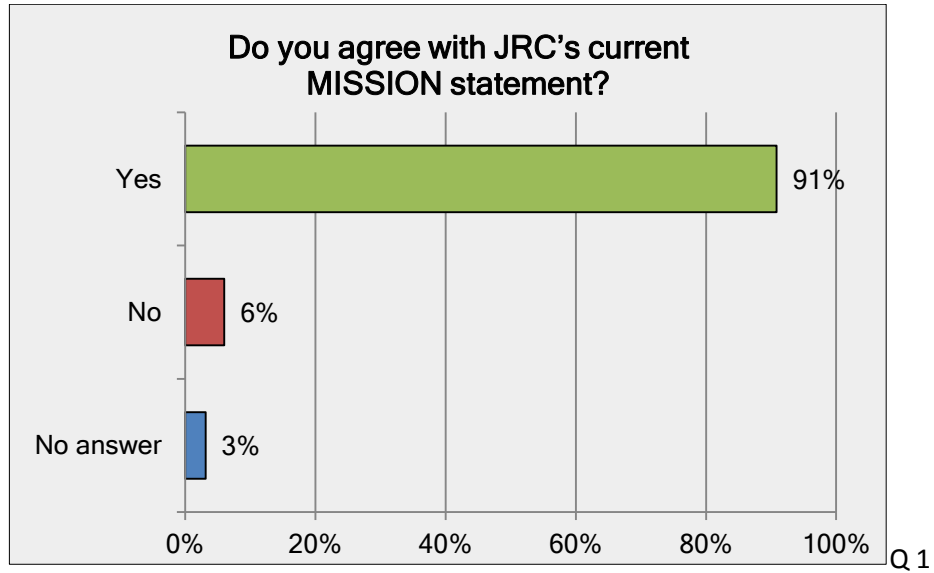
- ❖ Almost all members agree with JRC's current Mission and Vision statements. (pages 2 & 4)
- ❖ The core values most important to JRC members are *Tikkun Olam* (Repair of the World), *Gemilut Hasadim* (Acts of Kindness), *Limud* (Learning), and *Simcha* (Joy and Celebration). Each of these was selected by over half of the respondents. (page 6)
- ❖ Members are split on their agreement or disagreement with Article II of the JRC Bylaws. This topic elicited many more comments than the Mission and Vision, with over half of the respondents commenting. The majority of the comments critiqued the ideas and/or wording in the second sentence of Article II, which addresses the Land of Israel. (pages 8-10)
- ❖ Comments in the narrative questions covered a wide range of opinions; however, recurring themes included:
 - Adding emphasis on these topics:
 - Continuing our Jewish tradition, history, culture, values, and/or teachings
 - Engaging in prayer and spirituality
 - Commitment to social justice
 - Respecting JRC members' different viewpoints
 - Inclusivity at JRC
 - A variety of opinions on Israel and the Middle East were expressed.

Detailed results for each survey question are presented below.

MISSION

The MISSION of JRC is:

To create an engaged Jewish community that practices a Judaism responsive to the times and culture in which we live.



Who Commented on the MISSION Statement?

	All Respondents	Commented (26% of respondents)	No Comment (74% of respondents)
Agree with MISSION	91%	76%	96%
Disagree with MISSION	6%	20%	1%
No answer	3%	4%	3%

Note: The number of respondents making comments for each topic is indicated in parentheses. Comments mentioned by just few respondents are not actionable; rather, they are intended to provide a flavor of the opinions expressed.

What would you like to see added to the MISSION statement? (Q 2)

Add specific ideas or concepts:

- *Judaism*
 - Continuing/integrating/honoring our foundation of Jewish tradition, history, culture, heritage, Torah, values, and/or teachings (29)
 - Spirituality (6)
 - Reconstructionism (6)
 - A progressive, open approach to Judaism (6)
- *Our JRC community*
 - Respecting JRC members' different viewpoints (8)
 - Building community at JRC; supporting and serving our members (5)
 - Inclusivity, respecting diversity within our membership (5)
- *Our relation to the world*
 - Commitment to social justice (6)
 - Connection to Israel (4)
 - Connection to broader Jewish community, all Jewish people (3)

Other modifications:

- Clarify or modify specific wording or syntax (15)
- Incorporate mission with vision (6)

Other comments about the recent turn of events at JRC (4)

What would you like to see deleted from the MISSION statement? (Q 3)

Modify or delete specific wording or syntax:

- "responsive to the times and culture in which we live" (8)
- "a Judaism" (6)
- Other (5)

Other comments (4)

What would you like to see revised in the MISSION statement? (Q 4)

Include specific ideas or concepts:

- Continuing/integrating/honoring our foundation of Jewish tradition, history, culture, heritage, Torah, values, and/or teachings (5)
- Other (2)

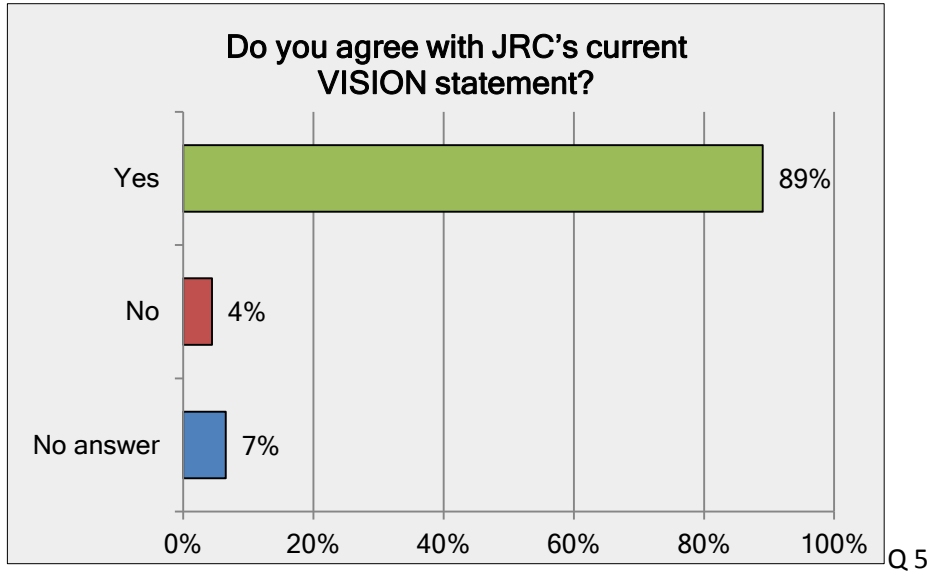
Clarify or modify specific wording (10)

Other comments, including alternative mission statement suggestions and ideas on mission statements in general (8)

VISION

The VISION of JRC is:

JRC will be a vibrant, warm, and welcoming Reconstructionist Jewish community and spiritual home that engages its diverse members in lifelong learning, tikkun olam, and the sacred work of community building. The congregation will be known for its joyful spirituality, intellectual curiosity, inclusivity, respect for diversity, and deep commitment to social justice and sustainable coexistence between people and the environment.



Who Commented on the VISION Statement?

	All Respondents	Commented (30% of respondents)	No Comment (70% of respondents)
Agree with VISION	89%	78%	94%
Disagree with VISION	4%	12%	1%
No answer	7%	9%	5%

Note: The number of respondents making comments for each topic is indicated in parentheses. Comments mentioned by just few respondents are not actionable; rather, they are intended to provide a flavor of the opinions expressed.

What would you like to see added to the VISION statement? (Q 6)

Add specific ideas or concepts:

- *Judaism*
 - Engaging in our foundation of Jewish tradition, history, culture, heritage, Torah, values, and/or teachings (15)
 - Engaging in Jewish religious practices, prayer, and/or spirituality (10)
 - Connection to our Jewish identity (6)
 - Practicing a progressive, open approach to Judaism (6)
- *Our JRC community*
 - Respecting JRC members' different viewpoints (14)
 - Aspects of inclusivity, including affordability, gender equality, welcoming members of different backgrounds (8)
 - Supporting and serving our members (5)
 - JRC is a participatory community (4)
 - Practicing honest, responsible governance (4)
- *Our relation to the world*
 - Commitment to social justice (11)
 - Connection, commitment to Israel (9)
 - Connection to broader Jewish community, all Jewish people (6)

Other comments about mission vs vision (4)

What would you like to see deleted from the VISION statement? (Q 7)

- Modify or delete specific wording or syntax (17)
- Eliminate values from the vision statement; articulate in separate statement (2)

What would you like to see revised in the VISION statement? (Q 8)

Include specific ideas or concepts:

- Commitment to continuing Judaism, Jewish traditions, culture, and/or learning (6)
- Respecting JRC members' different viewpoints (3)

Clarify or modify specific wording or syntax

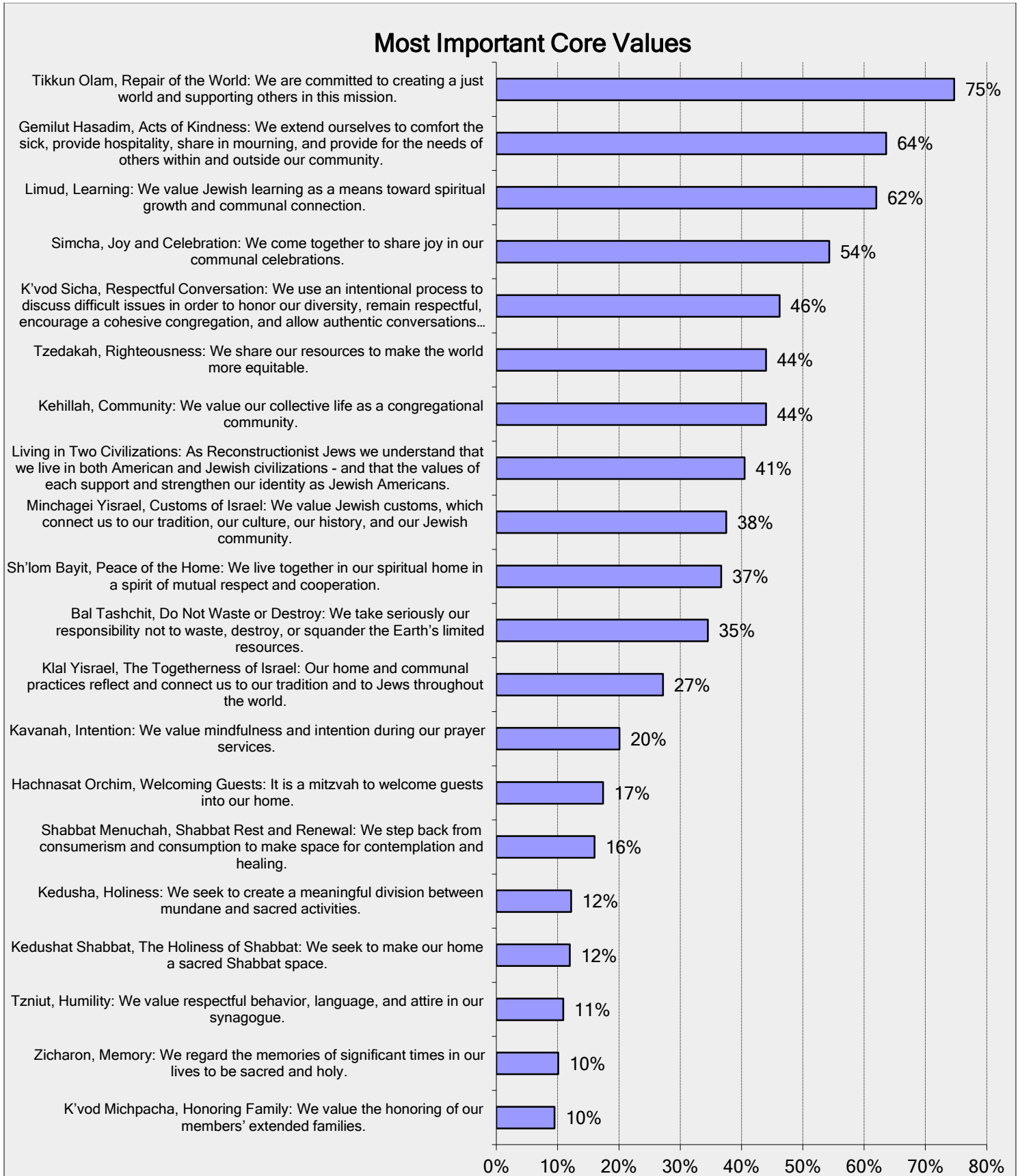
- Inclusivity, respecting diversity (4)
- "Social justice and sustainable coexistence between people and the environment" (4)
- Other (2)

Other comments

- Alternate vision statements proposed (6)
- Vision statement should not prioritize certain values over others (5)
- We need to live our vision (2)

CORE VALUES

Q 9: This list of 20 values was compiled from various JRC documents and is included in JRC's Strategic Plan 2013-2015. While every one of these values may be meaningful to you, select UP TO 7 values that are most important to you at JRC.



Most Important Core Values: by Age of Respondent and by Years of Membership

	All	Age of Respondent				Years of Membership				
		Under 45	45-54	55-64	65+	5 or less	6-10	11-19	20-29	30+
Tikkun Olam , Repair of the World	75%	67%	75%	79%	75%	65%	71%	77%	81%	76%
Gemilut Hasadim , Acts of Kindness	64%	55%	64%	64%	65%	59%	56%	64%	63%	67%
Limud , Learning	62%	61%	62%	58%	64%	73%	69%	61%	52%	62%
Simcha , Joy and Celebration	54%	58%	65%	51%	45%	59%	60%	54%	61%	51%
K'vod Sicha , Respectful Conversation	46%	36%	47%	49%	44%	31%	35%	41%	58%	44%
Tzedakah , Righteousness	44%	30%	46%	48%	43%	38%	35%	55%	45%	49%
Kehillah , Community	44%	36%	49%	39%	46%	41%	40%	43%	47%	51%
Living in Two Civilizations	41%	39%	24%	46%	59%	31%	27%	34%	27%	70%
Minchagei Yisrael , Customs of Israel	38%	52%	34%	32%	46%	53%	54%	34%	27%	41%
Sh'lom Bayit , Peace of the Home	37%	27%	29%	37%	48%	32%	27%	29%	38%	49%
Bal Tashchit , Do Not Waste or Destroy	35%	30%	43%	34%	29%	30%	35%	39%	41%	27%
Klal Yisrael , The Togetherness of Israel	27%	27%	16%	30%	36%	30%	35%	30%	17%	25%
Kavanah , Intention	20%	24%	24%	27%	6%	22%	19%	27%	22%	16%
Hachnasat Orchim , Welcoming Guests	17%	27%	21%	14%	14%	18%	15%	20%	22%	16%
Shabbat Menuchah , Shabbat Rest/Renewal	16%	27%	18%	13%	13%	26%	19%	13%	14%	11%
Kedusha , Holiness	12%	18%	12%	9%	14%	16%	19%	13%	8%	10%
Kedushat Shabbat , The Holiness of Shabbat	12%	6%	12%	12%	13%	15%	17%	16%	7%	6%
Tzniut , Humility	11%	9%	12%	8%	9%	12%	12%	7%	9%	10%
Zicharon , Memory	10%	21%	7%	12%	7%	14%	17%	11%	11%	2%
K'vod Michpacha , Honoring Family	10%	3%	12%	12%	4%	11%	8%	5%	13%	6%

Describe any core values not listed if there are any that you think are just as important as the ones you selected.
(Q 10)

14% of respondents described an additional value.

Note: The number of respondents making comments for each topic is indicated in parentheses. Comments mentioned by just few respondents are not actionable; rather, they are intended to provide a flavor of the opinions expressed.

Our relation to the world

- Social justice; ethical and equitable responsibility towards all people in the world (8)
- Love for, connection to, support of Israel (5)
- Challenge conventional thinking about Israel (5)
- Equal rights of all people; gender equality (3)

Our JRC community

- Respecting JRC members' different viewpoints (6)
- Fair governance; acting on our values (to avoid repeating recent events) (5)
- Inclusivity; welcoming diversity within our membership (2)

Judaism

- Continuing Jewish tradition, history, culture, values; education of our children (6)
- Spirituality (5)
- Meaningful worship and prayer (3)

Other (8)

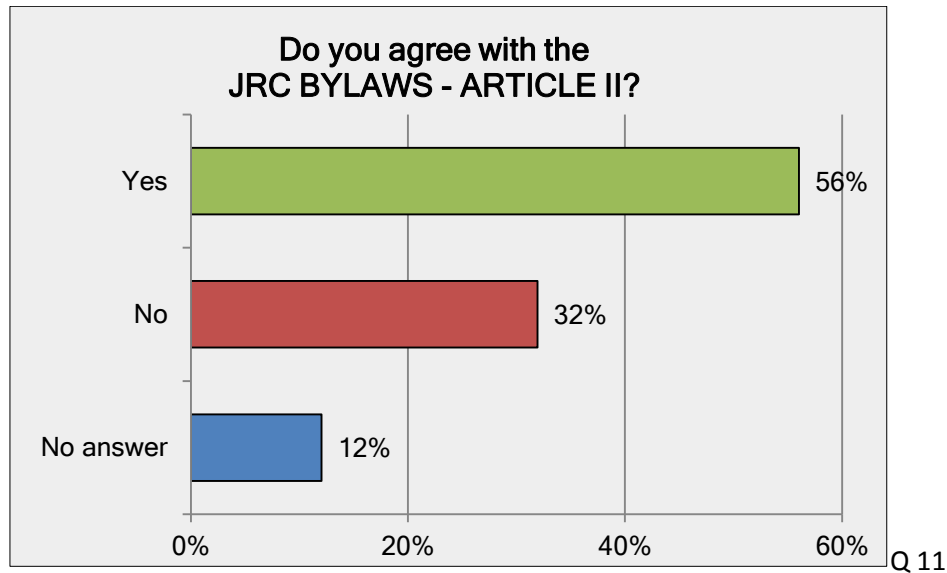
Too difficult to choose only seven values (6)

BYLAWS – ARTICLE II

The JRC BYLAWS, ARTICLE II - OBJECT AND SCOPE states that JRC seeks:

To maintain the creative continuation of the Jewish people; put into practice its way of life; teach its religion, language, and literature; foster an appreciation of the contribution of Judaism in the arts and encourage Jewish artistic expression; and keep its tradition in harmony with modern thought. We view the Land of Israel as a spiritual, cultural and historical focal point of the Jewish People, and are committed to the upbuilding of Eretz Israel.

This particular section has been included in JRC's Bylaws since its original constitution was written.



Who Commented on the BYLAWS – ARTICLE II?

	All Respondents	Commented (53% of respondents)	No Comment (47% of respondents)
Agree with BYLAWS II	56%	32%	83%
Disagree with BYLAWS II	32%	59%	1%
No answer	12%	9%	16%

Note: The number of respondents making comments for each topic is indicated in parentheses. Comments mentioned by just few respondents are not actionable; rather, they are intended to provide a flavor of the opinions expressed.

What would you like to see added to the BYLAWS - ARTICLE II statement? (Q 12)

Social justice

- Commitment to Jewish, ethical values of social justice, Tikkun Olam – in the Middle East, in the world (13)
- Respecting the rights of all peoples in the holy land (11)
- Commitment to fostering peace – in the Middle East, in the world (9)

Judaism

- Clarify “modern thought” as evolving yet grounded in the context of Jewish tradition, history, culture (9)
- Prayer, spirituality (5)
- Meaningfulness of Jewish life in the Diaspora (5)

Clarify sentence about Israel

- Respecting different viewpoints on Israel (5)
- No blanket support for the State of Israel (4)
- Clarify “upbuilding” (5)
- Other (3)

Other (7)

What would you like to see deleted from the BYLAWS - ARTICLE II statement? (Q 13)

Second sentence about Israel

- “Committed to the upbuilding of Eretz Israel” (41)
- Entire sentence (38)
- “Upbuilding” (13)
- Viewing the Land of Israel as a focal point (8)
- Other syntax (2)

Specific wording in first sentence (8)

Article II in full (5)

- “The by-laws are a legal document and Article II should only state that JRC is a synagogue. Everything else can change over time and should be in a mission statement, not a legal document”

What would you like to see revised in the BYLAWS - ARTICLE II statement? (Q 14)

Second sentence about Israel

- Revise or eliminate “. . . and are committed to the upbuilding of Eretz Israel” (39)
- Delete entire second sentence (9)
- Revise or eliminate reference to the Land of Israel as a focal point (9)
- Distinguish between the Land of Israel and the State of Israel (5)
- Include Jewish life in the Diaspora, as well as in Israel (4)
- Omit blanket support of Israel (4)
- Include active ongoing support for Israel (1)

Social justice

- Include respecting the rights of all peoples in the holy land (15)
- Add Jewish values of social justice, Tikkun Olam (8)
- Include hope for peaceful relations between Israel and its neighbors (3)

Entire Article II

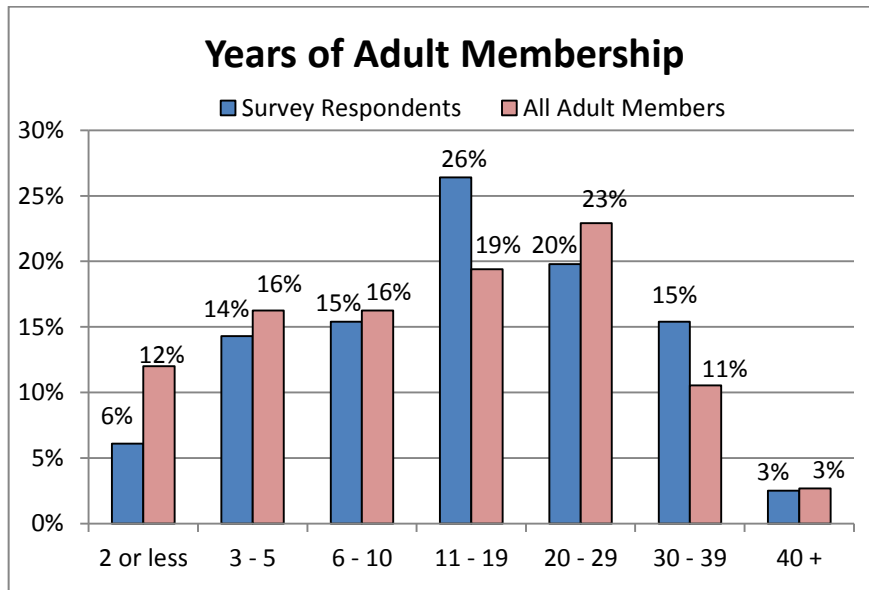
- Remove this article from the bylaws (8)
- Revise this article to align with our mission/vision (3)
- Separate into two bylaw articles (3)
- Update article based on further community input (2)

Specific wording or syntax in first sentence (8)

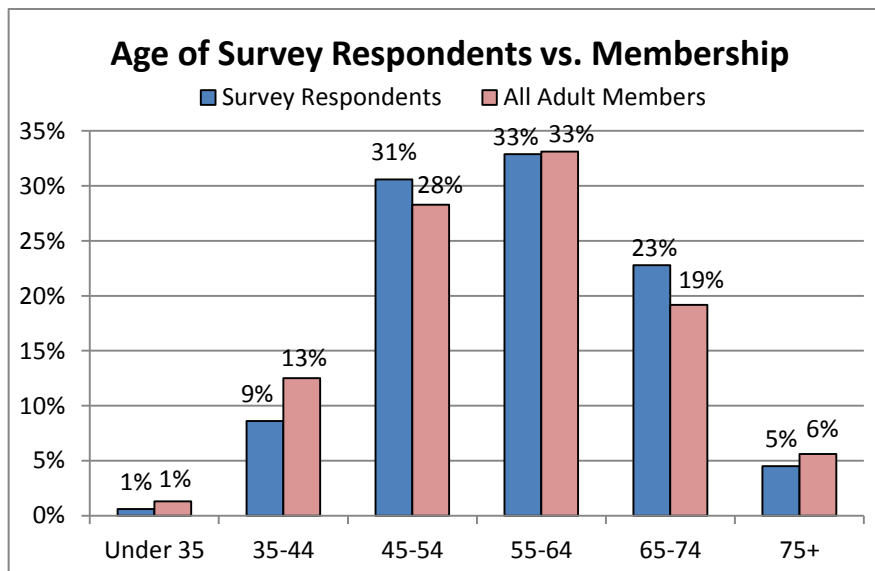
Include respecting JRC members’ different viewpoints (6)

Other comments (5)

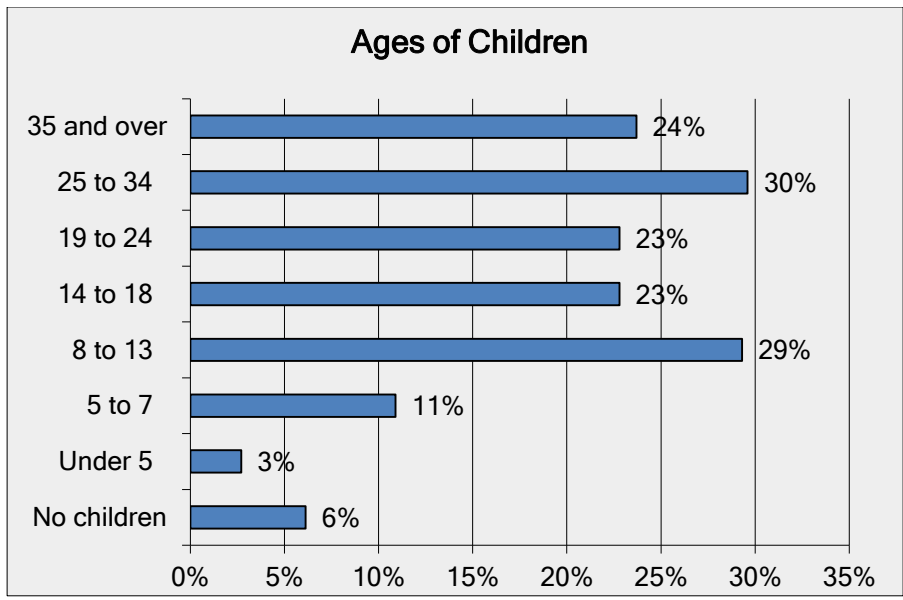
ABOUT THE RESPONDENTS



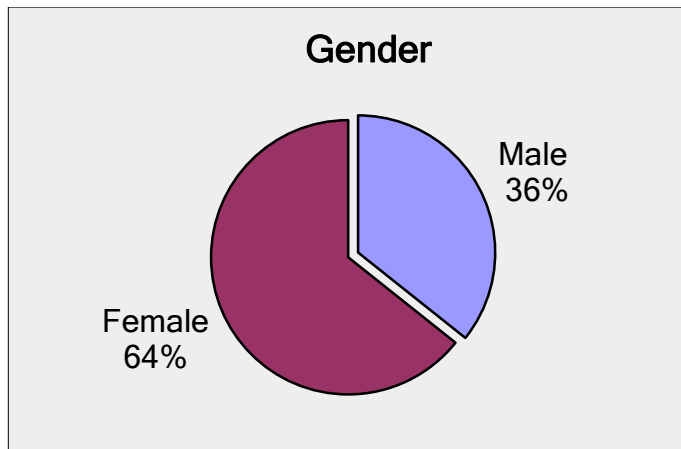
Q 15



Q 16



Q 18 & 19



Q 17