

JPRO Network

Professionals' Survey

Results

Winter 2014

**Sponsored by:
The JPRO Network**

**Conducted By:
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2014 JPRO Network Professionals' Survey Results – A Summary Memorandum

From: Dr. Jack Ukeles and Prof. Steven M. Cohen, April 24, 2014

Survey Background and Details

From March 5 2014 to April 3 2014 we conducted the largest survey to date of professionals working in the Jewish non-profit sector in North America. We sent invitations were sent to 17,781 potential respondents, of whom 5,232 or 29% responded. The major list sources were the readers of eJewishPhilanthropy and various lists maintained by JPRO Network, as well as the Jewish Community Center Association, and a wide variety of smaller lists from several organizations.

After receiving the 5,232 responses, we eliminated respondents now living outside the US or Canada, as well as those who have not worked in a Jewish communal setting in either their current or most recent jobs. After excluding these cases, we were left with 4,261 eligible respondents who formed the basis for our analysis and results summarized below.

Detailed frequency tables with the wording of questions and answers appear in an Appendix.

Wide diversity in: Demographics, Professional status, and Jewish Engagement

Without known and clear parameters for the universe of Jewish communal professionals, we cannot properly assess representativeness. But, we do find considerable evidence of diversity with respect to several features of demographics, professional status and Jewish engagement. In drawing portraits of the entire field, we are fortunate to find rather modest variation along the major axes of social differentiation, suggesting that any biases in the sample are unlikely to have produced major distortions in the overall frequencies.

To be sure, we do find some variations between older and young respondents. However, the old-young differences are such that the population's overall proportions on almost all would not change much from the results we obtained were there somewhat more youthful respondents or somewhat more senior respondents in the sample. In other words: The

results are robust and are generally impervious to any distortions in the representativeness of the sample.

Among the more salient features of this sample:

Age: fairly evenly distributed from 25 to 70; median = 50, or so.

More women: Almost two thirds women, more among younger and less among older professionals.

Mostly married: Almost three quarters married, and 14% are never married.

Full-time employed: three quarters.

Major employers: Almost half work for Federations, congregations or JCCs. Others work in Jewish education, the campus, human services, foundations, Israel-related agencies, camping or as consultants. Still, another fifth work for other sorts of communal employers or sectors.

Diverse duration in the jobs, organizations, and the field. The median duration in the current position is three years, with the organization about five years, and in Jewish communal work about 12 years. About a third have worked in the field 18 years or more and about a third have done so for 8 years or less.

Highly educated with widely varying credentials: Of those responding, almost $\frac{3}{4}$ s have a graduate degree, and almost 80% among those age 35+. Some degrees are especially noteworthy. Among them: MSW (10%), Rabbinical degree (9%), MBA (7%), Ph.D. (6%), and Masters in Jewish Communal Service (5%). Younger people are more likely to report Masters in Jewish communal service and MBA's. They are less likely to report Ph.D. and MSWs.

Jewish Identity: Solid and Conventional

As many as 95% say they are Jewish, just 1% partially Jewish, and a mere 4% are non-Jews.

Of the Jews, $\frac{3}{4}$ identify with a **denomination** (far more than in the Jewish population at large), with Conservative leading (36%), followed by Reform (25%) and Orthodoxy (11%).

A very large number (88%) say that being **Jewish is “very important,”** about double the national average among the rank-and-file.

Over 4/5 report that most of their **friends are Jewish**, more than double the national average, and over ¾ **belong to a congregation**, with another 18% having belonged in the past.

Not only have 92% **been to Israel**, but ¾ have been to Israel 3 times or more. Of those under 35, an astounding 43% have participated in **Birthright** Israel, as have 18% in **Masa** (long-term trips to Israel) and 9% in **Pardes**. Accordingly, over 2/3 say they are, **“very attached” to Israel**, again, twice the national average.

Overall levels of Jewish engagement rise with years of experience as a Jewish communal professional; in other words, the more recently entrants to the field exhibit fewer indicators of Jewish engagement than those with greater seniority. Years in the field may well help grow Jewish commitment and involvement; alternatively, the more committed may be more inclined to stay in the field.

Interestingly, professionals in three areas of work seem to score lower than others on Jewish engagement: JCCs, human services, and camping.

Multiple Professional Identities

Just under half (47%) see themselves as **“belonging to a Jewish communal profession -- in whole,”** rather than in part, or not at all. Those professing such an identity in whole are more frequent among those with longer years of service in Jewish communal professional life, as contrasted with those who have only recently entered such service. Professionals working for a few types of agencies are somewhat less likely to see themselves of Jewish communal professionals. They are those working as consultants and human services, as well as foundation professionals and JCC professionals.

They have had extensive **experience outside of Jewish communal service**. Of those 45 and over, most have worked in for-profit business, almost as many in non-Jewish not-for-profit agencies, and a quarter in academia.

Almost half belong to a wide variety of professional associations, but in the Jewish world and otherwise. A sampling illustrating the variety of Jewish and non-sectarian associations follows:

ACA, Archivists Roundtable Metro, JPro New Jersey, NAASE Delaware Valley Association of Synagogue Executives, JPRO Miami, AICPA, IMA, ACA, Advancing Jewish Professionals, JEDLAB, American Camp Association, American Jewish Press Association Women's Cantors Network Guild of Temple Musicians, JCSA/JPRO, JCSA, JPro New Jersey, American Library Association, J-Pro, AICPA, Ohio Society of CPAs (OHSCPA), advancing jewish professionals, AFP, CFRE, Jewish Educators Assembly, JCSA, JProNJ, AFP, AFP; PPP/NCPG; ACHE, Reconstructionist Rabbinical Association, Gift planning councils, Renal Physicians Association, Rabbinical assembly, NATE HUC ALUMNI, NATA (National Association for Temple Administration) RSDP (Reform Synagogue Development Professionals) MetroASE (Metropolitan Association of Synagogue Executives), AJS, AFP, NTEN, Central Conference of American Rabbis, Israeli Committee For Environmental Quality Towns Association For Environmental Quality Israeli Strike Force For Democratic Values, American Conference of Cantors National Association of Temple Educators, NASW-National Association of Social Workers, ASA-American Society on Aging, National Association of Jewish Chaplains, IAPE SIAA, NAEYC, NewCAJE, Jewish Funders Network, Funders for Reproductive Rights, International Education Funders Group, International Human Rights Funders Group, Yad Vashem, Rabbinical Assembly, NAASE. National Association of Temple Educators aka NATE, American Camp Association, Association of Fundraising Professionals, Core18, Koach LaOvdim, The Rabbinical Assembly, AFP, JCSA, AICPA, GSCPA, FCR, American Public Health Association, American Camp Association, AFP, Jewish Consultants Group, IAPF, Public Relations Association of America, Association of Fundraising Professionals, Manitoba Association for Career Development Winnipeg, Organization of Recruitment Counsellors, Israel Association Professional Fundraisers, NAASE, NATE, NewCAJE, NATA, The rabbinical assembly, NRJE ASCD JEA, Irgun Hamorim, Rabbinical Assembly, Planned Giving Group of New England, National Association for the Education of Young Children Early Childhood Educators of Reform Judaism, Academic Association Society for Ethnomusicology C.C.A.R. Hillel Professional Association, PEJE, RAVSAK, NDOA (Northwest Development Officers Association), NWAIS (NW ASsociation of Independent Schools) Development Community of Practice, Association of Humanistic Rabbis, REA, CCAR, NATE JProNJ Jewish Consultants' Network, AJCOP, JCSNA, AFP, JPRONJ, NJCIM, NAASE NATE, NASW, AFP- Association of Fundraising Professionals WID- Women in Development NAIS - National Association of Independent Schools, Ccar, American Association of Public Opinion Research, local JPRO NASW, American Society for Training & Development, North American Association of Synagogue Executives (NAASE) Massachusetts Association of Temple and Synagogue Administrators (MATSA), Mood Disorders Support Group of New York (MDSG); ASCD Learning Forward NAREA NATE, Journalists' Associations, Association of Development Officers, JPro St. Louis, Association of Fundraising Professionals, Naase, Rabbinical Assembly, ASCD, NAIS, The Rabbinical Assembly, AJAS Leading Age, American Camping Association, ccar, VAAD:Board of Rabbis of Philadelphia, State Bar of California, Rabbinical Assembly, JPro American Society on Aging, AFP, JPRO, FEREP, American Camp Association

Professional Development: Active and Interested

Running through the findings is a surfeit of evidence pointing to considerable activity and interest in a variety of professional development experiences. We learned that in the last two years ...

About 80% have participated in a PD experience or in-service training.

Over 3/5 have been on conference calls or webinars, and most participated in a short-term course, while very few (in the single digits) participated in longer-term courses.

Most (52%) received PD from their employer and 20% from a Jewish profession association other than JPRO. Just 6% reported JPRO PD participation, all the more surprising given that JPRO-supplied lists made up 28% of the eligible respondents. Slightly more (8%) cited non-Jewish professional associations as the sponsor of their PD experiences.

CEO Skill Needs

In part to learn of opportunities for PD, we asked current CEOs to reflect on their levels of preparation when they assumed their current position.

About two thirds claimed extensive familiarity with the Jewish aspect of their jobs. Between a third to three-fifths were as confident of their other executive skills. They felt especially ill-equipped with respect to fundraising and marketing and public relations. Somewhat more felt more confident about adaptive leadership and financial management, with even more (though only about half) attesting to a good grasp of strategy and board relations. Three fifths claimed a great level of competence in management and supervision.

CEO Training

In the first few years on the job, CEOs experienced a spotty array of executive training experiences. Under a third reported having an executive coach, a fifth attended a course for new CEO's, and one sixth participated in an in-house orientation program. Only about a half

reported ANY such experience. Among those types of agencies with high levels of training experiences are: JCCs, campus agencies, and Federations. Interestingly, those who seem to have come to Jewish communal service later in life are less likely to receive CEO-related training than those who came up through the system.

Skill Needs for and Support non-CEO Professionals

We asked similar questions of other professionals, that is, assessing their skill needs upon assuming their current positions. Generally, less than half claim to have been fully competent in most areas. Their highest claims to competence are associated with Jewish community, history and culture as well as with interpersonal communication. In contrast, like the CEOs, few claim that they were prepared to a great extent with respect to fundraising. For the other areas, about a third to about a half claim to have been prepared to a great extent. Levels of feeling prepared in the Jewish sphere hardly varied by age. However, for those professional skills outside of familiarity with Jewish life, younger people expressed lower levels of confidence in their skill than did older people. Similarly, those with more years at their respective organizations reported better initial preparedness than did those who only recently joined their places of employment.

In their first two years on the job, only a third reported receiving, “ongoing support and advice from a more senior person inside or outside the organization (i.e., mentoring).” In the same time period, just under half “were offered education or training to address areas where you needed more preparation.” Support and training are more frequent among those occupying lower-level positions in the job hierarchy and, commensurately, among younger people.

Knowledge of Jewish Life: More Contemporary than Classic

We asked both CEOs and others for their self-assessments of their knowledge of Jewish life. In general, about two thirds rated themselves very high with respect to various aspects of

contemporary Jewish life. In contrast, Less than a third saw themselves as very knowledgeable about Hebrew and about sacred texts. Not surprisingly, those with higher levels of Jewish engagement also expressed greater confidence in their knowledge of both contemporary Jewish life and the classic features of being Jewish.

Interests in Developing Skill Sets and Professional Networks

When asked about their interests in further learning or professional development in each of four areas, about half expressed keen interest in, “Skill sets common to the non-profit world (e.g., FRD, HR, budgeting, adaptive leadership, counseling, direct service).” In contrast, just over a quarter were equally interested in, “Skill sets largely specific to the Jewish community (e.g., inter-agency relations, state of the Jewish community).” Interest in Jewish issues and ideas fell between these two poles.

The desire to grow professionally and in terms of Jewish communal knowledge is far more pronounced among the youngest than among the oldest professionals. Correlatively, higher scores abound among the more recently hired and those found lower on the professional hierarchy.

When asked whether they’d be interested in interacting with several types of professionals, roughly equal numbers expressed interest in colleagues in their specialty both inside the Jewish world as well as without, as well as in those in more senior positions and in those from elsewhere in North America. In each instance, about half or somewhat less expressed great interest in meeting counterpart professionals.

Reading Habits: News about the Jews and Professional Publications

The reading habits of these professionals empirically constitute two clusters: News about Jewish life and professional publications. Under the former rubric, the local Jewish newspaper is the most widely read single publication (about half read it “frequently”) followed by JTA, the Forward, and Tablet (about a quarter read each of these frequently). [We could not

get a good estimate of reading eJewishPhilanthropy simply because about half the sample consisted of readers of this online publication.] Among the Israeli publications – each of which reach about one in seven readers frequently – only small differences separate Haaretz, Jerusalem Post, and Times of Israel.

As for professional publications, almost a third frequently read publications outside the Jewish world, as compared with 4% for the Journal of Jewish Communal Service and 13% for other Jewish professional publications. While 4% read the Journal frequently, 14% do so sometimes, 24% rarely, and 57% never.

Frequency of reading professional publications is associated with age, seniority, and participation in JPRO activities. It is also relatively high among consultants as well as those who work for Federations and human services. Especially low rates of reading professional literature are reported among those who work on campus, for campus, or Israel-focused agencies.

Little Familiarity with JCSANA / JPRO Network and Little Participation

Excluding those respondents found upon the JPRO Network list, only 5% are familiar with JCSANA / JPRO Network to a great extent and another 17% are familiar to some extent. In general, older professionals are more familiar with JPRO than younger professionals.

Of these people (those off the JPRO email list), about 12-14% participated in each of several JPRO activities in recent years: any single webinar, a professional conference call (one or more), or the national convention.

By margins of roughly 3:1, those on the JPRO Network list are both more familiar with JPRO and more active in its activities than those respondents obtained from other sources.

About 22% of the entire sample-- including those on the JPRO Network list and those not on the JPRO Network list, as well as those familiar with JPRO Network and those with no familiarity -- have participated in a Jewish communal professional program under the auspice of a local Jewish professional organization (e.g., JPRO St Louis JPRO; Baltimore DFI).

Preferences for Strategic Directions for JPRO Network

We asked those with at least a little familiarity with JPRO Network to offer their views on three questions bearing upon JPRO's future strategic directions.

Asked which of three levels of seniority should be JPRO Network's prime target audience, the majority opted for "all of the above." Even respondents from different levels of seniority show no special preference for their own level.

Asked how the organization can best serve Jewish communal professionals, the two most widely preferred options were to provide professional development (30%) and to connect colleagues (19%). Far behind in popularity were providing placement services (13%), advocating for the rights of Jewish communal professionals (9%), and providing benefits (8%). Those with no opinion amounted to nearly 20%.

Then, when asked how best to service the profession, a clear majority opted for developing "strategies to attract and retain the best professionals in the field." Those so inclined amounts to 58% of those responding and 77% of those with a clear opinion on the matter.

Key Findings and Their Implications

1. Professionals in the Jewish non-profit sector exhibit a mélange of professional identities, with only a minority clearly preference their identity as belonging to a Jewish communal profession.
2. One feature that underlies their professional identity diversity and ambiguity is the sheer variety of institutions who employ them. Another is the huge diversity in their professional expectations, roles, and skill sets.
3. They identify with numerous professional associations, some of which are Jewishly affiliated and others are not. If they read professional literature, they read more from outside the Jewish world than inside.
4. They express needs to develop their professional skills and interests in networking with a wide variety of professionally relevant colleagues.
5. They are relatively active in Professional Development activities.
6. Apart from those already found upon the JPRO Network list, the organization currently reaches a small fraction of the professional pool. Its name evokes little recognition, its activities generate weak market penetration, and its journal bears a modest profile. All that said, potential exists for raising all these markers of service, influence, recognition, and effectiveness.

Appendix: Frequency Tables

Do you currently work for, or consult with, an organization, institution, agency, congregation or school that is under Jewish auspice or sponsorship, or serves primarily Jewish people for pay?

1		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	759	14.9	15.1	15.1
	Yes	4267	83.6	84.9	100.0
	Total	5026	98.5	100.0	
Missing	System	76	1.5		
Total		5102	100.0		

In your most recent previous full-time primary job, did you work for, or consult with, an organization, institution, agency, congregation or school that is under Jewish auspice or sponsorship, o...

2		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No previous job – I am now in my first full-time primary job	15	.3	2.0	2.0
	No	459	9.0	61.3	63.3
	Yes	275	5.4	36.7	100.0
	Total	749	14.7	100.0	
Missing	System	4353	85.3		
Total		5102	100.0		

Are you currently...

3		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not employed	126	2.5	2.9	2.9
	Retired	120	2.4	2.7	5.6
	Self-employed	319	6.3	7.2	12.8
	Employed part-time	511	10.0	11.6	24.4
	Employed full-time	3335	65.4	75.6	100.0
	Total	4411	86.5	100.0	
Missing	System	691	13.5		
Total		5102	100.0		

How many years (in total) have you worked...?-In your current position

4		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	0-2 years	1517	29.7	39.7	39.7
	3-5 years	927	18.2	24.3	64.0
	6-10 years	635	12.4	16.6	80.6
	10-15 years	354	6.9	9.3	89.8
	16-20 years	150	2.9	3.9	93.8
	20+ years	238	4.7	6.2	100.0
	Total	3821	74.9	100.0	
Missing	System	1281	25.1		
Total		5102	100.0		

How many years (in total) have you worked...?-In your most recent position

5		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-2 years	55	1.1	32.7	32.7
	3-5 years	37	.7	22.0	54.8
	6-10 years	25	.5	14.9	69.6
	10-15 years	24	.5	14.3	83.9
	16-20 years	6	.1	3.6	87.5
	20+ years	21	.4	12.5	100.0
	Total	168	3.3	100.0	
Missing	System	4934	96.7		
Total		5102	100.0		

How many years (in total) have you worked...?-At your current organization

6		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-2 years	1137	22.3	32.5	32.5
	3-5 years	806	15.8	23.0	55.6
	6-10 years	674	13.2	19.3	74.8
	10-15 years	459	9.0	13.1	88.0
	16-20 years	161	3.2	4.6	92.6
	20+ years	260	5.1	7.4	100.0
	Total	3497	68.5	100.0	
Missing	System	1605	31.5		
Total		5102	100.0		

How many years (in total) have you worked...?-At your most recent organization

7		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-2 years	42	.8	25.5	25.5
	3-5 years	35	.7	21.2	46.7

	6-10 years	30	.6	18.2	64.8
	10-15 years	23	.5	13.9	78.8
	16-20 years	7	.1	4.2	83.0
	20+ years	28	.5	17.0	100.0
	Total	165	3.2	100.0	
Missing	System	4937	96.8		
Total		5102	100.0		

How many years (in total) have you worked...?-At a Jewish organization

8		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-2 years	327	6.4	8.9	8.9
	3-5 years	495	9.7	13.4	22.3
	6-10 years	719	14.1	19.5	41.7
	10-15 years	640	12.5	17.3	59.0
	16-20 years	408	8.0	11.0	70.1
	20+ years	1105	21.7	29.9	100.0
	Total	3694	72.4	100.0	
Missing	System	1408	27.6		
Total		5102	100.0		

Which of the following best describes the organization where you work? (Check the one that is most appropriate)

9		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Camping, day or overnight	133	2.6	3.3	3.3
	Campus-related, Hillel, Chabad on Campus, etc.	247	4.8	6.1	9.3
	Communications, media, journalism, etc.	43	.8	1.1	10.4
	Congregation, synagogue, or synagogue movement	518	10.2	12.7	23.1
	Consultancy	159	3.1	3.9	27.0
	Cultural institution or agency	62	1.2	1.5	28.6
	Federation	633	12.4	15.6	44.1
	Foundation	166	3.3	4.1	48.2
	Grass-roots, community-based organization	64	1.3	1.6	49.8
	Health & Human Services, Family service, vocational service etc.	236	4.6	5.8	55.6

	International (but not Israel-focused)	66	1.3	1.6	57.2
	Israel-focused	213	4.2	5.2	62.4
	JCC	510	10.0	12.5	75.0
	Jewish School, Jewish Education	314	6.2	7.7	82.7
	Membership/Mutual Benefit	25	.5	.6	83.3
	Public Affairs/Community Relations	62	1.2	1.5	84.8
	Startup, or Entrepreneurial Venture	44	.9	1.1	85.9
	University/College Faculty	112	2.2	2.8	88.7
	Women's Organization	31	.6	.8	89.4
	Youth Movement	74	1.5	1.8	91.2
	21	45	.9	1.1	92.4
	22	14	.3	.3	92.7
	23	5	.1	.1	92.8
	Other (please specify):	292	5.7	7.2	100.0
	Total	4068	79.7	100.0	
Missing	System	1034	20.3		
Total		5102	100.0		

Which of the following comes very close to your current job title? If none comes very close, please enter your title in the space provided below the list.

10		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CEO or Executive Director	860	16.9	21.3	21.3
	COO	65	1.3	1.6	22.9
	Senior Vice-President or Vice President	161	3.2	4.0	26.8
	Associate or Assistant Executive Director	135	2.6	3.3	30.2
	Associate or Assistant Vice President	48	.9	1.2	31.4
	Development Director	285	5.6	7.0	38.4
	CFO	40	.8	1.0	39.4
	Controller	16	.3	.4	39.8
	Managing Director or Branch Director	110	2.2	2.7	42.5
	Planning Director	50	1.0	1.2	43.8
	Department Director	484	9.5	12.0	55.7
	Assistant Department Director	122	2.4	3.0	58.7
	Program Associate	113	2.2	2.8	61.5

	Program Coordinator	270	5.3	6.7	68.2
	Other executive (please specify):	249	4.9	6.2	74.4
	Other managerial (please specify):	227	4.4	5.6	80.0
	Other non-managerial (please specify):	187	3.7	4.6	84.6
	Fellow or intern	27	.5	.7	85.3
	Other (please specify):	596	11.7	14.7	100.0
	Total	4045	79.3	100.0	
Missing	System	1057	20.7		
Total		5102	100.0		

About how many people work full-time for your organization (or did when you were there)?

11		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fewer than 6	840	16.5	20.7	20.7
	6-20	1004	19.7	24.8	45.5
	21-50	606	11.9	14.9	60.4
	51-100	590	11.6	14.5	75.0
	101 or more	934	18.3	23.0	98.0
	Not sure	81	1.6	2.0	100.0
	Total	4055	79.5	100.0	
Missing	System	1047	20.5		
Total		5102	100.0		

During the past two years, have you participated in any professional development or in-service training?

12 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	792	15.5	19.5	19.5
	Yes	3207	62.9	78.8	98.2
	Not sure	72	1.4	1.8	100.0
	Total	4071	79.8	100.0	
Missing	System	1031	20.2		
Total		5102	100.0		

Did your professional development during the past two years include: -Conference call or webinar

13 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	236	4.6	7.9	7.9

	Yes	2751	53.9	92.1	100.0
	Total	2987	58.5	100.0	
Missing	System	2115	41.5		
Total		5102	100.0		

Did your professional development during the past two years include:-Seminar or course of less than 1 week

14 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	367	7.2	12.9	12.9
	Yes	2477	48.5	87.1	100.0
	Total	2844	55.7	100.0	
Missing	System	2258	44.3		
Total		5102	100.0		

Did your professional development during the past two years include:-Seminar or course of 2 to 4 weeks

15 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1722	33.8	85.2	85.2
	Yes	300	5.9	14.8	100.0
	Total	2022	39.6	100.0	
Missing	System	3080	60.4		
Total		5102	100.0		

Did your professional development during the past two years include:-Course of more than one month

16 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1652	32.4	81.0	81.0
	Yes	388	7.6	19.0	100.0
	Total	2040	40.0	100.0	
Missing	System	3062	60.0		
Total		5102	100.0		

Did your professional development during the past two years include:-Another format (please specify):

17 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	569	11.2	60.9	60.9
	Yes	366	7.2	39.1	100.0
	Total	935	18.3	100.0	

Missing	System	4167	81.7		
Total		5102	100.0		

Who sponsored your professional development or in-service training during the past two years? – Your employer

18 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2311	45.3	100.0	100.0
Missing	System	2791	54.7		
Total		5102	100.0		

Who sponsored your professional development or in-service training during the past two years? – The Jewish Communal Service Association or JPRO Network

19 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	242	4.7	100.0	100.0
Missing	System	4860	95.3		
Total		5102	100.0		

Who sponsored your professional development or in-service training during the past two years? – Another Jewish professional association

20 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	857	16.8	100.0	100.0
Missing	System	4245	83.2		
Total		5102	100.0		

Who sponsored your professional development or in-service training during the past two years? – A non-Jewish professional association

21 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	357	7.0	100.0	100.0
Missing	System	4745	93.0		
Total		5102	100.0		

Who sponsored your professional development or in-service training during the past two years? – A college or university

22 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	277	5.4	100.0	100.0
Missing	System	4825	94.6		
Total		5102	100.0		

Who sponsored your professional development or in-service training during the past two years? – Other (please specify):

23 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	550	10.8	100.0	100.0
Missing	System	4552	89.2		
Total		5102	100.0		

Who sponsored your professional development or in-service training during the past two years? – The JCC Association

24 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	183	3.6	100.0	100.0
Missing	System	4919	96.4		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –AJC

25		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2350	46.1	94.9	94.9
	Yes	127	2.5	5.1	100.0
	Total	2477	48.5	100.0	
Missing	System	2625	51.5		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –BBYO

26		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2111	41.4	82.9	82.9
	Yes	434	8.5	17.1	100.0
	Total	2545	49.9	100.0	
Missing	System	2557	50.1		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Birthright Israel

27		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1962	38.5	77.5	77.5
	Yes	571	11.2	22.5	100.0

Total		2533	49.6	100.0
Missing	System	2569	50.4	
Total		5102	100.0	

Have you been a part of the following programs, scholarships, or fellowships? –FEREP

28		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2335	45.8	95.7	95.7
	Yes	105	2.1	4.3	100.0
	Total	2440	47.8	100.0	
Missing	System	2662	52.2		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Hillel (including JCSC Fellows program)

29		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1755	34.4	67.6	67.6
	Yes	841	16.5	32.4	100.0
	Total	2596	50.9	100.0	
Missing	System	2506	49.1		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –JDC

30		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2286	44.8	93.2	93.2
	Yes	167	3.3	6.8	100.0
	Total	2453	48.1	100.0	
Missing	System	2649	51.9		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Kivun

31		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2372	46.5	98.2	98.2
	Yes	44	.9	1.8	100.0
	Total	2416	47.4	100.0	
Missing	System	2686	52.6		

Total	5102	100.0		
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Have you been a part of the following programs, scholarships, or fellowships? –Mandel

32		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2294	45.0	93.6	93.6
	Yes	158	3.1	6.4	100.0
	Total	2452	48.1	100.0	
Missing	System	2650	51.9		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Masa

33		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2220	43.5	90.7	90.7
	Yes	227	4.4	9.3	100.0
	Total	2447	48.0	100.0	
Missing	System	2655	52.0		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –NEXTwork network

34		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2319	45.5	95.4	95.4
	Yes	112	2.2	4.6	100.0
	Total	2431	47.6	100.0	
Missing	System	2671	52.4		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Pardes

35		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2244	44.0	91.0	91.0
	Yes	222	4.4	9.0	100.0
	Total	2466	48.3	100.0	
Missing	System	2636	51.7		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Professional Leadership Program (PLP)

36		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2321	45.5	95.3	95.3
	Yes	114	2.2	4.7	100.0
	Total	2435	47.7	100.0	
Missing	System	2667	52.3		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –ROI Community

37		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2360	46.3	97.1	97.1
	Yes	70	1.4	2.9	100.0
	Total	2430	47.6	100.0	
Missing	System	2672	52.4		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Selah Leadership Program

38		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2361	46.3	98.0	98.0
	Yes	48	.9	2.0	100.0
	Total	2409	47.2	100.0	
Missing	System	2693	52.8		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Wexner Fellowships

39		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2323	45.5	94.7	94.7
	Yes	130	2.5	5.3	100.0
	Total	2453	48.1	100.0	
Missing	System	2649	51.9		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? –Professional Association Awards

40		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2248	44.1	91.6	91.6
	Yes	205	4.0	8.4	100.0
	Total	2453	48.1	100.0	
Missing	System	2649	51.9		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? -Conservative Yeshiva

41		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1348	26.4	95.5	95.5
	Yes	64	1.3	4.5	100.0
	Total	1412	27.7	100.0	
Missing	System	3690	72.3		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? -Bronfman Youth Fellowships

42		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1313	25.7	98.9	98.9
	Yes	14	.3	1.1	100.0
	Total	1327	26.0	100.0	
Missing	System	3775	74.0		
Total		5102	100.0		

Have you been a part of the following programs, scholarships, or fellowships? -JCCA Graduate Scholarship

43		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	879	17.2	97.5	97.5
	Yes	23	.5	2.5	100.0
	Total	902	17.7	100.0	
Missing	System	4200	82.3		
Total		5102	100.0		

Some people who work in the Jewish non-profit sector define their professional identities by their training or the content of their work, for example social worker, manager, educator, lawyer. Ot...

44		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Yes, in whole	1848	36.2	46.6	46.6
	Yes, in part	1557	30.5	39.3	85.9
	No, not at all	399	7.8	10.1	95.9
	Not sure	162	3.2	4.1	100.0
	Total	3966	77.7	100.0	
Missing	System	1136	22.3		
Total		5102	100.0		

Three years from now, where are you most likely to be working ...

45		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	In your current position	1473	28.9	36.8	36.8
	In another position in your organization	393	7.7	9.8	46.6
	Elsewhere in a Jewish nonprofit	537	10.5	13.4	60.0
	Elsewhere, in a non-Jewish or non-sectarian nonprofit	220	4.3	5.5	65.5
	In the private sector	146	2.9	3.6	69.2
	Retired or not working	336	6.6	8.4	77.6
	Not sure	898	17.6	22.4	100.0
	Total	4003	78.5	100.0	
Missing	System	1099	21.5		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Budgeting & Financial management

46		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	50	1.0	6.0	6.0
	A little	127	2.5	15.2	21.1
	To some extent	294	5.8	35.1	56.3
	To a great extent	364	7.1	43.5	99.8
	Not sure	2	.0	.2	100.0
	Total	837	16.4	100.0	
Missing	System	4265	83.6		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Management & Supervision

47		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Not at all	25	.5	3.0	3.0
	A little	70	1.4	8.4	11.4
	To some extent	228	4.5	27.3	38.6
	To a great extent	510	10.0	61.0	99.6
	Not sure	3	.1	.4	100.0
	Total	836	16.4	100.0	
Missing	System	4266	83.6		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Board relations

48		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	42	.8	5.0	5.0
	A little	100	2.0	12.0	17.0
	To some extent	249	4.9	29.9	46.9
	To a great extent	437	8.6	52.4	99.3
	Not sure	6	.1	.7	100.0
	Total	834	16.3	100.0	
Missing	System	4268	83.7		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Marketing & Public relations

49		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	50	1.0	6.0	6.0
	A little	163	3.2	19.5	25.5
	To some extent	306	6.0	36.6	62.2
	To a great extent	314	6.2	37.6	99.8
	Not sure	2	.0	.2	100.0
	Total	835	16.4	100.0	
Missing	System	4267	83.6		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Strategy

50		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	26	.5	3.1	3.1
	A little	97	1.9	11.6	14.7
	To some extent	300	5.9	35.9	50.7

	To a great extent	410	8.0	49.1	99.8
	Not sure	2	.0	.2	100.0
	Total	835	16.4	100.0	
Missing	System	4267	83.6		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Adaptive leadership

51		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	41	.8	4.9	4.9
	A little	97	1.9	11.7	16.6
	To some extent	296	5.8	35.7	52.3
	To a great extent	348	6.8	41.9	94.2
	Not sure	48	.9	5.8	100.0
	Total	830	16.3	100.0	
Missing	System	4272	83.7		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Fundraising

52		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	96	1.9	11.6	11.6
	A little	157	3.1	18.9	30.4
	To some extent	288	5.6	34.7	65.1
	To a great extent	284	5.6	34.2	99.3
	Not sure	6	.1	.7	100.0
	Total	831	16.3	100.0	
Missing	System	4271	83.7		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Knowledge of the Jewish community

53		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	12	.2	1.4	1.4
	A little	55	1.1	6.6	8.1
	To some extent	180	3.5	21.6	29.7
	To a great extent	583	11.4	70.1	99.8
	Not sure	2	.0	.2	100.0
	Total	832	16.3	100.0	

Missing	System	4270	83.7		
Total		5102	100.0		

When you were appointed to your current position as a CEO, to what extent did you feel prepared in each of these areas? -Knowledge of Jewish history, culture, practices

54		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	3	.1	.4	.4
	A little	48	.9	5.8	6.1
	To some extent	206	4.0	24.7	30.9
	To a great extent	573	11.2	68.8	99.6
	Not sure	3	.1	.4	100.0
	Total	833	16.3	100.0	
Missing	System	4269	83.7		
Total		5102	100.0		

In the first few years following your assuming your position as a CEO, did you undergo any of the following experiences designed to prepare you for your position? -Worked one-on-one with an executive coach

55		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	554	10.9	67.5	67.5
	Yes	257	5.0	31.3	98.8
	Not sure	10	.2	1.2	100.0
	Total	821	16.1	100.0	
Missing	System	4281	83.9		
Total		5102	100.0		

In the first few years following your assuming your position as a CEO, did you undergo any of the following experiences designed to prepare you for your position? -Attended a course for new CEO's

56		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	634	12.4	78.4	78.4
	Yes	171	3.4	21.1	99.5
	Not sure	4	.1	.5	100.0
	Total	809	15.9	100.0	
Missing	System	4293	84.1		
Total		5102	100.0		

In the first few years following your assuming your position as a CEO, did you undergo any of the following experiences designed to prepare you for your position? -In-house orientation program

57		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	653	12.8	82.6	82.6
	Yes	128	2.5	16.2	98.7
	Not sure	10	.2	1.3	100.0
	Total	791	15.5	100.0	
Missing	System	4311	84.5		
Total		5102	100.0		

In the first few years following your assuming your position as a CEO, did you undergo any of the following experiences designed to prepare you for your position? -Other preparatory or CEO-level professional development experiences (please list):

58		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	524	10.3	76.6	76.6
	Yes	135	2.6	19.7	96.3
	Not sure	25	.5	3.7	100.0
	Total	684	13.4	100.0	
Missing	System	4418	86.6		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-General Content or Subject Matter

59		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	37	.7	1.2	1.2
	A little	205	4.0	6.8	8.0
	To some extent	1034	20.3	34.1	42.1
	To a great extent	1747	34.2	57.7	99.8
	Not sure	5	.1	.2	100.0
	Total	3028	59.3	100.0	
Missing	System	2074	40.7		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Management and Administration

60		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	96	1.9	3.2	3.2

	A little	383	7.5	12.7	15.9
	To some extent	1155	22.6	38.4	54.3
	To a great extent	1354	26.5	45.0	99.4
	Not sure	19	.4	.6	100.0
	Total	3007	58.9	100.0	
Missing	System	2095	41.1		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Supervision

61		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	180	3.5	6.0	6.0
	A little	470	9.2	15.7	21.7
	To some extent	1049	20.6	35.1	56.8
	To a great extent	1246	24.4	41.7	98.5
	Not sure	44	.9	1.5	100.0
	Total	2989	58.6	100.0	
Missing	System	2113	41.4		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Communication & Inter-personal

62		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	19	.4	.6	.6
	A little	120	2.4	4.0	4.6
	To some extent	782	15.3	26.0	30.6
	To a great extent	2086	40.9	69.3	99.8
	Not sure	5	.1	.2	100.0
	Total	3012	59.0	100.0	
Missing	System	2090	41.0		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Lay - Professional Relations

63		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	192	3.8	6.4	6.4
	A little	411	8.1	13.7	20.1
	To some extent	919	18.0	30.6	50.7
	To a great extent	1444	28.3	48.1	98.8

	Not sure	35	.7	1.2	100.0
	Total	3001	58.8	100.0	
Missing	System	2101	41.2		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Fundraising

64		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	583	11.4	19.5	19.5
	A little	758	14.9	25.3	44.8
	To some extent	854	16.7	28.5	73.3
	To a great extent	736	14.4	24.6	97.9
	Not sure	62	1.2	2.1	100.0
	Total	2993	58.7	100.0	
Missing	System	2109	41.3		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Planning

65		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	95	1.9	3.2	3.2
	A little	401	7.9	13.4	16.5
	To some extent	1077	21.1	35.9	52.5
	To a great extent	1404	27.5	46.8	99.3
	Not sure	21	.4	.7	100.0
	Total	2998	58.8	100.0	
Missing	System	2104	41.2		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Organizational Culture

66		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	189	3.7	6.3	6.3
	A little	588	11.5	19.5	25.8
	To some extent	1067	20.9	35.5	61.3
	To a great extent	1145	22.4	38.1	99.4
	Not sure	19	.4	.6	100.0
	Total	3008	59.0	100.0	
Missing	System	2094	41.0		

Total	5102	100.0		
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When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Knowledge of the Jewish community

67		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	84	1.6	2.8	2.8
	A little	264	5.2	8.8	11.5
	To some extent	792	15.5	26.3	37.8
	To a great extent	1865	36.6	61.9	99.7
	Not sure	8	.2	.3	100.0
	Total	3013	59.1	100.0	
Missing	System	2089	40.9		
Total		5102	100.0		

When you assumed your current job, to what extent did you feel prepared for that position in each of these areas?-Knowledge of Jewish history, culture, practices

68		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	62	1.2	2.1	2.1
	A little	192	3.8	6.4	8.4
	To some extent	746	14.6	24.8	33.2
	To a great extent	2009	39.4	66.7	99.9
	Not sure	4	.1	.1	100.0
	Total	3013	59.1	100.0	
Missing	System	2089	40.9		
Total		5102	100.0		

During your first two years in your current position, to what extent did you receive ongoing support and advice from a more senior person inside or outside the organization (i.e., mentoring)?

69		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	401	7.9	13.2	13.2
	A little	676	13.2	22.3	35.5
	To some extent	931	18.2	30.7	66.1
	To a great extent	1001	19.6	33.0	99.1
	Not sure	28	.5	.9	100.0
	Total	3037	59.5	100.0	
Missing	System	2065	40.5		
Total		5102	100.0		

During your first two years in your current position, were you offered education or training to address areas where you needed more preparation?

70		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1367	26.8	45.0	45.0
	Yes	1444	28.3	47.5	92.5
	Not sure	227	4.4	7.5	100.0
	Total	3038	59.5	100.0	
Missing	System	2064	40.5		
Total		5102	100.0		

To what extent do you feel knowledgeable in each of the following areas of Jewish life?-Israel

71		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	50	1.0	1.3	1.3
	A little	315	6.2	8.3	9.7
	To some extent	1296	25.4	34.3	44.0
	To a great extent	2113	41.4	55.9	99.9
	Not sure	5	.1	.1	100.0
	Total	3779	74.1	100.0	
Missing	System	1323	25.9		
Total		5102	100.0		

To what extent do you feel knowledgeable in each of the following areas of Jewish life?-The contemporary Jewish community

72		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	26	.5	.7	.7
	A little	162	3.2	4.3	5.0
	To some extent	1053	20.6	27.8	32.8
	To a great extent	2538	49.7	67.1	99.9
	Not sure	4	.1	.1	100.0
	Total	3783	74.1	100.0	
Missing	System	1319	25.9		
Total		5102	100.0		

To what extent do you feel knowledgeable in each of the following areas of Jewish life?-Major trends in Jewish life today

73		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	45	.9	1.2	1.2

	A little	201	3.9	5.3	6.5
	To some extent	1125	22.1	29.8	36.3
	To a great extent	2400	47.0	63.5	99.8
	Not sure	6	.1	.2	100.0
	Total	3777	74.0	100.0	
Missing	System	1325	26.0		
Total		5102	100.0		

To what extent do you feel knowledgeable in each of the following areas of Jewish life?-Hebrew

74		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	569	11.2	15.1	15.1
	A little	1017	19.9	26.9	42.0
	To some extent	994	19.5	26.3	68.3
	To a great extent	1185	23.2	31.4	99.7
	Not sure	11	.2	.3	100.0
	Total	3776	74.0	100.0	
Missing	System	1326	26.0		
Total		5102	100.0		

To what extent do you feel knowledgeable in each of the following areas of Jewish life?-Torah and sacred texts

75		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	315	6.2	8.3	8.3
	A little	986	19.3	26.1	34.5
	To some extent	1370	26.9	36.3	70.8
	To a great extent	1095	21.5	29.0	99.8
	Not sure	8	.2	.2	100.0
	Total	3774	74.0	100.0	
Missing	System	1328	26.0		
Total		5102	100.0		

To what extent do you feel knowledgeable in each of the following areas of Jewish life?-Jewish history

76		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	51	1.0	1.4	1.4
	A little	541	10.6	14.3	15.7
	To some extent	1646	32.3	43.6	59.3
	To a great extent	1537	30.1	40.7	99.9

	Not sure	2	.0	.1	100.0
	Total	3777	74.0	100.0	
Missing	System	1325	26.0		
Total		5102	100.0		

To what extent do you feel knowledgeable in each of the following areas of Jewish life?-Religious customs, practices, holidays, etc.

77		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	16	.3	.4	.4
	A little	227	4.4	6.0	6.4
	To some extent	1177	23.1	31.2	37.6
	To a great extent	2355	46.2	62.3	99.9
	Not sure	3	.1	.1	100.0
	Total	3778	74.0	100.0	
Missing	System	1324	26.0		
Total		5102	100.0		

To what extent would you be interested in learning or professional development in each of the following areas? -Skill sets common to the non-profit world (e.g., FRD, HR, budgeting, adaptive leadership, counseling, direct service)

78 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	316	6.2	8.5	8.5
	A little	423	8.3	11.3	19.8
	To some extent	1131	22.2	30.3	50.0
	To a great extent	1829	35.8	48.9	99.0
	Not sure	38	.7	1.0	100.0
	Total	3737	73.2	100.0	
Missing	System	1365	26.8		
Total		5102	100.0		

To what extent would you be interested in learning or professional development in each of the following areas? -Skill sets largely specific to the Jewish community (e.g., inter-agency relations, state of the Jewish community)

79 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	469	9.2	12.6	12.6
	A little	853	16.7	22.9	35.5
	To some extent	1324	26.0	35.5	71.0
	To a great extent	1041	20.4	27.9	99.0
	Not sure	39	.8	1.0	100.0

Total		3726	73.0	100.0
Missing	System	1376	27.0	
Total		5102	100.0	

To what extent would you be interested in learning or professional development in each of the following areas? -Jewish ideas and knowledge

80 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	344	6.7	9.2	9.2
	A little	781	15.3	20.9	30.1
	To some extent	1291	25.3	34.6	64.7
	To a great extent	1281	25.1	34.3	99.1
	Not sure	35	.7	.9	100.0
	Total	3732	73.1	100.0	
Missing	System	1370	26.9		
Total		5102	100.0		

To what extent would you be interested in learning or professional development in each of the following areas? -Contemporary issues in Jewish communal life

81 - PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	219	4.3	5.9	5.9
	A little	634	12.4	17.0	22.8
	To some extent	1368	26.8	36.6	59.5
	To a great extent	1483	29.1	39.7	99.2
	Not sure	30	.6	.8	100.0
	Total	3734	73.2	100.0	
Missing	System	1368	26.8		
Total		5102	100.0		

To what extent would you be interested in devoting more time to interacting with:-People in your specialty who work at other Jewish organizations

82 – Networking, PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	77	1.5	2.1	2.1
	A little	351	6.9	9.4	11.5
	To some extent	1362	26.7	36.5	48.0
	To a great extent	1892	37.1	50.8	98.8
	Not sure	45	.9	1.2	100.0
	Total	3727	73.0	100.0	
Missing	System	1375	27.0		
Total		5102	100.0		

To what extent would you be interested in devoting more time to interacting with:-People in your specialty who work outside of Jewish organizations

83 – Networking, PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	163	3.2	4.4	4.4
	A little	565	11.1	15.2	19.5
	To some extent	1378	27.0	37.0	56.5
	To a great extent	1556	30.5	41.8	98.3
	Not sure	63	1.2	1.7	100.0
	Total	3725	73.0	100.0	
Missing	System	1377	27.0		
Total		5102	100.0		

To what extent would you be interested in devoting more time to interacting with:-Professionals in Jewish life at your level of seniority and responsibility

84 – Networking, PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	88	1.7	2.4	2.4
	A little	420	8.2	11.3	13.7
	To some extent	1345	26.4	36.2	49.8
	To a great extent	1828	35.8	49.2	99.0
	Not sure	38	.7	1.0	100.0
	Total	3719	72.9	100.0	
Missing	System	1383	27.1		
Total		5102	100.0		

To what extent would you be interested in devoting more time to interacting with:-Professionals in Jewish life who are more senior or more advanced in their careers

85 – Networking, PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	153	3.0	4.1	4.1
	A little	393	7.7	10.6	14.7
	To some extent	1190	23.3	32.0	46.7
	To a great extent	1912	37.5	51.5	98.2
	Not sure	66	1.3	1.8	100.0
	Total	3714	72.8	100.0	
Missing	System	1388	27.2		
Total		5102	100.0		

To what extent would you be interested in devoting more time to interacting with:-Professionals in Jewish life from other communities in North America

86 - Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	164	3.2	4.4	4.4
	A little	621	12.2	16.7	21.1
	To some extent	1350	26.5	36.4	57.5
	To a great extent	1506	29.5	40.6	98.1
	Not sure	71	1.4	1.9	100.0
	Total	3712	72.8	100.0	
Missing	System	1390	27.2		
Total		5102	100.0		

**How often, if at all, do you read each of the following publications or online media?-
eJewishPhilanthropy**

87		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	514	10.1	13.8	13.8
	Rarely	320	6.3	8.6	22.3
	Sometimes	939	18.4	25.1	47.4
	Frequently	1957	38.4	52.4	99.8
	Not sure	7	.1	.2	100.0
	Total	3737	73.2	100.0	
Missing	System	1365	26.8		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-Forward

88		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	660	12.9	17.7	17.7
	Rarely	842	16.5	22.6	40.3
	Sometimes	1284	25.2	34.5	74.8
	Frequently	929	18.2	25.0	99.8
	Not sure	8	.2	.2	100.0
	Total	3723	73.0	100.0	
Missing	System	1379	27.0		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-Ha'aretz

89		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	765	15.0	20.6	20.6

	Rarely	1051	20.6	28.4	49.0
	Sometimes	1258	24.7	33.9	82.9
	Frequently	625	12.3	16.9	99.8
	Not sure	7	.1	.2	100.0
	Total	3706	72.6	100.0	
Missing	System	1396	27.4		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-Jerusalem Post

90		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	756	14.8	20.4	20.4
	Rarely	1224	24.0	33.0	53.4
	Sometimes	1202	23.6	32.4	85.8
	Frequently	519	10.2	14.0	99.8
	Not sure	7	.1	.2	100.0
	Total	3708	72.7	100.0	
Missing	System	1394	27.3		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-JTA

91		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	808	15.8	22.0	22.0
	Rarely	795	15.6	21.6	43.5
	Sometimes	1051	20.6	28.6	72.1
	Frequently	1008	19.8	27.4	99.5
	Not sure	19	.4	.5	100.0
	Total	3681	72.1	100.0	
Missing	System	1421	27.9		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-Tablet

92		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	1106	21.7	30.1	30.1
	Rarely	767	15.0	20.9	50.9
	Sometimes	1009	19.8	27.4	78.4
	Frequently	766	15.0	20.8	99.2

	Not sure	30	.6	.8	100.0
	Total	3678	72.1	100.0	
Missing	System	1424	27.9		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-Local Jewish newspaper

93		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	401	7.9	10.8	10.8
	Rarely	544	10.7	14.6	25.3
	Sometimes	902	17.7	24.2	49.5
	Frequently	1864	36.5	50.0	99.5
	Not sure	18	.4	.5	100.0
	Total	3729	73.1	100.0	
Missing	System	1373	26.9		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-Journal of Jewish Communal Service

94 – Networking, PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	2076	40.7	56.7	56.7
	Rarely	877	17.2	24.0	80.7
	Sometimes	498	9.8	13.6	94.3
	Frequently	159	3.1	4.3	98.6
	Not sure	51	1.0	1.4	100.0
	Total	3661	71.8	100.0	
Missing	System	1441	28.2		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-Other Jewish professional publications

95		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	994	19.5	27.1	27.1
	Rarely	901	17.7	24.6	51.7
	Sometimes	1158	22.7	31.6	83.2
	Frequently	475	9.3	12.9	96.2
	Not sure	140	2.7	3.8	100.0
	Total	3668	71.9	100.0	
Missing	System	1434	28.1		

Total	5102	100.0		
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How often, if at all, do you read each of the following publications or online media?-Other professional publications outside the Jewish world

96		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	541	10.6	14.7	14.7
	Rarely	713	14.0	19.3	34.0
	Sometimes	1269	24.9	34.4	68.4
	Frequently	1101	21.6	29.9	98.3
	Not sure	62	1.2	1.7	100.0
	Total	3686	72.2	100.0	
Missing	System	1416	27.8		
Total		5102	100.0		

How often, if at all, do you read each of the following publications or online media?-The Times of Israel

97		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	1041	20.4	35.4	35.4
	Rarely	744	14.6	25.3	60.7
	Sometimes	673	13.2	22.9	83.6
	Frequently	470	9.2	16.0	99.6
	Not sure	13	.3	.4	100.0
	Total	2941	57.6	100.0	
Missing	System	2161	42.4		
Total		5102	100.0		

How often, if at all, do you read list-serves or Facebook discussions consisting primarily of ... - People from your organization

98 - Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	528	10.3	14.1	14.1
	Rarely	566	11.1	15.1	29.2
	Sometimes	1008	19.8	26.9	56.2
	Frequently	1333	26.1	35.6	91.8
	Not sure	14	.3	.4	92.2
	Does not apply to me	293	5.7	7.8	100.0
	Total	3742	73.3	100.0	
Missing	System	1360	26.7		
Total		5102	100.0		

**How often, if at all, do you read list-serves or Facebook discussions consisting primarily of ... -
Other professionals with similar responsibilities in Jewish life**

99 - Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	527	10.3	14.1	14.1
	Rarely	745	14.6	19.9	34.0
	Sometimes	1250	24.5	33.4	67.5
	Frequently	1070	21.0	28.6	96.1
	Not sure	18	.4	.5	96.6
	Does not apply to me	127	2.5	3.4	100.0
	Total	3737	73.2	100.0	
Missing	System	1365	26.8		
Total		5102	100.0		

**How often, if at all, do you read list-serves or Facebook discussions consisting primarily of ... -
Other professionals with similar responsibilities outside Jewish life**

100 - Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	725	14.2	19.4	19.4
	Rarely	1126	22.1	30.2	49.6
	Sometimes	1150	22.5	30.8	80.5
	Frequently	574	11.3	15.4	95.9
	Not sure	20	.4	.5	96.4
	Does not apply to me	134	2.6	3.6	100.0
	Total	3729	73.1	100.0	
Missing	System	1373	26.9		
Total		5102	100.0		

**How often, if at all, do you read list-serves or Facebook discussions consisting primarily of ... -
Alumni of your Jewish-related school, educational program, or professional fellowship**

101 - Networking, PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	853	16.7	22.9	22.9
	Rarely	877	17.2	23.5	46.4
	Sometimes	881	17.3	23.6	70.0
	Frequently	604	11.8	16.2	86.2
	Not sure	26	.5	.7	86.9
	Does not apply to me	490	9.6	13.1	100.0
	Total	3731	73.1	100.0	
Missing	System	1371	26.9		
Total		5102	100.0		

**How often, if at all, do you read list-serves or Facebook discussions consisting primarily of ... -
Alumni of your non-Jewish school, educational program, or professional fellowship**

102 – Networking, PD		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	971	19.0	26.1	26.1
	Rarely	1156	22.7	31.1	57.1
	Sometimes	874	17.1	23.5	80.6
	Frequently	367	7.2	9.9	90.5
	Not sure	33	.6	.9	91.4
	Does not apply to me	322	6.3	8.6	100.0
	Total	3723	73.0	100.0	
Missing	System	1379	27.0		
Total		5102	100.0		

**To what extent are you familiar with the Jewish Communal Service Association (recently re-named
JPRO Network)?**

103 – Networking, LG		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	1638	32.1	43.4	43.4
	A little	855	16.8	22.6	66.0
	To some extent	846	16.6	22.4	88.4
	To a great extent	382	7.5	10.1	98.5
	Not sure	55	1.1	1.5	100.0
	Total	3776	74.0	100.0	
Missing	System	1326	26.0		
Total		5102	100.0		

**To the best of your knowledge, is the organization for which you work a member of the Jewish
Communal Service Association (recently re-named JPRO Network)?**

104 - Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	830	16.3	40.4	40.4
	Yes	562	11.0	27.3	67.7
	Not sure	665	13.0	32.3	100.0
	Total	2057	40.3	100.0	
Missing	System	3045	59.7		
Total		5102	100.0		

To the best of your knowledge, are you or the organization for which you work a member of a local Jewish professional organization (e.g., JCPSC, JPRO St Louis J PRO; Baltimore DFI)?

105 – Local Group		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	903	17.7	43.9	43.9
	Yes	625	12.3	30.4	74.4
	Not sure	527	10.3	25.6	100.0
	Total	2055	40.3	100.0	
Missing	System	3047	59.7		
Total		5102	100.0		

Have you ever participated in each of the following events sponsored by the national JCSA (JPRO Network)?-Webinar

106 – PD, Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1433	28.1	70.3	70.3
	Yes	481	9.4	23.6	94.0
	Not sure	123	2.4	6.0	100.0
	Total	2037	39.9	100.0	
Missing	System	3065	60.1		
Total		5102	100.0		

Have you ever participated in each of the following events sponsored by the national JCSA (JPRO Network)?-Professional Conference Call

107 - PD, Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1476	28.9	72.9	72.9
	Yes	438	8.6	21.6	94.6
	Not sure	110	2.2	5.4	100.0
	Total	2024	39.7	100.0	
Missing	System	3078	60.3		
Total		5102	100.0		

Have you ever participated in each of the following events sponsored by the national JCSA (JPRO Network)?-National convention/conference (annual program)

108 - PD, Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1473	28.9	72.6	72.6
	Yes	481	9.4	23.7	96.3
	Not sure	76	1.5	3.7	100.0

Total	2030	39.8	100.0
Missing System	3072	60.2	
Total	5102	100.0	

Have you ever participated in a Jewish communal professional program under the auspice of a local Jewish professional organization (e.g., JPRO St Louis JPRO; Baltimore DFI)?

109 - Local Group		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	925	18.1	45.1	45.1
	Yes	953	18.7	46.4	91.5
	Not sure	175	3.4	8.5	100.0
	Total	2053	40.2	100.0	
Missing	System	3049	59.8		
Total		5102	100.0		

Now we have some questions about the JCSA/JPRO Network.IN YOUR VIEW...

110		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2049	40.2	100.0	100.0
Missing	System	3053	59.8		
Total		5102	100.0		

Which of the following groups of professionals should JCSA/JPRO Network most target with its services and programming? (Choose one)

111 – PD, Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None of these in particular	27	.5	1.3	1.3
	All of the above	1052	20.6	52.1	53.5
	Senior professionals (CEOs and others)	25	.5	1.2	54.7
	Mid-career professionals	362	7.1	17.9	72.6
	Entry level professionals	232	4.5	11.5	84.1
	Not sure	320	6.3	15.9	100.0
	Total	2018	39.6	100.0	
Missing	System	3084	60.4		
Total		5102	100.0		

In your view, which of the following is the most important way JCSA/J PRO could have a positive impact on the Jewish voluntary sector? (Choose one)

112 – PD, Networking,		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None is particularly important for JCSA/JPRO Network to undertake	86	1.7	4.3	4.3
	Develop strategies to attract and retain the best possible professionals to the field	1162	22.8	57.7	62.0
	Credential Jewish communal professionals	158	3.1	7.8	69.8
	Set professional standards, develop a professional code of ethics	208	4.1	10.3	80.2
	Not sure	399	7.8	19.8	100.0
	Total	2013	39.5	100.0	
Missing	System	3089	60.5		
Total		5102	100.0		

In your view, which of the following is the single most important way JCSA/J PRO can serve Jewish communal professionals? (Choose one)

113 – PD, Local Groups, Networking		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None is particularly important for the JCSA/JPRO Network to undertake	17	.3	.8	.8
	Provide professional development (continuing education)	610	12.0	30.3	31.1
	Connect colleagues (on-line networks, list-serves, local and national programming)	386	7.6	19.2	50.3
	Provide mediation services for employee-employer conflicts	10	.2	.5	50.8
	Advocate for the rights of Jewish communal professionals	188	3.7	9.3	60.2
	Provide benefits (pensions, health insurance, life insurance, long term care insurance)	165	3.2	8.2	68.4
	Provide placement services and career counseling	258	5.1	12.8	81.2
	Not sure	379	7.4	18.8	100.0
	Total	2013	39.5	100.0	

Missing	System	3089	60.5		
Total		5102	100.0		

Among your closest friends, how many are Jewish?

114		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	44	.9	1.2	1.2
	Some	274	5.4	7.3	8.5
	About half	380	7.4	10.1	18.6
	Most	1465	28.7	39.1	57.8
	All or almost all	1571	30.8	42.0	99.7
	Not sure	10	.2	.3	100.0
	Total	3744	73.4	100.0	
Missing	System	1358	26.6		
Total		5102	100.0		

Do you consider yourself Jewish, partially Jewish, or not Jewish?

115		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Jewish	150	2.9	4.0	4.0
	Partially Jewish	37	.7	1.0	5.0
	Jewish	3543	69.4	94.8	99.8
	Not sure	6	.1	.2	100.0
	Total	3736	73.2	100.0	
Missing	System	1366	26.8		
Total		5102	100.0		

How important is being Jewish in your life?

116		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all important	4	.1	.1	.1
	Not very important	35	.7	1.0	1.1
	Fairly important	390	7.6	10.9	12.0
	Very important	3128	61.3	87.8	99.8
	Not sure	6	.1	.2	100.0
	Total	3563	69.8	100.0	
Missing	System	1539	30.2		
Total		5102	100.0		

Please answer the following: -Are you a member of a Jewish congregation, minyan or chavurah?

117		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2716	53.2	76.2	76.2
	Not now, but in the past	645	12.6	18.1	94.3
	No, never	202	4.0	5.7	100.0
	Total	3563	69.8	100.0	
Missing	System	1539	30.2		
Total		5102	100.0		

Please answer the following: -Do you serve on a board of a synagogue or Jewish organization?

118		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1093	21.4	30.9	30.9
	Not now, but in the past	1304	25.6	36.9	67.9
	No, never	1135	22.2	32.1	100.0
	Total	3532	69.2	100.0	
Missing	System	1570	30.8		
Total		5102	100.0		

How emotionally attached to Israel are you?

119		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all attached	35	.7	1.0	1.0
	Not very attached	156	3.1	4.4	5.4
	Somewhat attached	731	14.3	20.5	25.9
	Very attached	2630	51.5	73.8	99.6
	Not sure	14	.3	.4	100.0
	Total	3566	69.9	100.0	
Missing	System	1536	30.1		
Total		5102	100.0		

Thinking about Jewish religious denominations, do you consider yourself to be

120		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No particular denomination	653	12.8	18.3	18.3
	Something else	271	5.3	7.6	25.9
	Orthodox	437	8.6	12.3	38.2
	Conservative	1237	24.2	34.7	72.9
	Reform	865	17.0	24.3	97.2
	Reconstructionist	85	1.7	2.4	99.6

	Don't know	15	.3	.4	100.0
	Total	3563	69.8	100.0	
Missing	System	1539	30.2		
Total		5102	100.0		

Have you ever been to Israel?

121		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No, never	269	5.3	7.2	7.2
	Yes, once	335	6.6	9.0	16.2
	Yes, twice	280	5.5	7.5	23.7
	Yes, 3 times or more	2848	55.8	76.3	100.0
	Total	3732	73.1	100.0	
Missing	System	1370	26.9		
Total		5102	100.0		

Are you:

122		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	1318	25.8	35.4	35.4
	Female	2407	47.2	64.6	100.0
	Total	3725	73.0	100.0	
Missing	System	1377	27.0		
Total		5102	100.0		

How old are you?

123		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 24	74	1.5	2.0	2.0
	25 - 34	779	15.3	20.9	22.9
	35 - 44	753	14.8	20.2	43.0
	45 - 54	767	15.0	20.6	63.6
	55 - 64	958	18.8	25.7	89.3
	65- 74	350	6.9	9.4	98.6
	75+	51	1.0	1.4	100.0
	Total	3732	73.1	100.0	
Missing	System	1370	26.9		
Total		5102	100.0		

What is your current marital status?

124		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never married	508	10.0	13.7	13.7
	Separated or divorced & not remarried	234	4.6	6.3	20.0
	Widowed	61	1.2	1.6	21.7
	Partnered, living with someone	198	3.9	5.3	27.0
	Married	2707	53.1	73.0	100.0
	Total	3708	72.7	100.0	
Missing	System	1394	27.3		
Total		5102	100.0		

Does your spouse/partner consider him/herself Jewish, partially Jewish, or not Jewish?

125		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Jewish	261	5.1	9.1	9.1
	Partly Jewish	49	1.0	1.7	10.8
	Jewish	2555	50.1	89.0	99.8
	Not sure	7	.1	.2	100.0
	Total	2872	56.3	100.0	
Missing	System	2230	43.7		
Total		5102	100.0		

What do you view as your highest education degree? (choose one)

126		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BA/BS or equivalent	976	19.1	26.2	26.2
	MBA	272	5.3	7.3	33.5
	MED	108	2.1	2.9	36.4
	MPA, MCP	142	2.8	3.8	40.2
	MSW	364	7.1	9.8	50.0
	Masters in Jewish Communal Service	183	3.6	4.9	54.9
	Masters in Jewish Studies	142	2.8	3.8	58.7
	LL.B., J.D.	141	2.8	3.8	62.5
	Other Masters	586	11.5	15.7	78.2
	Rabbinical degree	318	6.2	8.5	86.8
	Ph.D. , Ed.D. or other doctorate	229	4.5	6.1	92.9
	Other graduate or professional degree	88	1.7	2.4	95.3

	MD	4	.1	.1	95.4
	Other certificate	172	3.4	4.6	100.0
	Total	3725	73.0	100.0	
Missing	System	1377	27.0		
Total		5102	100.0		

Did you obtain a degree or certificate from the following institutions (if multiple, pick the one where you most recently obtained a degree or certificate)?

127		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	American Jewish University	15	.3	2.4	2.4
	Gratz College	17	.3	2.7	5.0
	HUC-JIR	162	3.2	25.5	30.6
	Hornstein Program at Brandeis	78	1.5	12.3	42.8
	JTS	108	2.1	17.0	59.8
	Hebrew College	12	.2	1.9	61.7
	NYU Dual-Degree Program in Nonprofit Management (MPA) and Judaic Studies (MA)	2	.0	.3	62.0
	NYU Graduate Programs in Education and Jewish Studies	6	.1	.9	63.0
	Reconstructionist Rabbinical College	34	.7	5.4	68.3
	Spertus Institute of Jewish Studies	39	.8	6.1	74.5
	Towson University	11	.2	1.7	76.2
	University of Michigan Jewish Communal Leadership Program	1	.0	.2	76.4
	Wurzweiler School at YU	3	.1	.5	76.9
	Yeshiva Chovevei Torah	9	.2	1.4	78.3
	Yeshiva University	19	.4	3.0	81.3
	Other rabbinical program or private ordination	57	1.1	9.0	90.2
	Other school or program not listed above	60	1.2	9.4	99.7
	Ziegler Rabbinical school	2	.0	.3	100.0
	Total	635	12.4	100.0	
Missing	System	4467	87.6		
Total		5102	100.0		

Outside of your work for organizations in the Jewish nonprofit sector, have you had full-time work experience, lasting a year or longer, in any of the following fields?-Academia, higher education

128		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2590	50.8	79.1	79.1
	Yes	664	13.0	20.3	99.3
	Not sure	22	.4	.7	100.0
	Total	3276	64.2	100.0	
Missing	System	1826	35.8		
Total		5102	100.0		

Outside of your work for organizations in the Jewish nonprofit sector, have you had full-time work experience, lasting a year or longer, in any of the following fields?-Other non-sectarian or non-Jewish nonprofit

129		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2119	41.5	62.0	62.0
	Yes	1287	25.2	37.6	99.6
	Not sure	13	.3	.4	100.0
	Total	3419	67.0	100.0	
Missing	System	1683	33.0		
Total		5102	100.0		

Outside of your work for organizations in the Jewish nonprofit sector, have you had full-time work experience, lasting a year or longer, in any of the following fields?-For-profit business

130		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1864	36.5	54.7	54.7
	Yes	1532	30.0	45.0	99.7
	Not sure	10	.2	.3	100.0
	Total	3406	66.8	100.0	
Missing	System	1696	33.2		
Total		5102	100.0		

Do you belong to any professional organizations?

131		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1693	33.2	45.7	45.7
	No	1811	35.5	48.8	94.5
	Not sure	204	4.0	5.5	100.0

	Total	3708	72.7	100.0	
Missing	System	1394	27.3		
Total		5102	100.0		