

The TalkBack Survey of the Jewish Youth Service

Final Report

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January 1998

RECOMMENDATIONS OF THE JEWISH YOUTH SERVICE PARTNERS' GROUP ON THE TALKBACK SURVEY

Preamble - It is clear from the survey that the objective of all partners is the enhancement of Jewish and social identity through a range of informal education experiences. For many partners this includes developing a commitment to Israel.

Training - Ways of co-ordinating training throughout the youth service should be examined.

Retention - The youth service should examine how to retain young people within the youth service at those points at which it is known they leave.

Disability - It is essential to increase awareness of disability and to improve access, both physical and programmatic and include integration if possible.

Premises - There should be an audit of current facilities and a highlighting of possible future improvements of current facilities.

Promotion - New methods of increasing membership and promoting the youth service should be examined

Israel - There should be increased access to the Israel experience.

There should be increased access to and awareness of Schlichim/Averim

Fundraising - The sources from where funds are raised should be broadened. Attention should be given to Local Authority, European money, Charitable Trusts and legacy opportunities. The Partners' Group should explore ways to improve all organisations' funding

Research - The development of the youth service should be based on appropriate research where relevant and practicable

Future - The youth service should engage funders, lay leadership, professionals, volunteers and users of the Jewish youth service in far reaching debate on the future of the Jewish youth service, using this Survey and subsequent research as the starting point.

Acknowledgements

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Finally, I was fortunate in being able to consult, informally with specialist researchers working within the Jewish community. In some cases their advice was extremely critical, but in all cases it was very constructive, and enabled the final report to be more well balanced and secure in its standing than it otherwise may have been. In time honoured fashion, while I am truly thankful to all those whose advice and comments have contributed to the report, the final version is the result of my own judgement for which I take full responsibility.

Steve Miller
January 1998

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Background

The Jewish Youth Service Partners' Group is a forum and meeting point for Jewish youth organisations of widely varying ideologies and backgrounds. In the Partners' Group they are able to meet to discuss issues of common concern and implement any practical action that will assist the development of the Jewish Youth Service as a whole. The TalkBack Survey of the Jewish Youth Service was first discussed by the Partners' Group in early 1995 and it was agreed to implement the project, with funding from Jewish Continuity (as was), in the spring of 1996. The project commenced in the autumn of 1996. The Partners' Group have overall responsibility for the project and this responsibility has been delegated through the Executive, to a Research Management Group, consisting of four members, who have met regularly with the project consultant. It is hoped that this report will not be seen just as an end in itself but as means towards creating a more effective and responsive Jewish Youth Service.

Summary

Basic data on the structure of the Jewish Youth Service

One of the principle recommendations of the Institute of Jewish Policy Research's recent policy paper on the future of the Jewish voluntary sector¹ was the need for knowledge about organisational characteristics of the Jewish community. 'Without such knowledge', the paper claimed, 'decisions about priorities and policies for the future will be ill-founded.' In particular the paper recommended 'a mapping of the existing voluntary sector. This would include identifying and locating the full range of organisations ... and documenting characteristics such as funding sources, income, numbers of paid staff, numbers of volunteers, composition of governing body, age, history and so on.'

As that paper was being written, the TalkBack Survey of the Jewish Youth Service was well under way, and the publication of this report is the first comprehensive mapping exercise of any section of the Jewish voluntary sector. This is the first survey of the Jewish Youth Service that has aimed to be comprehensive in its coverage. Three different questionnaires were sent out to all known Jewish youth organisations - one to be completed by individuals, one to be completed by local groups (including local groups of national organisations), and one to be completed by national organisations. In addition, we interviewed key personnel in almost all national organisations.

Organisations

Our findings show:

- 3 central agencies providing a range of complementary services to the whole sector
- 17 national or regional organisations². These organisations have 255 local groups or branches, and these local groups run 440 separate age group or activity sessions on a regular basis.
- 6 specialist organisations who run 15 different sessions on a regular basis.
- 46 independent local clubs and centres. The 34 for whom we have accurate data run 136 separate age group or activity sessions on a regular basis.

Participants

These various organisations are working on a regular basis with the following young people:

5145 young people aged between 9 and 12
 4254 young people aged between 13 and 15
 2922 young people aged between 16 and 17
 1988 young people aged between 18 and 23³

Programmes during the summer holidays are working with the following young people:

1876 young people aged between 9 and 12
 1497 young people aged between 13 and 15
 1582 young people aged between 16 and 17
 90 young people aged between 18 and 23⁴

¹ 'The Jewish voluntary sector in the United Kingdom: its role and its future' by Margaret Harris, published by the Institute for Jewish Policy Research, 1997.

² Not including Union of Jewish Students and Lubavitch Youth Organisation. For notes regarding these two organisations please see below.

³ This figure includes those young people who are regular involved in leadership as madrichim or young leaders.

⁴ This figure excludes young leaders and madrichim.

Leaders

We have data on 2079 people involved in leadership in the Jewish Youth Service
90 are full-time paid personnel (including movement workers and shlichim) of whom it is estimated that 45 are under the age of 23
119 are part-time paid workers of whom 56 are under the age of 23
1883 are volunteers of whom 1465 are under the age of 23

Key themes that emerge from the research

In addition to the basic quantitative data which was collected, a large amount of qualitative data was collected from the questionnaire and interviews. These add to and illuminate the above data to illustrate the following themes.

Diversity and fluidity

The Jewish Youth Service is characterised by its diversity. This is reflected in different kinds of groups with different cultures, different sized groups both between different sectors and within any one sector, a wide geographical spread, different relationships with their host communities, and differing ways of expressing the Jewishness of the organisation. This diversity is seen as a strength by all sectors of the youth service, and the survey has encountered numerous calls for it to be encouraged further. But, the negative aspect of diversity is that scarce resources are spread thinly.

One aspect of this diversity is the three central agencies that serve the Jewish Youth Service. All three are used by a variety of youth organisations and all three rate highly on satisfaction rankings. In recent years they have worked to establish different areas of expertise and this has been noted and appreciated by the Youth Service.

One of the truisms about the Jewish Youth Service is its fluid nature. During the course of the survey period we have witnessed groups in all sectors being created, and at the same time groups fading and dying.

The personnel

It is striking when reading the above figures, to see how far the Jewish Youth Service depends on volunteers, and in particular on young volunteers, to maintain itself. In fact, it is seen as a great strength by many. But, what it does mean is that there are implications for support and training. It is also a possible contributory factor to the lack of long term planning and innovation.

Idealism

The people who work in the Jewish Youth Service, both very young volunteers and older paid professionals are, in the main, doing this work because of a commitment to ideals. These may be specific ideologies of the youth movements, a commitment to the personal development of young people, or a commitment to the survival and growth of the Jewish people.

Nevertheless, many of these people perceive themselves as swimming against a tide of apathy and assimilation in the general community, and a lack of interest from communal leadership and parents.

Competitiveness and co-operation

Many people from within the Jewish Youth Service and outside of it, note the positive co-operation that exists, and contrast this with the perceived divisions among the 'adult' community. This is a strength which many personnel in the Youth Service wish to develop further. But, despite this there are also elements of competitiveness noted by some people, in particular the way different organisations target young people, and the fact that different organisations feel that they are forced to compete for funding.

Respondents to the survey call for more co-operation and more 'safe places'⁵ for young people that are not the preserve of just one section of the community, but places where all organisations and individuals can meet.

Funding and resources

There have been instances in recent years of organisations being on the verge of closure through lack of funding, but the general experience of the Jewish Youth Service is not this occasional crisis, but a permanent pressure of lack of sufficient funds and resources to do a proper job.

The issue of lack of funds is often linked to the two major resources - facilities and personnel. While most organisations cope with limited facilities, a large number recognise the value of having improved facilities - possibly shared with other organisations. Personnel is probably the most significant resource in the Youth Service and respondents to the survey are asking for more and better trained people, so that they can continue as they are and develop new work.

An agenda for discussion and a call for more information

This survey, which was a snapshot of one year, was not intended to answer all the questions, but specifically to raise the intensity and level of discussion about the Jewish Youth Service. The lessons of this project will inform future research programmes, which are vital to fill in the gaps, and to develop a picture over time. There is still much to be learnt and it is hoped that youth work personnel will play an active part in gathering more information about themselves; on a local level as well as national, in order to inform their planning for the future.

⁵ For examples of respondents use of this term see the section in this report describing answers to the question, 'What would you say are the current needs of Jewish Youth in this area?' From these and other answers it can be inferred that respondents are talking about some form of unstructured facility that would be 'safer' than assembling on the street.

Aims and introduction

This project was born out of a need for a practical exercise in information gathering to assist the practitioners and planners in the Jewish Youth Service. A number of potential difficulties were envisaged, not least the fact that the whole idea of a national research project was perceived with caution and suspicion from several quarters within the Youth Service itself. It was known that, in order to cover all the main organisations in the Youth Service, the methods adopted would have to be sensitive to differing personal, political and professional attitudes.

The consultant/researcher to the project was approached because of his general skills in people-oriented consultancy work and because of his background in Jewish communal work, in addition to his research background⁶. A pragmatic approach to the project was developed which turned out to be vital and which enabled us to adapt to the real environment as needed.

The original aims of the project⁷ were to:

- To identify information about current informal⁸ provision to Jewish young people (such issues as what facilities and organisations there were, membership numbers, staffing, programme content, funding and resources);
- To identify existing strategic provision to support Jewish Youth Service providers, and perceived gaps in that provision;
- To begin to identify quality issues in youth work practice (such issues as the general and Jewish curriculum in youth work, recording, good practice in face to face work, training and development, and monitoring and evaluation);
- To make this information available in an accessible form.

Thus, the focus of the project is on the organisations and the personnel delivering youth work, rather than the experience of young people themselves in the Youth Service.

It was recognised early on in the project that the Jewish Youth Service is a diverse and complex field, and that the survey would need to reflect that. This would be achieved through a multi-layered approach⁹.

1. Desk research on existing material.
2. Building a database of Jewish Youth Organisations.
3. A postal questionnaire to individuals in the Jewish Youth Service.
4. A postal questionnaire of local groups and clubs.
5. Interviews with representatives of all central agencies and national organisations.

Desk research.

The main recent research studies relating to the Jewish Youth Service which have been consulted are the following:

'The World of Informal Jewish Education', June 1992. This was a major comparative study, co-ordinated by Dr Erik Cohen, of informal Jewish education in diaspora communities, including the UK, commissioned by the Youth and Hechalutz Department and undertaken between September 1989 and April 1992.

⁶ Several people worked on the consultancy/research team through the course of this project. Although this report is the work of one person, the usage of the pronoun 'we' refers to the consultants.

⁷ In fact there was an additional aim which was 'to identify some preliminary baseline information about Jewish young people age 9 - 21'. It was realised that gathering this data, although vitally important, would be a complex operation and beyond the logistical means of the sponsoring organisations at this time.

⁸ We recognise that some people prefer the term 'non-formal'. We have used the term 'informal' because this was the used from the original brief onwards. We confirm the common understanding that the formality or otherwise of techniques and methods are not what is referred to here. Both schools and youth organisations can use a mixture of formal and informal techniques. The use of the term informal in this context relates primarily to the structures, settings and patterns of participation by which youth organisations are quite distinct from schools and formal provision.

⁹ A longer discussion of the methodology is contained in an appendix to this report.

'Office of Population Censuses and Surveys (OPCS) Survey of Youth Service Participation', October 1994. This was a national survey commissioned by the Department for Education of 11 to 25 year olds and conducted as part of the regular Omnibus Survey over six months in 1993 and 1994.

'Through Their Eyes: The Final Report of the North Manchester Jewish Youth Project Survey', 1995. This was a survey of a broad cross-section of 550 Jewish young people between the ages of 11 and 18 examining six domains; Jewish identity, Jewish 'affiliation' (including attendance at Jewish youth clubs), Education, Family life, Social Issues and Social Life.

'Analysis of Youth Activity in Jewish Movements/Organisations 1994/5', 1995. This was a survey conducted by the London office of the Youth and Hechalutz Department which gathered information about participation from 12 Jewish youth organisations.

In order to gain an external perspective on the Anglo-Jewish Youth Service we also consulted with Steve Schauder. He is a youth work professional from North America who is currently a Jerusalem Fellow and visited London in February 1997 to observe the Anglo-Jewish Youth Service.

Building a database

This process became a central part of the research project. The first stage of this process was to define the boundaries - who would be included in the definition of the Jewish Youth Service. In fact, this discussion took place in parallel with the data-gathering process - as new questions were raised by the process, the definition was clarified in more detail. This discussion is reflected in the next section of this report.

The next stage was to bring together information from existing sources. These included:

- The list of members of the Partners Group
- The Jewish Year Book
- Lists of affiliates/users of central Jewish youth agencies
- The Jewish Community Information (JCI) database

The information from these sources had to be checked for the detail of information (not all of the sources of information contained contact names, addresses or telephone numbers), and also for accuracy of information (information was out of date or simply wrong).

While this gave us a reliable database of organisations operating at a national level, we were aware that there was the potential for gaps in data at a local level. The next stage involved two processes:

- a) We circulated the database in its then existing form to all national Jewish youth organisations asking them to identify known gaps. This brought several responses, and in particular we were able to identify new organisations in the Midlands and North of the country which were not on other lists.
- b) From the JCI database we had identified a large number of organisations where the information was not clear - either it was uncertain whether they were running youth activities as defined by our parameters, or whether the listing represented a youth group or activity which was no longer active. We contacted all of these organisations in order to clarify these issues. In the final event a very small number did not respond at all and these are marked in the appendix which lists all of the active youth organisations.

Throughout this process we consulted individuals - members of the research management group, other members of the Partners Group, and other individuals to check and verify information that was being gathered.

The final stage of the process was to gather data from national youth organisations about their own local groups. This was only possible after the project had been under way for some time and participating organisations were confident that information that was given out would not be abused.

Finally, a comprehensive database of organisations was compiled. We believe that by this rigorous process of gathering information from a number of different sources, and checking that information directly with the organisations concerned wherever possible, we have been able to compile an accurate and comprehensive database. The comprehensive listing of organisations is appended to this report. It should be noted, though, that this database refers only to the year in question. As noted elsewhere, one of the characteristics of the Jewish Youth Service is its fluid nature - meeting

places change, contacts change, and groups themselves develop and perish within a short period of time.

Individual questionnaire

We estimated that there were over 2,000 people involved in the Jewish Youth Service and we printed over 6,000 individual questionnaires which were mostly distributed by national organisations in November and December 1996. By the end of April 1997 we had received over 460 responses. 15 of these responses were invalid because they were from people who were not connected with the Jewish Youth Service, or had not given sufficient information. Our final valid number of questionnaires received was 455.

Local Organisation questionnaire

Erik Cohen's report had estimated that there were about 400 of what they called local 'settings' of the Jewish youth service. On the basis that we would rather an organisation received more than one questionnaire, than no copy at all, we distributed about 750 questionnaires in January and February 1997. By the end of May 1997 we had received about 115 responses. Four of these were later re-categorised as national or specialist organisations and 2 were duplicates. In the end we had 109 valid responses.

National Organisation interviews and questionnaires

We interviewed 23 representatives of national organisations, mostly face to face, but in two cases by telephone. Together with those who gave information through other channels we have gathered information on 3 central agencies, 19 national organisations and 6 specialist organisations.

The report

In the initial documentation the intention was stated that, 'The report will include a summary of the data collected in this process. The report will go on to interpret the data, so that the Partners Group and other interested parties have a clear agenda for discussion and implementation.' It is our firm belief that the issues raised as a result of this project are central to discussions of the future of the Jewish Youth Service, and it is our hope that this report will indeed promote active debate (perhaps disagreement) and positive discussion.

Questions of methodology and potential bias

The methodology of the survey is discussed in full detail in an appendix to this report. In summary, we believe that while the response levels to the survey were not as high as we would have wished, we have taken every possible step to reduce bias in the results and so ensure that the data as presented is valid.

Mapping the Jewish Youth Service

The Structure of the Jewish Youth Service

Any attempt to reduce the structure of the Jewish Youth Service to a simplified analysis is doomed to failure. In fact, even a simple definition of 'the Jewish Youth Service', as we see below, has difficulties. The pluralism of structures is one of the dominant characteristics of the Youth Service. During the hundred year history of the Jewish Youth Service, many organisations, networks, frameworks, ideologies and patterns of operation have developed. This complex history, combined with varying attempts to change and develop to meet current perceived needs and circumstances, has led to a complex landscape.

The boundaries of the Jewish Youth Service

One of the questions that taxed the project management group in the early stages was where to draw the line. There are some statutory definitions of the youth service but even these have areas of uncertainty. The Department for Education Survey of Youth Service Participation¹⁰ was also attempting to cover 'the broadest range of youth service provision' which it defined as that which 'aims to promote the planned personal and social education of young people.' But they found that there was no simple definition according to which organisations were or were not part of the youth service. They adopted a pragmatic approach. Any organisation that was named by a young person in the survey was referred to the National Youth Agency to confirm whether they were or were not part of the youth service.

In the light of this precedent, we felt justified in also taking a pragmatic approach. One starting point for determining who is part of the Jewish Youth Service, would be by self-definition. Those who define themselves and are defined by their peers as part of the Jewish Youth Service are in fact so. In practice, one might say that those who are included in the full Jewish Youth Service Partners Group are the Jewish Youth Service. While this did give us a base to start from, we wanted to be sure that, for this survey, we covered organisations that might be beyond the normal representative structures and so we needed a more precise definition. We were also aware, as discussed further below, that there existed vast cultural and terminological differences within the Jewish Youth Service and we wanted to be sure that, when we communicated to personnel, our parameters were clear to them.

We developed a working definition which consisted of the following.
All those Jewish¹¹ organisations which:

- actively seek to involve Jewish young people aged between 9 and 23,
- have any kind of educational or developmental aims (rather than purely entertainment), and
- do this on a voluntary basis and outside formal schools.

In practical terms this still left some questions.

a) What were the actual age boundaries? A statutory definition of the age boundaries covers the ages between 11 and 25. Actual practice in the Jewish Youth Service is slightly different. Even beyond the Jewish Youth Service there is some blurring of the lower age boundary. Some national voluntary youth organisations have a lower age limit, and some local authorities work to a lower age limit of 9. Even working to these age boundaries still left some problems. We recognised that at the lower end of the age scale, many Jewish youth organisations that are clearly recognised as part of the Youth Service work with considerable numbers of children under the age of 8, and do consider this to be 'youth work'. We decided that we would not be surveying any organisation that only worked with under 8s but, for all the organisations that passed this criteria we would include data on work down to 5 year olds and would include it as a separate section. At the upper end, our

¹⁰ This was commissioned by the Department for Education and implemented by the Office of Population Censuses and Surveys.

¹¹ Jewish organisations are those that would be accepted by established reference sources such as The Jewish Year Book.

first inclination was to set a limit at 21, the normal age of leaving higher education. But in practice we recognised that, with people taking years' off and some people spending a year working for youth organisations after graduating, a more practical upper limit would be 23.

b) To what degree should we include work with students? Obviously most students fall within our age criteria. Also the Union of Jewish Students (UJS) plays an active part in Youth Service structures, such as the Zionist Youth Council. So, while we knew we should include the UJS we still had questions about including other organisations working with students. This area was further complicated by the fact that UJS informed us that they were undertaking a major survey of their own in conjunction with the Institute of Jewish Policy Research (JPR) and that it might be confusing if students received two surveys at around the same period.¹² In the light of this, we did not survey student activity but did interview a representative of UJS and a summary of their national programmes are included as a footnote at the appropriate place in this report.

c) To what degree should we include organisations that are around the fringes of the Youth Service? There were arguments that some of the following might be included.

- Synagogue based education programmes for teenagers - in practice these often include a variety of activities that are beyond formal education.
- Children's and youth prayer services, and children's and youth choirs - again in practice, while some may simply be junior versions of conventional synagogue services, others are based on a range of activities and values that very closely resemble Youth Service programmes.
- Commercial organisations that offer, in some cases, an almost identical range of activities and approaches to Jewish young people (and are often staffed by Youth Service personnel).

In this case, our approach was again pragmatic and was also partly based on the increasing difficulty we were facing in getting responses from the core Jewish youth organisations. We decided not to cover these groups in the survey although a small number did return forms and are included in the listing at the end of this report. It may worth considering these organisations in a future survey with a view to building bridges between them and the Jewish Youth Service.

d) To what degree should we aim to include the *charedi*/ultra-orthodox community who, to a significant degree, distance themselves from general, communal organisational structures? In practice, we did attempt to distribute survey questionnaires to organisations within this section of the community. Mostly they have not responded and so are not covered by the report. One organisation from this section of the community, the Lubavitch Youth Organisation, is of particular importance within the Jewish Youth Service as they are one of the few Jewish organisations who receive a government grant from the Department for Education for their youth work. In the end, we have had to take the same pragmatic approach as with the Union of Jewish Students. We do not have sufficient data on the Lubavitch Youth Organisation for them to be included in the body of the report, but limited information will be noted as appropriate.

Once these questions were resolved, we had a working definition which allowed us to progress.

Please note that we have used the term Youth Service in this report to mean the Jewish Youth Service within the boundaries as defined in this section.

Broad structural issues

As has been previously mentioned, the Youth Service is characterised by diversity. In trying to describe and analyse this diversity we will examine basic differences in form and function. Our definition of these terms is as follows. Form relates to those characteristics which are structural and organisational. For example, the type of management structure, the pattern of personnel involvement, the patterns of affiliation and, to a certain extent, the ideology and aims. Function relates to those characteristics which relate to the delivery of the service. For example, the aims,

¹² In practice the UJS/JPR survey did not take place during this period and is expected to be run during the academic year 1997/98.

objectives and content of youth work, the pattern of youth work programming structures, and the youth work interventions that are used.

It may be possible to describe some of these characteristics of form and function as dimensions of youth organisation. In the initial discussion of the model it was envisaged that each dimension would be a continuum, with different youth organisations finding themselves along that continuum. Following further discussion it has become clear that even this model has to be more complex to reflect the nature of the Jewish Youth Service.

Aims and ideology

This dimension refers to the strength of the ideological commitment among the participants. One aspect of this dimension is the degree of ideological commitment that an organisation expects from its members. Another aspect of this dimension is the content of the ideology which may relate to Israel/Zionism, Judaism, or other value sets. A further aspect would relate to ideals that are held by the leadership but are not necessarily held by members. Examples may be a commitment to Jewish continuity, or a commitment to person-centred values in the work. A final aspect would be whether the focus of the organisation and the content of the work related to building a strong group identity or whether the focus was more concerned with the development of the individual?

Jewish and Israel dimension

While all Jewish youth organisations would claim some kind of Jewish and/or Israel dimension to their work, the way it is reflected in different organisations varies. One aspect of this dimension might be the amount or degree of explicit Jewish/Israel content in the work, with some organisations making structured Jewish educational activities a central feature and others focusing more on the importance of creating an unstructured meeting space for Jewish young people. Another aspect would be to distinguish between Jewish and Israel content - some organisations may place an emphasis on one or the other or even exclude one of them, while still retaining the other. A further aspect would be whether this content (whether a large amount or a little) was a constant feature of the organisation or something which varied at different times.

Organisation structure

This dimension relates to several structural factors. Is the organisation national or local? Is it large or small? If national, to what degree do local units have autonomy? What is the nature of the connection between a local group and the national organisation? Does the organisation operate on a more or less hierarchical/egalitarian structure? Is the support network for the local groups directed to and from the national office, or is it rooted in the local community? Is the organisation strongly attached to Jewish communal structures and self-identifying as part of the Jewish Youth Service? Is there an attachment to local or national (non-Jewish) structures, or is there little attachment to any outside organisational structures at all?

Policy-making

The methods of developing policy also vary considerably. In this dimension the important factors are the relative degree to which different groups are involved in this process. It may be that in most organisations there are only three key groups that are involved in this process; the paid core staff (which may be in a national office, and may be recent members of the organisation i.e. movement workers), a lay/voluntary management committee, and voluntary leaders/madrachim. But it may also be true that important other groups have a say in policy e.g. members, parents, recent past members (i.e. bogrim).

Personnel

This dimension reflects the key personnel who are actually directing and delivering the youth work. Are there mazkirim and movement workers at the top of the organisation for a temporary period, or are there permanent professional staff at the top of the organisation? Are the direct activities with young people all delivered by volunteers or is it a mixture of paid and voluntary staff? What is the nature of the relationship between leader and participant?

The purpose of devising this framework is to provide an observational tool which may help to describe the differences between types of organisation. It is crucial to remember that any of the

above factors may be fully present or only partially present in any one organisation. There may also be other dimensions which are equally important in describing Jewish youth organisations.

Using these criteria we have determined the following basic categories of Jewish youth organisations.

- Central agencies.
- National/ regional organisations which may be
 - ◆ Youth movements
 - ⇒ which have local groups,
 - ◆ Uniformed organisations
 - ⇒ which have local groups,
 - ◆ Synagogue organisations
 - ⇒ which have local groups,
 - ◆ Specialist organisations.
- Independent local clubs and centres.

These categories will be examined in more detail below.

Central agencies

There are three central agencies in the Youth Service; the Association for Jewish Youth (AJY), the Union of Maccabi Associations (Maccabi) and the Jewish Programme Materials Project (JPMP). The only characteristic which these three organisations share which make them a separate category is that their main service provision is aimed at youth organisations rather than directly at young people, so they may be described as second-tier organisations. All three have professional staff in their office which are one of the main resources they offer to other youth organisations. All three are concerned with facilitating the development of personnel working within and for the Jewish Youth Service.

Beyond that, they differ widely. AJY (only recently) and JPMP are part of larger organisations, Maccabi is an independent organisation.

AJY and Maccabi have affiliates. AJY's affiliates are both independent clubs and centres, and youth movements. Maccabi's affiliates are all independent clubs and centres, although they have developed partnership working relationships with youth movements. JPMP has users; originally these were almost exclusively youth movements, more recently their work has developed more explicitly to include the independent clubs and centres.

JPMP has a specific focus on the Jewish and Israel dimension of Jewish youth work. AJY and Maccabi are more driven by reacting to the perceived needs of their affiliates.

While AJY and JPMP would define themselves unambiguously as central agencies (as opposed to national organisations - see below), the picture is not so clear with regard to Maccabi. A significant number of Maccabi affiliates describe themselves ideologically, rather than simply organisationally, as 'Maccabi clubs'. They look to Maccabi, not only for a neutral provision of services but also leadership in the educational and ideological agenda they pursue. Not only the leaders but also young people may identify with Maccabi as 'their' organisation. To this extent Maccabi has elements of a movement in addition to being a central agency.

Other functional and operational issues will be discussed in more detail in the resource agencies section below.

National / regional organisations

There are 19 national or regional organisations including the Union of Jewish Students and Lubavitch Youth Organisation which were not fully surveyed.¹³ We list below the number and names of the groups in each sector. We also list the number of local groups, and the number of separate activity or age groups meeting on a regular basis. We describe, below some of the structural and ideological characteristics of each sector.

Youth movements

Of these the following 13 are youth movements: Association of Jewish Sixth Formers, B'nai B'rith Youth Organisation, Betar, Bnei Akiva of GB & Ireland, Ezra, Federation of Zionist Youth, Hahonim Dror, Hanoar Hatzioni, Jewish Youth Study Groups, Noam (Masorti), RSY Netzer / RSGB, Sinai, ULPSNYC - Netzer / ULPS.

Some of these organisations exhibit characteristics which relate to classical Zionist movements but others are less clear cut. Two organisations made it clear in interviews that although they are part of the Zionist Youth Council, their ideology is concerned with pluralism in Jewish life and not only a focused Zionist commitment. Another organisation stressed that while they are a movement in that they are peer led, they do not see themselves as a movement as they do not have a single central ideology, and there is no clear progression by their members from a younger age right through to madrichim. The picture is even more complex for the movements which are attached to synagogue organisations as we will see below.

Within the youth movements there are 137 local groups who between them run 271 separate weekly age group meetings or activity groups.

Uniformed Organisations

The following 3 are uniformed organisations: Jewish Guide Advisory Council, Jewish Lads and Girls' Brigades (JLGB), Jewish Scout Advisory Council. In some senses, the uniform is a misleading characteristic - these organisations are not the only ones to wear uniforms. In common with many of the movements they have an ideological basis, although in these cases the ideology is concerned with issues of citizenship, social service and personal development rather than Jewish and Zionist awareness.

The most identifiable characteristics of the uniformed organisations are their personnel structure, size and policy-making processes. The uniformed organisations have a hierarchical volunteer structure in which it is expected that people will rise 'through the ranks' to take on ever-increasing responsibility. Although this process may start very young with special roles even at age 9 and 10, the principal volunteers are adults rather than young people. The uniformed organisations tend to be large. In the case of the Scouts and Guides, the Jewish groups are just a part of extremely large organisations. Although there is a theoretical democratic decision-making and policy-making structure, in practice, local groups perceive the decisions and policies being determined largely from the centre.

¹³ **Union of Jewish Students** As already discussed, we initially wished to include student activity in the survey but for pragmatic reasons this did not happen. Nevertheless, we interviewed representatives of the Union of Jewish students and they report the following characteristics and levels of participation. The Union of Jewish Students exhibits characteristics most similar to a youth movement and they play an active part in the Zionist Youth Council. In terms of numbers:
 Regular programmes (i.e. Jewish Society activity on campus): No data is held centrally on active participation although approximately 6000 Jewish students are on their central database.
 Residential and occasional programmes: 2425 participants.
 Summer programmes: 110 participants.

The Lubavitch Youth Organisation is a national organisation with some hybrid characteristics. While we do not possess sufficient information to include them fully in this report the following data has been gathered: On self reflection they would not place themselves in any of the sectors we have identified but would describe themselves as more of a central agency. Centrally they run training programmes and seminars, camps for 270 young people each year, 14 summer day camps working with 'thousands' of young people, and 13 independent centres around the country each running a programme of youth work. Each of these centres could be classified as an independent community centre - see the section of local organisations - but in this case they have a strong ideological link with the central organisation. Other special projects include, projects dealing with street work and drug abuse issues, projects working with students and small communities, and, provision of a range of services in the general community.

Large multi-purpose Jewish community centres

There are two of these very large centres in the country - one in Redbridge and one in Liverpool. These centres often act as a general community base, for example providing specialist provision for other sectors of the community, or housing resource centres open to other Jewish organisations. They are considerably larger than other Jewish youth organisations, having the capacity, for example to envisage running (normally in partnership with another organisation) their own Israel tours for the 16+ age group.

Jewish Youth Centres

This grouping of centres are all based in their own premises, many of which are purpose-built, but are distinct from the above grouping in that they are focused solely on youth work. In the past, most of the centres in this group had a full-time worker in charge of the centre. Now some are run by part-time workers.

Other independent general Jewish youth clubs

This is a catch-all sub-group for a variety of different clubs. Primarily, these are Jewish youth clubs that are independent in organisation but do not possess their own premises. They mostly meet on the premises of other communal organisations, many of them in synagogues. This raises yet another of the issues that demonstrate the complexity of the Jewish Youth Service. Clubs that meet in synagogue premises often have multiple allegiances and often these can change with a change of professional or lay leadership. In cases where it is clear from the returned questionnaire that a club is organisationally and ideologically autonomous and is simply using the synagogue premises as an outside agency, then we have placed them in this section. Also in this section are clubs that are directly under the auspices of a synagogue that is independent of a national body - in particular this applies to out-of-London synagogues. Where a club is run by the synagogue in a direct way, and that synagogue is part of a national or regional movement (United Synagogue, Reform, Liberal or Masorti), then we have placed them within the synagogue section.

Specialist local Jewish youth clubs

The clubs in this group are primarily sports clubs. There are several clubs that exist solely to play football or other sports. This sub-group also includes local performing-arts clubs.

Miscellaneous organisations

As previously described there are, in addition to the organisations already mentioned, a further group of organisations whose connections with the Jewish Youth Service are more tenuous. The principal sub-group in this category are Jewish organisations primarily set up to work with other sections of the community, or the community as a whole, but who target youth for certain programmes. Within themselves they vary enormously in their focus and include the Jewish National Fund and the Manchester Jewish sports leagues. There are also organisations working with the student and young adult age range, who do not participate in regular Youth Service structures and include Aish Hatorah, L'Chaim Society, B'nai Brith Hillel Foundation and the University Chaplaincy structures. A third sub-group are private or commercial organisations providing services of a very similar nature to Jewish youth organisations. These include ELMS International Summer Camps, and Stanley House Country Club (who work closely with Jewish youth organisations).

The Youth and Hechalutz Department of the Jewish Agency are a significant organisation in their own right. They are not represented separately in this report but we have gathered data on all their operational activities which are reported as follows. JPMP, the educational arm of the Youth and Hechalutz Department are described extensively in this report. The JCYA (the Joint Committee for

Youth Affairs run jointly with JIA and Jewish Continuity as they were during this period¹⁴), is mentioned in the funding section. The Israel Desk of the Department facilitates the Israel programmes which are reported on later, and the work of the shlichim is also described later in this report. It would be true to state that in many ways the Zionist youth movements (and some clubs) have as strong a connection with the Youth & Hechalutz Department as if they were formally affiliated.

Geographical distribution of Jewish Youth Organisations

We have grouped the organisations into three very broad areas. London is defined as the area of the London Boroughs. The South is all of England up to and including Luton¹⁵. Midlands and the North include all of England north of Luton, plus Wales and Scotland.

These figures do not include

- activities based in Ireland
- peripatetic or outreach work that is not attached to a particular location,
- numbers participating in football and other sports leagues.

Youth movements

London boroughs: 71 separate groups	162 sessions	2363 participants
South: 21 groups	29 sessions	396 participants
Midlands & North: 43 groups	78 sessions	1105 participants

Uniformed organisations

London boroughs: 64 separate groups	87 sessions	1381 participants
South: 10 groups	13 sessions	152 participants
Midlands & North: 27 groups	42 sessions	789 participants

Synagogue organisations

London boroughs: 37 separate groups	73 sessions	1278 participants
South: 7 groups	8 sessions	107 participants
Midlands & North: 6 groups	7 sessions	66 participants

Independent clubs and centres

London boroughs: 15 separate centres	65 sessions	2279 participants
South: 5 centres	9 sessions	150 participants
Midlands & North: 14 centres	62 sessions	1548 participants

Are there any trends to be found in these figures? It appears that the synagogue organisations are significantly more focused on London and the South than the Midlands and the North. This is not surprising as one of the synagogue organisations (United Synagogue) is solely grouped in London and the South. The independent clubs and centres seem to play a larger part in general youth activity in the Midlands and North than in London and the South. Anecdotal evidence suggests that this is a significant trend reflecting a considerable growth of the clubs and centres in these regions over the past few years. The Youth movements and uniformed organisations seem to be equally strong in all areas.

¹⁴ The JCYA is the Joint Committee for Youth Affairs. This committee brings together the Youth & Hechalutz Department, and UK-based fund-raising organisations. Until 1 January 1997, the JCYA consisted of the Youth & Hechalutz Department, Jewish Continuity and JIA. After 1 January 1997, Jewish Continuity and JIA merged and were known as JIA/Jewish Continuity. The merged organisation continued as the 'UK-based' half of the JCYA. In September 1997, after the survey period, but before the publication of this report, the merged organisation became known as United Jewish Israel Appeal - UJIA.

¹⁵ Although the South of England is a small region we decided that its characteristics merited separate listing. Factors such as size and communication clearly distinguish these communities from their London counterparts. Yet, London is such a strong influence on all of this region that it is difficult to develop strong local identities, as in some Midlands and North communities.

Aims and management issues

Aims

Organisations were asked to describe their aims in an open question. The answers from all sectors covered seven categories:

- Aims related to Judaism and religion
- Aims related to Israel and Zionism
- Aims connected with education
- Aims connected with enjoyment and social activity
- Aims connected with social issues in the wider world
- Aims connected with the personal development and needs of the individual
- Aims connected with a specific activity

Central agencies: Because of the small number of central agencies and the fact that they differ among themselves as described above, it is not possible to draw general indications from their answers. For information, Judaism and education were both mentioned by two central agencies. Israel, social activity and personal development were each mentioned by one.

Youth movements: Both the central offices and local groups of youth movements indicate Judaism, Zionism and education highly among their aims. Beyond these three categories there is an interesting difference between the local and national responses. A number of local groups mentioned enjoyment/social activity as one of their aims, something which none of the central offices included.

Uniformed organisations: Both at the central and local level, uniformed organisations stress the personal development of young people in their aims. They also mention the importance of social activity and contact, and to a lesser extent education and Judaism.

Synagogue organisations: Centrally, these organisations stress Judaism, Zionism and education. While these are mentioned by local groups, even more of them mention the social activity as an important aim.

Specialist organisations: Unsurprisingly, specialist organisations emphasize their special activity in their aims, and also the importance of the personal developmental needs of young people.

Independent local clubs and centres: The clubs and centres place greatest emphasis on the social activity, but a large number also mention the importance of Judaism and education in their aims.

Who determines the aims and overall policy?

Central agencies: The aims of the central agencies are determined by a mixture of sub-committees of the larger organisations of which they are a part, their own management committees and professional staff employed within the agencies.

In the youth movements aims are mostly determined at a national level. The principal channels for deciding the aims are the *veidah* consisting of a range of the older members of the movement, together with the *mazkirut* which normally includes the full-time movement workers. The local *rosh* or head of a local group has some responsibility to develop these aims.

Uniformed Organisations: Overall aims and policy are determined centrally, in the case of Scouts and Guides by the overall national organisation with its own structures, and in the case of JLGB by a management committee structure. The Jewish Councils of the Scouts and Guides have their own national management committee which determines policy as far as necessary within the national framework.

The synagogue movements are more mixed. Their policy-making channels include *veidot* and *mazkiruyot*, but also include management committees and professional staff. Several of the local synagogue-based groups have a local decision-making structure as well as any national structure. In this local framework aims are determined primarily by a management committee in consultation with national or local workers.

Specialist organisations: Although they vary in the kind of work they do, they all seem to determine aims and policy through formal management committees, sometimes in consultation with professional staff.

Independent local clubs and centres: They all have some formal management committee responsible for determining aims and policy. This is sometimes in conjunction with professional staff, and occasionally in consultation with a parents' committee.

Operational responsibilities: implementing programmes, financial management, fund-raising

Central agencies: The Director and/or senior staff have important responsibilities for these operational areas. In some cases this is in conjunction with the lay management committee or the parent organisation.

Youth movements: The central movement workers and *mazkirut* have a key role in implementing programming. There is no clear pattern regarding financial management and fund-raising. The movement workers, *mazkirut*, parents committee, and parent organisations all have responsibilities in different organisations. At a local level the *rosh* or local leader is the key person with responsibility for these operational issues, normally in conjunction with *madrichim*.

Uniformed organisations: The programmes, fund-raising and financial management at a national level are the responsibility of management committees and professional staff. There is a hierarchical, regional structure in all the uniformed organisations through which responsibilities for implementing local and regional programmes are devolved. At a local level the key leader and assistants have responsibility for programmes. Fund-raising and financial management on a local level tends to be shared between the key leader and local management committees or parents committees.

Synagogue organisations: While programming is primarily the responsibility of professional staff, fund-raising and financial management can be the responsibility of staff, a *mazkirut*, or the local synagogue organisation or youth committee.

Specialist organisations: In the specialist organisations the staff are primarily responsible for implementing the programme. Fund-raising and financial management tend to be shared between staff and management committees or where they exist, parents committees.

Independent local clubs and centres: The key staff have principal responsibility for implementing programmes with assistant leaders/*madrichim*. Financial management tends to be shared between senior staff and the management committee. Fund-raising is also shared but management committees have a more significant role.

Programmes and participation

It is important to remember that our unit of observation is the organisation, not the individual. The data we have collected is for the number of attendances that each organisation has. So if a young person attends more than one activity a week (in the first table) or more than one residential programme (in the second table) they will be counted each time they attend. These are measures of organisational level of activity. For regular programmes and summer programmes there is a close correlation with actual numbers of young people. For other residential and occasional programmes this is less so, as the organisation which runs more of these activities will register more contacts on these tables.

It is important to remember that in all these tables, three youth movements (RSY-Netzer, ULPS-Netzer and Noam) are also counted as synagogue organisations.

Regular programmes

This table summarises all the regular programmes run by all youth organisations. It includes all regular weekly, fortnightly or monthly activities. Primarily these are organised and run on a local level, but in some cases national organisations run regular activities for certain groups and these are included in these figures.

Numbers of attendances in regular programmes

	AGE 9-12	13-15	16-17	18-23	TOTAL
Central agency sports leagues	633	714	564	662	2523
Youth movements ¹⁶	1287	1231	926	259	3703
Uniformed organisations	1432	633	191	166	2422
Synagogue organisations	696	484	204	77	1461
Specialist organisations	32	91	94	51	268
Independent local clubs and centres	1519	1188	757	513	3977

Residential and occasional programmes

Organisations run a number of occasional and residential programmes ranging from special day events to mark a festival, to residential events lasting several days. It has not been possible to distinguish between these at this point, although in a further analysis, this would be possible. These figures do not include young leaders and madrichim.

Numbers of attendances in residential and occasional programmes

	AGE 9-12	13-15	16-17	18-23	TOTAL
Central agencies	1060	894	514	671	3139
Youth movements	1065	2770	3076	1647	8558
Uniformed organisations ¹⁷	2178	1682	533	12	4405
Synagogue organisations	642	403	413	216	1674
Specialist organisations	5	20	25	10	60
Independent local clubs and centres	608	265	92	0	965

¹⁶ Comparative figures are not available for most of this data, but with regard to the youth movements it is possible to compare with the numbers estimated in the analysis undertaken by the Youth & Hechalutz Department in 1994/95. They did not include Jewish Youth Study Groups or Sinai in their analysis, and it is unclear what their age parameters were. They estimated 5305 young people participating on a weekly basis.

¹⁷ Residential activities (specifically camps) are an important aspect of uniformed groups activities and feature highly on their returned questionnaires. Unfortunately, it was not always possible to determine whether camps were summer activities or other residential activities. If they have not been specifically marked as summer activities, we have included them as residential activities in this section.

Summer programmes

There are two main kinds of summer programme. Residential summer programmes are a central feature of many Jewish youth organisations' work. The Israel schemes alone involve about 1400 young people, primarily but not exclusively, from the youth movements¹⁸. Other schemes take place under canvas, in schools, in the UK and Europe, static and touring. In addition to these residential programmes many organisations run day camps or non-residential summer schemes. This table identifies both forms of activity. These figures do not include young leaders and madrichim.

Numbers of attendances in summer programmes

	AGE 9-12	13-15	16-17	18-23	TOTAL
Central agencies - residential camps	50	0	104	0	154
Youth movements - day camps	413	131	36	0	580
residential camps (including Israel tours)	781	1132	1403	50	3366
Uniformed organisations - residential camps ¹⁹	226	154	45	0	425
Synagogue organisations - day camps	198	23	10	0	231
residential camps (including Israel tours)	219	354	348	20	941
Specialist organisations - residential and day camps	10	20	30	20	80
Independent local clubs - day camps	396	60	38	0	444

Year programmes

Year programmes in Israel are a specific feature of classical Zionist youth movements. IN recent years other Jewish youth organisations have also begun to organise such programmes for their members age 17/18 (i.e. after leaving school and before higher education or work). In the year surveyed 211 young people participated in a year programme from 11 different organisations²⁰.

Work in schools

This work - informal programmes run by youth organisations within Jewish schools - was not clearly and separately identified sufficiently for it to be tabulated. What is known is that there are several organisations from all sectors of the Jewish Youth Service who undertake this kind of activity and that it is a growing area of emphasis for several. While these activities are mostly concerned with Jewish schools Jewish Continuity, and its successor organisations, have developed work in other schools. This project, known as Jewish Activities in Mainstream Schools (JAMS), is still growing although we do not have the data on actual numbers. We are also aware that some Jewish schools run their own programmes which have some informal characteristics (such as being voluntary in attendance and undertaken out of school time) and that some even have specialist staff to work on these programmes.

Disabled users of the Jewish Youth Service

Across the range of local groups, 24% of our respondents reported that more than one disabled young person participated in their group. This figure includes the specialist organisations. There appears to be a slightly higher level of accessibility among independent clubs and centres, as compared with other sectors.

With regard to national organisations, we had the benefit of a personal interview, and so were able to investigate this question a little more closely. On major events - camps and tours, very few claimed to have more than five disabled participants through the year, and most felt that it was a distinct deficiency in their programmes. One or two had made a particular policy decision to make

¹⁸ In 1994/95 this figure was 1094.

¹⁹ Please see previous note regarding the listing of residential camps for uniformed organisations.

²⁰ In 1994/95 222 young people participated in year schemes.

their programmes more accessible, and felt that despite the logistical problems, the advantages outweighed the disadvantages.

Under eight activities

As previously mentioned, this age group is not contained within standard definitions of the Youth Service. In fact there is a separate legal framework for this work, covered by the Children Act, with numerous complex requirements. Nevertheless many of the Jewish youth organisations, both national organisations and local organisations, run activities for this age group. For some it is a natural precursor to work with older age groups. This is reflected in the fact that there are many more 7 and 8 year olds included in the figures below than 5 and 6 year olds.

Regular programmes

Youth movements	756
Uniformed organisations	952
Synagogue organisations	348
Specialist organisations	28
Independent local clubs and centres	902

Residential and occasional programmes

Central agencies	177
Youth movements	229
Uniformed organisations	524
Synagogue organisations	181
Independent local clubs and centres	683

Summer programmes (combined figures for day camps and residential camps)

Youth movements	312
Uniformed organisations	38
Synagogue organisations	287
Independent local clubs and centres	386

Resources and resource agencies²¹

²¹ The percentages given throughout this section refer to the proportions of people who responded to the survey.

Physical premises used by the Youth Service

Local groups

Nearly 50% of all local groups meet in a synagogue hall and about 30% meet in a youth and community centre. Other groups meet in other Jewish communal buildings and people's homes.

Type of local premises analysed according to type of organisation

	Youth movt	Unifmed	Synagogue based	Indpt org	Specialist
Youth/community centre	23%	37%	6%	50%	33%
Synagogue hall	60%	40%	82%	39%	17%
Other Jewish communal building	5%	6%	0%	11%	0%
Other, including local schools and people's homes	12%	17%	12%	0%	50%
	100%	100%	100%	100%	100%

When asked to give a subjective ranking of the quality of the physical condition of their premises from 1 (perfect) to 5 (awful), 45% gave a ranking of 1 or 2 (good) and 20% gave a ranking of 4 or 5 (bad). The only sector which showed any variance from these figures was the synagogue organisations. None of them gave a ranking of 1, 23% gave a ranking of 2, and 24% gave a ranking of 4 or 5.

64% of local groups said that their premises were accessible to wheelchair users and 22% have some other facilities designed to improve access for disabled people. Examples of facilities included ramps (8%) and induction loop systems (2%). The actual usage of youth organisations by disabled young people is discussed in the previous section.

Central offices of central agencies and national organisations

21 central agencies and national organisations responded to questions about premises. Four organisations (2 youth movements, 1 uniformed organisation and 1 central agency) own their premises. Three youth movements rent premises. Ten organisations (6 movements including 2 synagogue organisations, 2 specialist organisations, and 2 central agencies) share premises with a parent organisation. The vast majority (15 out of 16 who answered) have facilities for meetings and/or central events at the central premises. Mostly this consists of one or more meeting rooms, but three organisations (2 youth movements and a central agency) have a hall for large events.

The organisations were asked to give two rankings for their premises according to the amount of space available for their needs and according to the quality of the premises.

Ranking of amount of space for their needs (1 = very good. Actual replies)

1.....	2 replies
2.....	5 replies
3.....	5 replies
4.....	3 replies
5.....	0 replies

Ranking of quality of premises for their needs (1 = very good. Actual replies)

1.....	1 replies
2.....	5 replies
3.....	3 replies
4.....	5 replies
5.....	4 replies

Those organisations responding that the quality of their premises was poor or very poor, were mostly youth movements. There is a belief that youth movements like being in poor quality premises, but in fact several of them were very frustrated by the inadequacy of their premises to meet their programming needs.

Eight of the organisations' premises are wheelchair accessible and ten are not accessible. Only six said that they had other facilities for disabled access which included a ramp, a lift and a minicom telephone system.

Three organisations responded to similar questions about their regional offices. One youth movement owns their regional office, the other two (a central agency and a synagogue organisation) share premises. All have meeting rooms but none are wheelchair accessible.

Financial issues in the Youth Service

Not surprisingly this was a difficult area to gather solid information about. This was for several reasons:

- Some of the people who completed the questionnaire did not have access to financial information.
- Organisations were cautious or anxious about giving out information felt to be sensitive. Organisations also account for their finances in such different ways that it is very difficult to compare. For example, when running special events, some insert a final net figure (which could be a surplus or deficit) into the budgets and accounts, others put the gross figures for income and expenditure on that event.
- Organisations who have a link with a larger organisation, may not have any clear, separate figures relating to their youth work.

Major sources of funds

Because of the difficulty in getting a good idea of global sums of money expended, we approached some of the major financial providers to get some idea of the sums of money being put in to the Youth Service. We were unable to get information from all the relevant bodies so these figures are only indicative.

Department for Education	£135,400 was paid in grants to 4 organisations
JCYA ²²	£320,000 was paid in grants to 12 organisations ²³
Children's Aid Committee	£92,314 was paid in grants to 17 organisations
Jewish Youth Fund	£79,750 was paid in grants to 17 organisations

Our general information suggests that the main other specific sources of funds putting money into the Jewish Youth Service on a regular basis are local authorities, Jewish communal organisations (e.g. Jewish National Fund, Jewish Care and B'nai Brith Hillel Foundation), international Jewish foundations (e.g. the Pincus Fund, the Doron Foundation, the Rich Foundation), and a group of grant making trusts including the Lord Ashdown Settlement, the Montagu Trust, the Duveen Trust, and the Finart House Trust.

National organisations and central agencies

We invited the national organisations to describe their main sources of funds. The following table is based on actual numbers rather than percentages.

An indication of whether they received funds at all from these sources - organisations could tick as many categories as they wished.

	Youth movt	Unifrmcd	Synggue orgs	Central agenoles	Specialist
TOTAL REPLIED	12	3	3	3	3
Affiliation fees	3	2	1	2	-
Direct fees from young people	12	1	3	3	1
Fund-raising events	6	2	2	-	2
Grants from a parent organisation	8	1	3	3	3
Grants from central government	1	1	1	1	-
Grants from charitable trusts	8	3	2	3	3
Grants from European sources	1	-	-	-	1
Grants from JCYA/Israel connected orgs	11	-	3	2	2
Gifts in kind	5	-	1	1	2
Legacies	1	1	-	-	-

Using information from the returned questionnaires, published annual accounts and telephone enquiries, we have been able to estimate the total budgets at national level for these sectors. These figures do not include figures for camps and residential programmes. For organisations

²² The JCYA is the Joint Committee for Youth Affairs - see note 14.

²³ Including the Union of Jewish Students.

involved in major events such as these, the turnover for these events, far exceeds the general revenue expenditure of the organisation.

Central agencies	£500,000-£550,000
Youth movements	£750,000-£1,000,000
Uniformed organisations	£275,000-£350,000 ²⁴
Synagogue organisations	£500,000-£600,000
Specialist organisations	£300,000-£350,000 ²⁵

Local organisations and groups

This section refers to both independent clubs and centres, and local groups of national organisations. 74 of the 109 local groups who completed the questionnaire gave partial information about sources of finance and over 60 groups gave a good idea of their overall annual budget. These organisations include all the sectors of the Youth Service and we have drawn out some trends from their responses.

In the same way as the national organisations, we invited the local groups to describe their sources of funds.

An indication of whether they received any funds at all from these sources - organisations could tick as many categories as they wished

	Youth movt	Uniformed	Synagogue based	Indpt org
TOTAL NUMBER WHO REPLIED	39	34	12	13
Membership fees	67%	100%	83%	85%
Fund-raising events	46%	59%	42%	85%
Grants from a parent organisation	26%	23%	50%	23%
Grants from local authorities	8%	3%	17%	46%
Grants from charitable trusts	13%	6%	17%	62%
Grants from Israel/Zionist orgs/JIA	5%	0%	0%	0%
Gifts in kind	23%	32%	25%	54%
Legacies	0%	3%	0%	23%
Financial benefit from subsidies or reductions	9%	14%	6%	6%

We then asked for actual financial figures. The following table gives some indication of the range of sizes of budgets but we would recommend great caution in suggesting that this is authoritative. Many of the questionnaires were full of little notes which qualified some of the information. What is clear is that within each sector as well as between sectors there are huge variations in financial resources and financial practice.

An indication of local groups with a total annual income in these ranges

	Youth movt	Uniformed	Synagogue based	Indpt org
TOTAL NUMBER OF QUESTIONNAIRES	43	35	18	18
No reply	44%	23%	61%	50%
Under £250	21%	6%	0%	0%
£251-£500	9%	6%	0%	0%
£501-£1,000	9%	23%	6%	6%
£1,000-£5,000	14%	37%	28%	0%
£5,000-£10,000	0%	6%	0%	6%
More than £10,000	0%	0%	6%	39%

²⁴ For the Scouts and Guides we have used only those figures for national activities of the Jewish Scout and Guide Councils. Obviously there is a much larger figure which refers to the overall national headquarters of these organisations.

²⁵ This is another example of the wide variety within the Jewish Youth Service. Within the specialist organisation grouping are organisations with budgets of around £10,000 and one with a budget of around £200,000.

Case studies of local groups

In the light of this dearth of comprehensive information, we have added a series of case studies. These case studies are not intended to be representative of specific sectors, still less the Jewish Youth Service as a whole. They are simply intended as examples, which illustrate the range and diversity of organisations.

Case study 1

This is a youth centre based in London. They employ one full-time worker and one part-time worker, and have 10 voluntary youth workers. About 55 young people attend on a weekly basis, 60 attend holiday schemes, and they have occasional whole community events throughout the year.

<i>Income</i>		<i>Expenditure</i>	
Grant from local authority	£28,000	Staffing	£20,000
Grants from charitable trusts	£10,000	General overheads	£10,000
Membership charges	£250	Programme costs	£5,000
Fund raising events	£100		

Case study 2

This is a reasonably new small independent club based in a synagogue in an out-of-London community in the South. Three young people run the club which at present has about 12 regular participants. Although they class them as volunteers, the workers appeared to be paid a very small amount - possibly just expenses. Their main income has, until now, been membership charges which amount to about £300 a year. They spend about £600 a year - £400 on staffing and £200 on programme costs and overheads. It is not stated how they cover the deficit. Recently they got a grant of £5000 to employ a part-time worker to begin to build up the work.

Case study 3

This is one example chosen from many almost identical returns from a youth movement. They meet in a communal building in the North - any rent is paid by the central youth movement office. Their personnel - 7 madrichim - are all volunteers. They have a weekly attendance of between 10 and 30 young people age 13-16 who pay £2 per head per week. This sum, which probably adds up to around £1000 a year is mostly 'spent on materials and food for the kids'.

Case study 4

This is a local group of a youth movement in London. It is based in a synagogue building. They have 12 madrichim - all volunteers. It has a weekly attendance of about 80 young people age between 7 and 12. This movement seems to favour a 'float' system. In this group they aim for a float of about £200. Any money they receive over this amount, they pass on to the central movement.

Case study 5

This is a uniformed group based in London. It meets in a synagogue hall. They have 6 leaders - all volunteers. They have a weekly attendance of about 70 young people aged between 8 and 16. Each young person pays an annual sum of £50 and extra sums for camps. The total budget varies each year depending on how many camps take place. In the year in question £4,000 was raised from subscriptions and charges and £1,600 was raised from fund-raising events. About £900 was paid to the national headquarters of the organisation and about £4,800 was spent on programmes including camps.

Case study 6

This is a synagogue organisation which, naturally, meets in the synagogue hall. They have three voluntary leaders. They have a weekly attendance of 15 to 20 young people age 13 - 16. Each young person pays £0.50 per week (making a likely total of about £150-£200 a year) and the synagogue gives a grant to the youth group of £200 a year. The expenses are not specified on the return.

Difficulties with funding

All organisations were asked whether they had had to cancel or cut down a programme because of lack of funds. A small number indicated that they had cut down a programme, for example, from a full-time paid post to a part-time post. There were very few tangible examples given of cuts in provision, but a great many people indicated problems with finances. At least two national organisations mentioned severe financial crises in the recent past (or anticipated) that could cause/could have caused the closure of the organisation.

Some of the following issues arose on the questionnaires and in interviews.

- Having to anticipate a lack of funds and devise programmes accordingly.
- Lack of knowledge of sources of funds.
- Frustration with the policies of funders.
- Resentment about the power of funders.
- The amount of time and energy required to try to raise sufficient funds.

The chairperson of one organisation writes, *'I am very concerned about the way funding operates. We have to make multiple funding applications. It is very difficult to understand what funders want. They have their own agendas which change regularly as personnel change. This makes it very difficult to make long term plans and also puts a great strain on our resources. We have to spend too much time politicking and sucking up to funders which is a huge distraction from the real job of providing a service to our members.'*

One youth movement said in interview that, *'... a third of our summer camp places are subsidised in some way, and this is funded at least in part by the movement. No one recognises the fact that we try especially to help people on low incomes. Also our grants from ... will be cut if we get money from other sources and it is dependant on the numbers of people on specific programmes. BUT what about the fact that these things go in cycles, and what about the expense of these programmes which put a lot of our particular members off. It is a vicious cycle.'*

These lengthy comments are quoted because they are typical of many - for other quotations please see the later section summarising the opinions of personnel in the Youth Service. We believe that the significance of these comments lies not primarily on whether they are objectively accurate or not, but that they clearly represent widespread perceptions.

Resource agencies - national organisations

As well as being the central hub of their organisation, the national offices of national organisations act as a resource to their local groups and it is this specific role which we are examining in this section. A comprehensive listing of services was devised by the research management group to cover all possible areas that a national organisation might cover. This list follows. While most organisations offered most services, there were some variations which are indicated below. The figures are actual numbers of organisations offering the service, not percentages.

Services provided by national organisations

	Yth mvt	Uni frm	Syn org		Yth mvt	Uni frm	Syn org
TOTAL REPLIED	12	2	3		12	2	3
Newsletter/magazine	12	1	3	Training f-time staff	4	0	2
Mailings direct to members	11	1	3	Training p-time paid staff	2	0	2
Mailings of programme materials	10	1	3	Training voluntary staff	10	2	3
Networking	11	2	3	Training management committee	3	0	1
Advice on Jewish/Israel progs	12	1	3	Consultancy work	4	1	2
Advice on gen yth wk	8	1	2	Jewish/Israel prog library	11	0	3
Help with prog design	11	1	3	General prog library	7	0	2
Advice with yg people's problems	10	1	3	Other practical resources	10	1	3
People to run programmes	11	1	3	Advice on residential facilities	3	1	1
Help with policy and planning	7	0	1	Residential weekends	12	2	3
Employment/legal advice	3	0	2	Longer residential progs in UK	11	1	3
Fund raising advice	4	1	0	Overseas/Israel residential progs	11	1	3
Representation/advocacy	11	2	3	Sports events	6	1	1
Giving money	4	1	0	Inter club/movement events	10	1	3
Liaising with funders	5	1	3	Weekly sports leagues	0	0	0

Youth movements (including 3 synagogue organisations) - most important services provided

We asked both the national organisations and their own local groups which were the most important services they provided. The question referred specifically to the list above, although some respondents used their own words. The responses have been listed in order of number of mentions.

According to the central office

Training volunteer staff
Mailings to members
Residential programmes
Newsletter/magazine
Advice on Jewish/Israel programmes

According to the local groups

Residential programmes
Training volunteer staff
Practical help with programme design
Mailings to members
Programme resource library

Youth movements - what would they like to see improved

We next asked what they would like to see improved. These have been listed in order of number of mentions.

According to the central office

Training volunteer staff
Networking with other groups
Jewish/Israel resource library
General resource library

According to the local groups

Training volunteer staff
Giving funds/money
Newsletter/ magazine
Interclub/movement events
Residential weekends
Fund raising advice

The uniformed organisations - most important services provided

These organisations cannot have the same comparison, as with two of them, the Scouts and Guides, the national office is outside the Jewish Youth Service itself and was not surveyed. These lists represent the responses of local groups in order of number of mentions.

- Training volunteer staff
- Newsletter/magazine
- Practical help with programme design
- Networking with other groups

Uniformed organisations - what they would like to see improved

Again this list is simply the number of responses from local groups in order of number of mentions of each item.

- Training volunteer staff
- Giving funds/ money
- Networking with other groups
- People to run programmes

Resource agencies - central agencies

The three central agencies play a different role to each other and to other national organisations. They all, to a greater or lesser degree, offer services to a range of organisations and not just those who closely identify ideologically. They will be treated separately. Because this section is based primarily on interview data the phrases used, although influenced by the printed questionnaire, are the interviewee's own.

Association for Jewish Youth

The services they prioritise

In response to an interview question, these services were listed as AJY's own view of the most important. They are not in any specific order:

- Training and seminars
- Information and resources
- Consultancy
- Visits and networking
- Legal advice

Looking to the future they see it as important to continuously work to improve across all the service areas they offer, and particularly mention the importance of creating a structured career path for Jewish youth workers, and creating a forum for full-time workers across all sectors, to meet to discuss policy issues.

The services that are used

Local organisations: The following AJY services are those that are most often commented on by local organisations (both independent local clubs and centres, and local groups of national organisations)

- Newsletter/ magazine
- Advice on general youth work and programmes
- Mailings of programme materials
- Advice on individuals young peoples problems
- Practical help with programme design
- Networking with other groups
- Training full-time staff
- Inter club/movement events

National organisations: The following AJY services are those that are most often commented on by national and regional organisations

- Newsletter/ magazine
- Advice on general youth work and programmes
- Training full-time staff
- Advice on individuals young peoples problems
- Networking with other groups

Ranking

Generally AJY are ranked between 1.72 and 2.89 on a scale that goes from 1 (very good) to 5 (very poor). Several people mentioned that AJY have greatly improved their services recently.

JPMP

The services that are prioritised

In response to an interview question, these services were listed as JPMP's own view of the most important. They are not in any specific order:

- Consultancy
- Training
- Resource library
- Advice about Jewish and Israel programming
- Assistance with policy and planning

They also focus on continuous effort to improve all aspect of their work, and mention when looking at the future, the importance of enhancing the Jewish content and dimension of all services, and leadership development within the Jewish Youth Service.

The services that are used

Local organisations: The following JPMP services are those that are most often commented on by local organisations (both independent local clubs and centres, and local groups of national organisations)

- Jewish/Israel resource library
- General programme resource library
- Advice on Jewish/Israel programmes
- Practical help with programme design
- Programme materials mailings
- People to run programmes

National organisations: The following JPMP services are those that are most often commented on by national and regional organisations

- Advice on Jewish/Israel programmes
- Jewish/Israel resource library
- Practical help with programme design
- Training volunteer staff
- Training full-time staff

Ranking

Generally JPMP are ranked between 1.46 and 2.12 on a scale that goes from 1 (very good) to 5 (very poor).

Maccabi Union

The services they prioritise

In response to an interview question, these services were listed as Maccabi's own view of the most important. They are not in any specific order:

- Training madrichim
- Consultancy on various local issues
- Sports events
- Mailings of materials
- Providing training at unit (local) level

Looking to the future they particularly highlight various areas - developing and extending training, building the 'movement' side of the activities, making the sports programme more accessible for people with disabilities, and continuous contact and networking to keep up with the rapid turnover of personnel.

The services that are used

Local organisations: The following Maccabi services are those that are most often commented on by local organisations (both independent local clubs and centres, and local groups of national organisations)

- Newsletter/ magazine
- Overseas/Israel programmes
- Sports events
- Inter club/ movement events
- Residential weekends
- Weekly sports leagues
- Advice on Jewish/Israel programmes

National organisations: One of the issues noted in the earlier section on organisational characteristics is that Maccabi, on the whole, do not work with national organisations. The following Maccabi services are those that are commented on by the two organisations that responded to this question.

Sports events

Training volunteer staff

Advice on general youth work/ programmes

Ranking

Generally Maccabi are ranked between 1.31 and 1.88 on a scale that goes from 1 (very good) to 5 (very poor).

Other resources

Shlichim

Traditionally Shlichim have worked in the classical Zionist youth movements, providing contact with sister organisations in Israel, expertise, knowledge and some continuity to balance the yearly turnover of movement workers. Shlichim have also been placed in other youth work settings - youth movements outside the classical Zionist core, regional communities and in youth centres.

We asked three main questions regarding the contact people had with Shlichim. How often they had contact, what was the nature of the contact, and how did they rate the Shlichim?

Nationally, most organisations now have a shaliach in their office - particular exceptions are the uniformed organisations. The Shlichim are seen as providers of knowledge regarding educational programmes, and Israel/Zionism. They are also seen by several organisations as essential to the general administration and running of the organisations.

On a local basis the local groups of the youth movements have the most regular contact with Shlichim and are most likely to see the shaliach as a source of assistance with the general running of the group, as well as Israel and Jewish programming. Several of the independent clubs and centres have regular contact with Shlichim who they see primarily as a resource to help with Israel programming. A smaller number of synagogue groups have contact with Shlichim and very few uniformed or specialist local groups have any contact with Shlichim.

Of all the groups who had little or no contact with Shlichim, over 60% stated that they would be interested in some contact in the future.

The mean figure for the ranking of Shlichim is 1.65 on a scale that goes from 1 (very good) to 5 (very poor).

National (non-Jewish) youth organisations

Apart from the Scouts and Guides, who have a natural contact with their own organisations, a significant number of local and national Jewish youth organisations have contact with general youth organisations.

- 21% of local groups (including clubs, centres and local branches of national organisations) and 30% of national organisations have contact with local authorities. A wide range of services are used and in particular newsletter/magazines (London Borough of Barnet was particularly mentioned), advice on individual young people's problems, giving funds and training of part-time staff.
- 7% of local groups and 25% of national organisations have contact with the National Youth Agency. Services used include newsletter/magazine and the programme resource library.
- 11% of local groups (mostly independent clubs and centres) have contact with Youth Clubs UK. Services used include the newsletter/ magazine and advice on general youth work/ programmes.

Other resources

A range of other resources are mentioned in the survey. These include specialist organisations who can provide assistance with programmes, to individual professionals who provide expert advice.

Personnel²⁶

Numerical data

The two main sources for calculating the numbers of personnel are the local organisation questionnaire, and the interviews with personnel in national offices. The calculations of all categories are conservative. That is, we are confident that they state the lower limit of the actual numbers. It is our opinion that the upper limit of numbers are within 10% of the calculations we have stated in all categories.

The summary figures for personnel are as follows:

Full-time ²⁷	90
Part-time paid	121
Voluntary	1888
Total personnel	<u>2099</u>

For comparison, Erik Cohen in 1992, determined that there were 2128 personnel, broken down as follows. Although it is unclear exactly who is included in each category, it gives us an indicative comparison.

Full-time salaried	71
Part-time salaried	75
Partial volunteer	110
Full volunteer	1872

Full-time personnel

Numbers

Figures for full-time personnel should be the most easy to determine as there are published lists. But there are still some issues which can lead to a lack of clarity, such as when a worker is shared between agencies, or a Shaliach is working as a club leader. To the best of our knowledge the following are the most accurate and up to date figures.

Professional workers (including central agencies)	46
Movement workers	24
Shlichim	20

The further analyses in this section do not include Shlichim but do include the other two groups.

21 questionnaires were completed by professional workers and movement workers, approximately 30% of the total possible. 8 were from movement workers and 13 from other full-time workers.

52% of these full-time workers are age 19-23

33% are age 24-35

14% are age 36+

(Please note that in this and other tables in this section percentages that do not add up to 100% are as a result of rounding percentages up or down to whole numbers.)

²⁶ Throughout this section, illustrative quotations from the individual questionnaires are used. Although the source of the quotation has been given, the choice of quotation has been made to represent general themes raised across the whole Jewish Youth Service. We have described the background of each person through four indicators. 1. Age. 2. Role: a) volunteer (including madrichim but not including adult management committee members), b) part-time paid, c) full-time, d) management committee. 3. Type of organisation: a) youth movement, b) local club/centre, c) uniformed organisation, d) specialist organisation, e) synagogue organisation. 4. Geographical location: We have indicated very broad regions in order to avoid identifying exact clubs/personnel in towns where there are limited numbers of Jewish organisations. These are London (London Boroughs), North (from Sheffield north including Scotland), Midlands (from Luton north, including Wales), South (south of Luton, including London borders) and National for personnel based in national headquarters. Where no indicator is listed, the information was not included in the questionnaire. Where there is more than one category that is appropriate (e.g. a synagogue club that is also part of a movement, or a person who works in more than one geographical location) both are listed.

²⁷ Including UJS.

Nature of the work

48% describe their work as connected with support, advisory and background activity (as opposed to direct work with young people), 29% say their work is general youth activities and 10% describe their work as planning programmes.

To supervise, plan and programme all aspects of ... work from ages 6-18 years old.

45, full-time, local club/centre, North

Ages 9-22. Co-ordinating activities in north of England and Scotland. Running weekends for various age groups. Office duties.

22, full-time, youth movement, North

67% say they are paid for between 31 and 38 hours a week, 10% say they are paid for more than 38 hours. When asked how many hours they actually spend on their involvement with youth each week, 56% said that it was more than 38 hours²⁸.

Part-time paid workers

Numbers

Data on the number of part-time paid workers has been gathered through the local organisation questionnaires and the national questionnaires and interviews, and then cross-checked with the individual questionnaires. We believe that these figures are based on the most detailed information available at the time. We calculate that there are 121 part-time workers.²⁹

The break down of their work settings is as follows.

50 work in synagogue settings³⁰

42 work in independent local clubs and centres

28 work in specialist organisations

1 works in a uniformed organisation

30 part-time workers completed questionnaires.

17% of these part-time workers are under 18

48% are age 19-23

21% are age 24-35

14% are age 36+

The nature of the work

60% of the part-time workers describe their work as general youth activities - many just say that they run, or jointly run a 'club' or 'group'. 10% mention some kind of office, advisory or support work, and 13% mention one-to-one work.

Helping out at any age

15, part-time paid, local club/centre, London

Ensuring safety, planning and providing activities for young Jewish people

23, part-time paid, local youth club/centre, London

²⁸ From the nature of the replies received, it is possible that full-time workers could have interpreted our question, 'how many hours do you actually spend on your involvement with Jewish youth each week', to mean either hours of face-to-face work, or total hours worked.

²⁹ Most of the organisations who run day camps in the summer and other holidays, take on temporary paid staff for this work. These personnel have not been included in the above figures.

³⁰ A small but growing number of synagogues are employing Rabbis with a specific remit to work with youth, both in formal and informal settings. These are full-time posts, but only a part of the time is allocated to youth work and we have counted them as part-time posts in this report.

Hours paid for: 4 people (13% of the total) did not reply to this question. Of those who did:
 23% are paid for 3 hours a week or less
 15% are paid for 4-5 hours
 15% are paid for 6-10 hours
 30% are paid for 11-20 hours
 19% are paid for more than 21 hours

Hours worked: 5 people (17% of the total) did not reply to this question. Of those who did, the hours they claim to work with youth are:

3 or less hours	12%
4-5 hours	12%
6-10 hours	32%
11-20 hours	20%
21-30 hours	8%
more than 38 hours	13%

Volunteer Workers and Madrichim

Numbers

We have relied on two major sources of information, the local organisation questionnaire and the interviews with personnel in national offices. We believe that the following calculations are as accurate as possible.

Our calculations from data received shows 1928 voluntary workers and madrichim in the Youth Service of whom 1685 (87%) are under the age of 23. The following is the breakdown by sector of the numbers of volunteers and madrichim we have calculated from our sources:

900 work in youth movements of whom 886 (98%) are under 23³¹
 517 work in uniformed groups of whom 230 (44%) are under 23
 282 work in synagogue settings of whom 248 (88%) are under 23³¹
 372 work in independent local clubs and centres of whom 271 (73%) are under 23
 54 work in specialist organisations of whom 50 (93%) are under 23

These figures do not include the small number of organisations for which we have no information. With that in mind, a reasonable estimate of total numbers based on these figures is that there are just over 2000 voluntary workers in the Youth Service.

373 voluntary workers and madrichim completed the questionnaire. Of these 267 work in youth movements, 47 work in local clubs and centres, 50 work in uniformed organisations, 7 work in specialist organisations, and 2 work in synagogue organisations not connected with a youth movement. (30 work in synagogue organisations that are also counted as youth movements.)

Of those who completed the questionnaires
 54% are under the age of 18
 32% are aged between 19 and 23
 14% are 24 or over

The nature of the work

7% of the voluntary workers describe their work as being some form of support or advisory work. 19% describe their work in terms of the activities they run with young people, and 70% describe their work in general terms.

7-12 year olds, programming, finances, drama, observing the young people

16, volunteer, local club/centre, London

Preparing a two hour meeting each week for 10-11 year olds on a topic given by [youth movement]

17, volunteer, youth movement, London

³¹ 197 personnel are counted in both synagogue and youth movement figures, of whom 183 are under 23.

*Lead fortnightly educational/stimulating/fun meetings on controversial topics for 17/18 year olds.
Also assist in running of weekends for 11/12 year olds*

21, volunteer, youth movement, London

Hours worked: 69 (19%) of the respondents did not answer this question. Of those who did, the volunteer workers and madrichim claim the following hours actually worked with youth.

3 or less hours	34%
4-5 hours	34%
6-10 hours	25%
11-20 hours	5%
more than 21 hours	2%

The background of Youth Service personnel

This section looks at the personnel as a whole group. That is, full-time workers, part-time workers, volunteers and madrichim are included together.

Their own formal and informal Jewish educational background

Knowing the background of the people surveyed does not necessarily show significant influences or predict useful policy directions for the future.³²

Attended Jewish Primary School	35%
Attended Jewish Secondary School	21%
Attended Jewish youth club/ organisation/ movement	92%
Attended summer camp	79%
Attended Israel tour while a teenager	62%
Other visits to Israel	60%

Perhaps predictably an overwhelming number of personnel have attended a Jewish youth organisation. As will be seen below, this is not always the organisation they are currently working in.

Erik Cohen's 1992 study made the following estimates of involvement in Jewish education by youth service personnel:

Attended full-time Jewish day school	44%
Attended a Jewish community centre	42%
Attended a Jewish youth movement	73%
Attended a Jewish summer/winter camp	60%
Previously a member of own organisation	52%

Although the categories are not quite the same as in our survey, they do provide an interesting comparison.

Training they have received

Participants were asked to indicate if they had participated in any of the following training activities. The responses they gave were as follows.

Training from their own organisation	81%
Training by other Jewish communal organisation	46%
Training by local authority for part-time workers	7%
Professional training leading to a national qualification	10%
Training in related fields	14%
None of these	5%

³² When looking at background influences as predictors of adult Jewish behaviour the Institute of Jewish Policy Research wrote, 'The analysis shows that only about 25 per cent of the variation in Jewish behaviour can be predicted from background factors and that by far the most important factor is parental religiosity. Once this is allowed for, the additional impact of Jewish education and Jewish youth activity is relatively insignificant. ('Social and political attitude of British Jews: some key findings of the JPR survey' Stephen Miller, Marlena Schmol and Antony Lerman, Institute for Jewish Policy research, 1996. p. 11)

28% of those who responded had received a grant to support some training. While these figures are indications of the respondents perspectives on training received, we also have accurate figures regarding participation in two specific kinds of training.

Each year a number of 17/18 year olds participate in year long programmes in Israel designed to teach youth leadership skills. It is estimated by the central agencies that they then spend about three years after their return working for Jewish youth organisations. On this basis it is estimated that there are about 150 of these young people currently active in the Jewish Youth Service, primarily working as madrichim and Movement Workers in the youth movements.

In recent years, there has been a concern expressed among professional full-time workers about the declining proportion of those working in the Jewish Youth Service who have nationally recognised youth work qualifications. As a result of this a support group was formed during the year of the survey to bring these people together. It appears that there are currently about 16 people working in Jewish youth organisations with such a qualification, which they would have gained after a two year professional course of training (or equivalent). They are primarily working in central agencies, and the community and youth centres.

The provision of or support for training programmes for voluntary youth workers and madrichim, at a local level, appears to be fairly common. 67% of the local organisations and groups who responded to the survey said that they did provide or support such training. When asked a similar question about paid staff and management committee members the numbers were much lower. This was reflected in the interviews with national office personnel. While most provided some form of training for voluntary personnel, they were more haphazard about training for the movement workers and professional staff. Training for management committee was met most often with comment along the lines of, 'well if they wanted it, the organisation would probably support it ... but no one has thought of asking for it'.

Recruitment into Jewish youth leadership

Respondents were asked how they got involved with Jewish youth. There seem to be three major entry points to working in the Jewish Youth Service. Many, as the examples below illustrate, move without a break from being a member to a young leader to adult involvement. Others became involved when their children started attending youth groups. A third group join as a result of specific professional interest - either they have developed a career in youth/community work outside the Jewish field and are attracted to the Jewish Youth Service, or they see involvement in the Jewish Youth Service as a stepping stone to other career possibilities.

I previously helped at a local school for autistic children. When I left school I wished to carry on working with children and found it would also be a good way to get actively involved in my community.

19, volunteer, specialist organisation, London

I was one [a Jewish youth] and progressed from a member to a leader

31, full-time, central agency, North

I was a participant in my club, went to leadership weekends, enjoyed it, ended up on Machon in Israel. I now feel it is important to pass on what I've learnt to younger members.

19, volunteer, local club/centre, North

My Youth Leader at xxxx club asked me to become a leader after I had been a member for 2 years.

17, volunteer, local club/centre, London

I started in [youth movement] because all my friends in primary school went. I made an effort to continue in secondary school as I was not in a Jewish school and I wanted to continue with my friends. I developed a love for the movement itself and managed to become a leader at the first opportunity.

20, volunteer, youth movement, London

When I was 16 I decided to go to Israel with [youth movement] following pressure from a friend. Following my return I became very involved, slowly at first and now it has changed my life as I care for the younger generations who are in the situation I was in prior to 16.

21, volunteer, youth movement, Midlands

Coming from a very small community, I could see that my youth movement was the only way that I could form a circle of Jewish friends. [Youth movement] was essential in forming my strong Jewish identity which is so important living in a town where the Jewish community is so small and so I truly wanted to help introduce the Jewish youth in my area into the wider Jewish community.

17, volunteer, youth movement, North

I became involved with [youth movement] at the age of 10 due to parental encouragement. Now I can't thank them enough. They were worried at the time that I wasn't involved in 'Jewish Things' and were bothered by assimilation figures. Since then [youth movement] has been the major part of my life.

20, volunteer, youth movement

After leaving [uniformed organisation] in 1990 I had a 'gap' in my life so I tried [another uniformed organisation] and have never looked back

18, volunteer, uniformed organisation, London

I was a former member of [uniformed organisation]. My child joined ... the leader retired ... volunteers were sought ... I volunteered. I had previously helped at camp.

49, volunteer, uniformed organisation, Midlands

Respondents were asked to give a brief 'career history' of their involvement in the Jewish Youth Service. The following 'case studies' are illustrations of typical 'career histories' of youth service personnel.

CASE STUDY 1

22, full-time, specialist organisation, London

Age 13-15: member of Jewish youth movement

Age 15-16: local committee member of same Jewish youth movement

Age 16: Israel tour with different Jewish youth movement

Age 17-22: volunteer with specialist Jewish youth organisation

Age 22: full-time worker with above specialist Jewish youth organisation

CASE STUDY 2

17, volunteer, local club/centre, London

Age 8-present: member of club

Age 14 to present: youth leader at same club

CASE STUDY 3

16, volunteer, local club/centre, South

Age 7-10: member of uniformed organisation

Age 10-11: member of youth movement

Age 11: member of uniformed organisation (different to above)

Age 11-16: member and then leader of local club/centre

Age 16: member of youth movement

CASE STUDY 4

36, management committee, local club/centre, London

Age 9-23: member of local club/centre

Age 16 to present: voluntary youth worker in above club/centre

Age 23 to present: management committee member in above club/centre

Age 33 to present: chairman of management committee

CASE STUDY 5**34, part-time paid, local club/centre, Midlands**

Age 32-present: assistant youth worker in local club/centre.

No previous involvement with Jewish youth groups - previously involved in related professional field

CASE STUDY 6**31, full-time, local club/centre, North**

Age 10-18: chanicha and madricha in youth movement

Age 18: year in Israel

Age 21-24: full-time worker for central Jewish youth agency

Age 24-present: full-time worker for local club/centre

CASE STUDY 7**35, volunteer, uniformed organisation, North**

Age 10-14: member of youth movement

Age 14-18: member and committee member of different youth movement

Age 15-20: assistant leader of local club

Age 26-present: leader in charge of uniformed group

CASE STUDY 8**17, volunteer, youth movement, London**

Age 8-16: member of youth movement

Age 16: leadership training in same youth movement

Age 17-present: madricha in same youth movement

CASE STUDY 9**21, volunteer, youth movement**

Age to 16: member of youth movement

16 - present: madrich for weekly meetings and camps

Age 17-18: attended 'Machon' in Israel

Age 21: madrich for youth movement summer tour to Israel

CASE STUDY 10**18, volunteer, youth movement, North**

Age 11: member of a youth movement

Age 12-15: member of another youth movement

Age 15-present: member and then madricha in another youth movement

CASE STUDY 11**46, volunteer, uniformed organisation, London**

Age 13-18: member, then chairman synagogue org/youth movement

Age 17-26: leader on same movement's summer camps

Age 23-24: founder/leader of local group of uniformed organisation

Age 35-present: leader of local group of uniformed organisation

CASE STUDY 12**23, volunteer, uniformed organisation, London**

Age 7-11: member uniformed organisation

Age 13-16: member synagogue/youth movement

Age 11- present: member and leader of different uniformed organisation

CASE STUDY 13**49, volunteer, uniformed organisation, London**

Age 46-present: leader of uniformed group (no previous involvement reported - had a child in group and responded from request from existing leader who was retiring)

CASE STUDY 14

26, part-time paid, synagogue, London

Age 16-19: founder and chair of local youth movement branch

Age 19-present: activist in Jewish outreach organisations

Age 22-24: part-time youth worker in synagogue

Age 24-26: community youth worker in northern community

Age 26-present: part-time youth worker in synagogue

The opinions held by people in the Youth Service

Introduction

This project was designed, among other things, 'to create a clear agenda for discussion' among those wishing to plan strategically for the Jewish Youth Service. While the tangible data we have gathered already does this, it was also decided to gather data of a different kind - the opinions and perspectives of people working in and for the Jewish Youth Service. Indeed, it was this part of the survey that gave the whole project its name - the opportunity for activists within Jewish Youth organisations to 'Talk Back' to communal policy makers.

The individual questionnaire asked all those who completed it to respond to six questions which were concerned with their attitudes and opinions. These were designed to be as open-ended as possible to encourage personal responses. All the questions allowed respondents enough space to list up to four responses. All these questions were answered by more than 340 people and several were answered by more than 400 people. A number of people took the opportunity to answer particular questions at length.

We have been asked to comment on the significance of these responses. With any qualitative survey, and particularly with open-ended questions, it is inadvisable to build quantitative arguments. (For those who 'love' tables a full summary of responses is appended to this report.) These responses represent the people who completed them. They are a large group of people active across all sectors of the Youth service. The relative proportion of quotations broadly represents the numbers responding to the survey. Each quotation has been selected, not only because it represents a theme in its own sector of the Jewish Youth Service but also because it illustrates themes that are common to most if not all sectors. We believe that the themes and the particular quotations have significance to all Jewish youth organisations. This section is designed to raise awareness of crucial issues within Jewish organisations and across the sector - it is the raising of the issues and the promotion of discussion that is important.

The actual text of this section aims to give several different kinds of information in order that, together, they build up a complete picture.

- The discussion on each question is introduced by giving the number of different and distinct responses received to that question.
- We then give a summary of the most characteristic responses received from respondents in different sectors of the Jewish Youth Service. The Central Agencies and Specialist organisations are missing from this section as too few responses were received to judge what were characteristic.
- This is followed by an analysis of the major themes which emerge from each section. By giving illustrative quotations we have aimed to reflect the survey responses, but it is inevitable that the longer and more articulate writers are quoted. We have aimed to balance this by ensuring that in the introduction to each sub-section we have listed the short and one-word answers that were each mentioned by several respondents.

Finally, it should be noted that we have followed the actual words and useage of the respondents, although we have corrected simple spelling errors.

How would you describe the strengths of your local club/ organisation/ movement?

We identified 28 distinct responses to this question.

Most characteristic responses from different sectors

- Youth movements: The identity and ethos of the organisation, and the quality of the activities, with camps being specifically mentioned by some.
- Local clubs and centres: The quality of leaders, and the friendly and welcoming atmosphere.
- Uniformed organisations: The development of young people for adult life, the quality of activities, and the support gained from an effective national organisation.
- Synagogue-based groups: The quality of the activities and the quality of the leaders.

Five themes emerged.

- Factors that reflected the aims or ethos of the organisation
- Factors relating to effective organisation and leadership
- Factors relating to the quality of the facilities and the activities
- Factors relating to the atmosphere and the members
- Factors relating to the links with the community

The ethos or aims of the organisation

For many of our respondents the aims or ideology or ethos of the organisation was its key strength. One of the interesting factors is that this is true of widely differing organisations. For example some youth movements have a relatively narrow focus on Zionist and/or religious ideologies and for some of their leaders it is precisely this narrow focus which is the strength. Other youth movements pride themselves on their pluralistic nature and it is this which is highlighted by their personnel. Other organisations, such as the uniformed organisations, place a greater stress in their aims on the personal development of the young person, and this is highlighted by their leaders as a strength. In summary, we have seen, in an earlier section of this report, that organisations have differing aims and across this spectrum their leaders perceive these aims as particular strengths of their organisation.

These short phrases are repeated by several respondents in answer to this question:

vision, identity, commitment, open to everyone, development for adulthood, pluralist, narrow focus, freedom, religious

Illustrative quotations:

Strong commitment to Jewish youth

27, part-time paid, specialist organisation, London

Strong commitment to Jewish and Zionist education

21, full-time, local club/centre, London

Unity of young Jewish people

26, volunteer, local club/centre, London

Apolitical - including everyone regardless of political views. NO religious affiliation - accept orthodox and progressive.

17, volunteer, youth movement, North

Power of the message; ultimate educational truth; ideology/aspirational aspect

21, volunteer, youth movement, North

Continuous Jewish and Zionist education

19, volunteer, youth movement

The fact that we cater for the under-privileged

17, volunteer, youth movement, North

<i>Create a sense of Jewish identity; create a sense of Zionist identity</i>	18, volunteer, youth movement, North
<i>Strong values that characterise and individualise the movement</i>	18, volunteer, youth movement, London
<i>Teaching children values/morals - whilst having fun</i>	46, volunteer, uniformed organisation, London
<i>Helps anchor the young people in Judaism, whilst making them give rather than take</i>	42, volunteer, uniformed organisation, South
<i>Same sex is important at this age - there is no one to impress, just to be themselves</i>	46, volunteer, uniformed organisation, London
<i>Vision for the future</i>	26, part-time paid, synagogue, London

Effective organisation and leadership

Effective leadership is referred to in several ways by the respondents to the survey. For some this effective leadership is concerned with the fact that young people themselves are encouraged to become leaders in the organisation (this also clearly relates to ethos issues). For others it is the quality of the professional leadership which is a strength in their organisation. Others mention the team spirit or effectiveness of the team of people running that group.

These short phrases are repeated by several respondents in answer to this question:

enthusiastic volunteers, friendly staff team, excellent training, peer led, lots of leaders, good leaders, organisation

Illustrative quotations:

<i>Friendly, strong team of staff</i>	19, part-time paid, specialist organisation, London
<i>Support between staff. Staff who actually care about members.</i>	22, part-time paid, specialist organisation, London
<i>Professionalism (central body), leadership</i>	19, volunteer, local club/centre, North
<i>Professional youth leader</i>	17, volunteer, local club/centre, London
<i>Good leadership and structure</i>	17, volunteer, local club/centre, London
<i>Promotion of peer leadership & training</i>	22, full-time, youth movement, National
<i>Commitment of leaders - they believe in what they are doing</i>	20, volunteer, youth movement, London
<i>Empowerment of madrichim</i>	20, volunteer, youth movement, North
<i>self motivation</i>	42, volunteer, uniformed organisation, London
<i>many training meetings</i>	14, volunteer, synagogue/youth movement, London
<i>Large pool of enthusiastic people</i>	21, volunteer, synagogue/youth movement, London

The quality of the facilities and activities

Some organisations have excellent purpose-built premises, and it is not surprising when their personnel highlight the facilities as a strength. But they are not the only ones - a number of other respondents mention the facilities or the building or the location as a strength of their organisation. In addition, people from all sectors highlight their actual activities as one of their strengths. Also in

this category are those responses that describe a specific age range as a strength - in particular this comes from organisations that are specifically aimed at an older teenage group.

These short phrases are repeated by several respondents in answer to this question:

excellent camps, variety of activities, well resourced, facilities

Illustrative quotations:

Variety of activities to involve kids

19, volunteer, specialist organisation, London

Strong commitment to [specialist activity] - offers important skills to youth

27, part-time paid, specialist organisation, London

Available facilities e.g. art, drama, sport etc.

45, management committee, local club/centre, North

Always willing to try new initiatives

38, full-time, local club/centre, Midlands

Excellent events & meetings

17, volunteer, youth movement

Successful activities. Thought provoking educational strategy

20, volunteer, youth movement, North

Runs brilliant camps

18, volunteer, youth movement, London

Willingness to adapt its approach in the face of changing circumstances & ability to come up with new innovations in order to reach a wider range of people

19, volunteer, youth movement, Midlands

We join up with other groups for events such as camps and activities

25, volunteer, uniformed organisation, South

Israel tour and summer camp

15, volunteer, synagogue/youth movement, London

The atmosphere and quality of the members

Responses in this category relate to the positive atmosphere in the organisation and we have grouped this together with those responses that relate in different ways to the actual members of the organisation - particularly the numbers of members, and their friendliness.

These short phrases are repeated by several respondents in answer to this question:

friendly and welcoming, lots of members, fun, enthusiastic young people, good spirit

Illustrative quotations:

Lots of fun

18, part-time paid, specialist organisation, London

Diverse group - young community, different backgrounds, different needs

31, full-time, local club/centre, North

Small groups - more attention for members

15, volunteer, local club/centre, Midlands

Everyone knows each other - friendly, supportive

15, volunteer, local club/centre, South

Our membership is solely [age group], so there are no younger children. We provide a great service for this age group.

18, volunteer, youth movement

Non-cliquey atmosphere

16, volunteer, youth movement, North

Strong bond with children - know most of them quite well

17, volunteer, youth movement, London

The feeling of closeness and belonging

18, volunteer, youth movement, North

<i>Brings young people together with a wider network.</i>	<i>Good community spirit</i>	28, volunteer, uniformed organisation, North
<i>Strong togetherness of the members</i>		49, volunteer, uniformed organisation, London
<i>Members make new friends and work and play together</i>		49, volunteer, uniformed organisation, London
<i>sense of belonging</i>		16, volunteer, synagogue/youth movement, London

The links with the community

While these responses are fewer in number, several of them related to a sense of community, or the part the organisation plays in the community, and particularly mention parental support. Some responses also mention the support or leadership from a national body as a strength.

Illustrative quotations:

<i>Parental support and community support</i>		23, full-time, local club/centre, North
<i>Only Jewish youth club in the area</i>		18, volunteer, local club/centre, London
<i>The club empowers members of the community to become involved, it involves many sections of the community, and it creates a sense of community</i>		21, full-time, local club/centre, London
<i>The backing of [the national organisation]</i>		52, volunteer, uniformed organisation, London
<i>It is part of an international movement which includes all races, religions, types etc. Within this wider framework we are free to have a specifically Jewish environment and heritage, while also learning about their role in the wider community</i>		volunteer, uniformed organisation, London

How would you describe the weaknesses of your local club/organisation/movement?

21 distinct responses were received to this question.

Most characteristic responses from different sectors

- Youth movements: Lack of funding, too few members, disorganised.
- Local clubs and centres: Too few members and lack of funding.
- Uniformed organisations: Too few leaders and lack of support from parents.
- Synagogue-based groups: Too few members, disorganised, too few leaders.

We identified four major themes.

- Factors relating to resources
- Factors relating to the membership
- Factors relating to leadership or management
- Factors relating to the aims and content

Resources: building, publicity, lack of funds, resources or support

This category covers a range of issues that we have grouped together. Funding is mentioned by many respondents, either by itself or linked with the need to procure improvements to buildings or facilities. We have also included in this category the perceived lack of support mentioned by several respondents, from parents and from the community as a whole.

These short phrases are repeated by several respondents in answer to this question:

Lack of funds/resources, need more facilities, short-staffed, problems with building, lack of support from parents, no publicity

Illustrative quotations:

More facilities

19, volunteer, specialist organisation, London

Facilities - falling apart

15, volunteer, local club/centre, London

Yearly chase to break even

45, management committee, local club/centre, London

Doesn't have enough money to do what it could and wants to

20, volunteer, youth movement, South

Lack of community funding

17, volunteer, youth movement, London

The cost of membership - camps, etc

20, volunteer, youth movement, North

Lack of space at meeting place, lack of funds, lack of resources

17, volunteer, youth movement, North

We are dependent on the goodwill of parents

46, volunteer, uniformed organisation, Manchester

Poor parental support - no support from the synagogue

38, volunteer, uniformed organisation, London

Too few members or membership problems

A number of respondents mentioned issues concerned with the numbers of members. Most often it is just a simple statement of 'too few members' but others talk about the difficulty of recruiting members in certain age groups, or in certain parts of the country.

These short phrases are repeated by several respondents in answer to this question:

too few members, lack of numbers

Illustrative quotations:

Difficulty involving older teens

23, full-time, local club/centre, North

Lack of members my age

15, volunteer, local club/centre, South

Members are apathetic - little Jewish identity amongst the members

17, volunteer, local club/centre, South

Small membership (can be strength)

17, volunteer, youth movement, London

Although we are 'National', there is less on offer in the North than the South

18, volunteer, youth movement

The weekly meetings do not always attract new members - in fact less and less people turn up, possibly due to external circumstances, but also due to their existing format

18, volunteer, youth movement, London

Perceived by non-members 'not to be cool'

46, volunteer, uniformed organisation, London

Not so active in our area - intimidating for new people

15, volunteer, synagogue/youth movement, London

Leadership or management issues

Some of these issues are linked with the resources issues mentioned above - they relate to not enough personnel. Other issues are related to qualitative factors - the ability of personnel to cope with the task they have. Following from this theme, of ability of leaders to cope or undertake their functions effectively, we have included in this category those responses which mention the behaviour of the young people, competition between organisations and bureaucracy.

These short phrases are repeated by several respondents in answer to this question:

too few leaders, lack of training, disorganised, lack of time, lack of full-time workers, needs more adult involvement, badly behaved children, discipline, competition between organisations, bureaucracy

Illustrative quotations:

Not enough training for new staff members

17, volunteer, specialist organisation, London

Un-trained leaders, too few leaders

20, full-time, local club/centre, London

No permanent leader at xxxx club

16, volunteer, local club/centre, South

Lack of continuity from year to year as paid staff change

22, volunteer, youth movement, London

Sometimes madrichim are not fully trained

18, volunteer, youth movement, North

No dynamic leaders to take over

25, volunteer, uniformed organisation, North

Becoming over professionalised

21, volunteer, synagogue/youth movement, London

The aims and content of the work

A small number of respondents mentioned the aims or content as a weakness of their organisation. Some talk about the weak vision or ideology, others talk about the narrow focus of their organisation.

<i>Trying to find a balance between 'segregation' and 'integration' [for our specialist group] in society</i>	40, part-time paid, specialist organisation, London
<i>Education, <u>Jewish</u> youth work</i>	19, volunteer, local club/centre, North
<i>We don't see enough Jewish people from other areas</i>	15, volunteer, local club/centre, North
<i>Little awareness of movement ideology from chanichim</i>	19, volunteer, youth movement, North
<i>Disillusionment about ideologies</i>	18, volunteer, youth movement, London
<i>Too hide bound as to inflexible rules and regulations, although gradually improving</i>	volunteer, uniformed organisation, London

What would help you to do your work more effectively?

19 distinct responses were received to this question.

Most characteristic responses from different sectors

- Youth movements: Money/funding, resources or equipment.
- Local clubs and centres: Money/funding, more leaders.
- Uniformed organisations: More leaders, more support, money/funding.
- Synagogue-based groups: More/better training, resources/equipment, money/funding.

We identified three themes.

- Factors relating to finances, resources or support
- Factors relating to personnel and organisation
- Factors relating to effective community co-operation, central resources

More funds, resources or support

By now readers will already be aware that funding and resources are a recurring theme in the thoughts of the personnel who participated in the survey. In this category, in addition to simple requests for more money, respondents mention their need for better equipment, improvements to buildings and fund-raising advice.

These short phrases are repeated by several respondents in answer to this question:

better/more resources, more equipment, more funding

Illustrative quotations:

A centre of our own (we 'borrow' one at the moment) and some office space of my own.

22, part-time paid, specialist organisation, London

Money to employ youth outreach worker

volunteer, specialist organisation, London

If the funds were there to let us extend our work

15, volunteer, local club/centre, Midlands

More funding (so less time fund-raising)

46, management committee, local club/centre, South

More money for resources and equipment

21, part-time paid, local club/centre, London

An end to the wasteful system of multiple applications for funding. More clarity from funding bodies about their agendas.

49, management committee (national), youth movement

A car, a mobile phone, money and more time!!

17, volunteer, youth movement

More resources including building, money, people

19, volunteer, youth movement, North

More storage space for holiday equipment

49, volunteer, uniformed organisation, London

Better resources available e.g. more up-to-date books and newspaper cuttings

20, volunteer, synagogue/youth movement, London

More effective personnel or organisation

In some respects this is a sub-category of the above request for more resources. Some people just ask for more personnel. Others mention specific issues, such as the need for training, and more experienced workers to give advice and support to those in the 'front line'. The issue of behaviour is again mentioned and, again, we have interpreted this as an issue related to personnel.

These short phrases are repeated by several respondents in answer to this question:

more training, more staff, more time, discipline, help with programming

Illustrative quotations:

<i>Talk about problems occurring and uncertainties</i>	19, volunteer, specialist organisation, London
<i>Local training for management and youth workers</i>	46, management committee, local club/centre, South
<i>People to come into the club to train the leaders and do activities on issues</i>	20, full-time, local club/centre, London
<i>A trained, official youth director</i>	16, volunteer, local club/centre, South
<i>New ideas to make [youth movement] more attractive</i>	21, volunteer, youth movement, London
<i>More leaders - very few people come forward to help</i>	28, volunteer, uniformed organisation, North
<i>More help! I currently have no assistant only a parent rota</i>	32, volunteer, uniformed organisation, London
<i>Organised programme writing</i>	14, volunteer, synagogue/youth movement, London
<i>Skilled enthusiastic, <u>abundant</u> supply of madrichim</i>	24, part-time paid, synagogue/youth movement, London

More effective community co-operation, central resources

This category covers various factors which relate to the organisation and its connection to people and organisations outside of itself. For some people the issue is concerned with co-operation within the Jewish Youth Service - this includes requests for a more effective central database of information and resources, and contact and liaison between youth organisations. For some it is a request for more support from their national office. But for others their need is for wider communal support. We have linked with this category those who asked for better cross-communal co-operation in the wider Jewish community, not just among youth organisations.

These short phrases are repeated by several respondents in answer to this question:

respect, more members, co-operation, contact with other clubs, more support, publicity

Illustrative quotations:

<i>Greater co-operation between parts of the community (e.g. orthodox-reform).</i>	21, full-time, local club/centre, London
<i>Better communication with the other organisations. Trying not to compete with one another.</i>	
<i>Getting our acts together and having joint events.</i>	49, management committee, local club/centre, North
<i>Less competition between movements/organisations and more co-operation</i>	20, volunteer, youth movement, South
<i>Generally more active community interest, input and support</i>	18, volunteer, youth movement, North
<i>More encouragement from the community. Encouragement and enthusiasm from the movement workers</i>	18, volunteer, youth movement, London
<i>If parents realised that we are not a baby-sitting service nor are we there to be abused and that if we make a decision there is usually a good reason for it. It would also help if they appreciated we are unpaid.</i>	43, volunteer, uniformed organisation, Manchester
<i>If I had support from the Rabbi and community. Help in the Jewish side - calendar dates + the dos and don'ts. Jewish community coming in to help on culture and religious programmes.</i>	25, volunteer, uniformed organisation, South

What would you say are the current needs of Jewish youth in your area?

We received 15 distinct responses to this question.

Most characteristic responses from different sectors

- Youth movements: Social awareness/Jewish identity, more clubs/youth organisations.
- Local clubs and centres: Social awareness/Jewish identity, to meet other Jews.
- Uniformed organisations: More clubs/youth organisations.
- Synagogue-based groups: Social awareness/Jewish identity, more clubs/youth organisations.

We identified five themes.

- Factors relating to social contact with other Jews
- Factors relating to personal development
- Factors relating to more and better facilities
- Factors relating to effective leadership
- Factors relating to the link with the wider Jewish community

Meeting other Jews, enjoying themselves, inter-community contacts

For many of our respondents the greatest need was simply for young Jews to be able to meet each other - meeting their need for social contact. Specific suggestions relating to facilities are mentioned elsewhere. In this section we cover the more general issue which is not connected to any organisational structure or vision.

These short phrases are repeated by several respondents in answer to this question:

meet other Jews, enjoy themselves, have fun, more inter-community contact

Illustrative quotations:

Meeting other Jews of a similar age

21, volunteer, local club/centre, London

To socialise with the few Jews that there are

17, volunteer, local club/centre, North

More chances to meet with other Jewish young people

15, volunteer, local club/centre, Midlands

To have more inter-community interaction because of the size of the community

34, part-time paid, local club/centre, Midlands

Ways they can get involved and feel they are needed and important

20, volunteer, youth movement, North

To be able to meet other Jewish youth more easily

18, volunteer, youth movement, Midlands

A place to go in their free time ... to make friends with other local Jews. An opportunity to camp with other Jews

19, volunteer, youth movement

An attractive place to spend evenings with friends as an alternative to the local pub

49, volunteer, uniformed organisation, London

Personal development: awareness of social issues and Jewish identity

For many of our respondents the needs of Jewish young people were seen in terms of intellectual, emotional and spiritual development. Perhaps predictably, because the respondents are writing from the perspective of organisations that have a specific agenda, these needs tend to fall into two categories; awareness of social issues (drugs, sex, work etc) and awareness of Jewish issues.

These short phrases are repeated by several respondents in answer to this question:

social education, awareness, Jewish identity, social issues

Illustrative quotations:

<i>Learn about issues concerning society today</i>	20, full-time, local club/centre, London
<i>Opportunities to meet their needs (e.g. sport etc) to enable them to experience a Jewish environment in which important issues (drugs, school etc) can be tackled.</i>	23, full-time, local club/centre, North
<i>Somewhere to meet in a safe environment where Jewish identity can be explored/ discussed.</i>	36, management committee, local club/centre, London
<i>Identity! → <u>positive</u> identity with other Jews i.e. not the Holocaust</i>	17, volunteer, youth movement, South
<i>Very basic Jewish education that they can <u>relate to</u></i>	20, volunteer, youth movement, North
<i>Giving them ideals - Judaism, Jewish identity</i>	20, volunteer, youth movement, London
<i>Pride in Judaism through effective education</i>	20, volunteer, youth movement, North
<i>Weekends away to experience Shabbat</i>	29, part-time paid, synagogue, London
<i>A non reactionary awareness of modern Jewish identity, balance information about Zionism. Depth in Judaism and ethnic identity beyond cultural Judaism, to enter into a <u>real</u> understanding of the value of a Jewish identity</i>	21, volunteer, synagogue/youth movement, London

More and better facilities

This category may be seen as yet another reflection of the issues already mentioned in previous section (on what would help do the work). In particular, though, in this section people focus more on what facilities might offer young people rather than a simple need for more. Key factors that are mentioned are 'a safe place', some level of freedom and the need for a variety of provision to meet the needs of different young people.

These short phrases are repeated by several respondents in answer to this question:

funding, safe environment, better facilities, more clubs, variety of provision, facilities for 18+

Illustrative quotations:

<i>To be more accessible to youth - to provide more of what youth want. Perhaps to stop 'trying' so hard to be accessible, as this seems to have failed.</i>	19, volunteer, specialist organisation, London
<i>A new building</i>	15, volunteer, local club/centre, London
<i>A safe area to go and mix with others</i>	15, volunteer, local club/centre, London
<i>More social clubs for teenagers</i>	16, volunteer, youth movement, North
<i>Activities that the youth want, not what others want for them</i>	21, volunteer, youth movement, North
<i>Different people have different needs - 'Jewish youth' in every area need options of different types of organisations/movements which cater for different requirements esp. social/forum for discussion/non-educational activities with other Jews etc ...</i>	19, volunteer, youth movement, London/Midlands
<i>Somewhere to go after age 12 - youth centre is desperately needed</i>	28, volunteer, uniformed organisation, North

Effective leadership

This category did not figure as highly as in previous questions. Again the focus moved to the young people, and leaders are seen as people who can be a support or role model to these young people.

Illustrative quotations:

People to listen, people to relate to

23, volunteer, local club/centre, London

Examples/figureheads they can look up to and take example from

20, volunteer, youth movement, London/North

Good leaders are a must and then their strengths bring the children in

49, volunteer, uniformed organisation, South

Improved links with the general Jewish community and public relations

Some respondents mentioned issues which implied a problem that the community as a whole was not sympathetic to young people, and suggested that this was an important need.

Illustrative quotations:

a better image, publicity

19, part-time paid, specialist organisation, London

encouragement from the senior members of the community

21, volunteer, local club/centre, London

More enthusiasm in the community

17, volunteer, local club/centre, South

A community that cares

21, volunteer, youth movement

Information to parents, properly put over

21, volunteer, youth movement, Midlands

For youth to really feel part of the Jewish community

20, volunteer, youth movement, North

Involvement in the community with a perspective that relates to them

32, volunteer, uniformed organisation, London

Young people to have a greater voice in the community

22, part-time paid, synagogue, London

What do you see as the main opportunities facing Jewish youth organisations?

This section had the highest number of blank responses. This may reflect insignificant factors (such as the fact that it appeared almost at the end of the questionnaire) or it may reflect the fact that respondents find it difficult to describe the opportunities.

We received 18 distinct responses to this question.

Most characteristic responses from different sectors

- Youth movements: List of ideals/aspirations,³³ chance to expand activities (trips and camps are specifically mentioned).
- Local clubs and centres: List of ideals/aspirations, chance to expand activities (trips and camps).
- Uniformed organisations: Chance to expand activities, list of ideals/aspirations.
- Synagogue-based groups: List of ideals/aspirations, chance to expand activities.

We identified four themes.

- Factors relating to ideals, aspirations or long-term visions
- Factors relating to the expansion of programmes and activities
- Factors relating to the personal or Jewish development of young people
- Factors relating to resources - personnel, training, money

Planned strategy or ideology or aims

The most regularly appearing response to this question, across all sectors, relate to some form of ideals. Although the words differ these ideals relate to religious issues, the connection with Israel, and the importance of enabling the younger generation to develop ideals based on Jewish values. The implication is that the route forward for Jewish youth organisations must include an important role for these kind of values.

These short phrases are repeated by several respondents in answer to this question:

unity, Israel, wider interest, choices, Aliyah

Illustrative quotations:

To give knowledge and understanding of the religion

15, volunteer, local club/centre/synagogue, London

Israel progressing to a 'real' place for people to relate to

17, volunteer, local club/centre

To develop a Jewish response to national issues. To promote a positive Jewish identity. To promote a balanced approach to mitzvot. I believe that young people would be more motivated if they saw leaders promoting a balance of mitzvot that relate to social justice as well as hukkim. Much of the present emphasis seems to be on one or the other and is often split between orthodox and non-orthodox viewpoints.

38, full-time, local club/centre, Midlands

New investment from community, communal organisations created to work with young people

21, full-time, local club/centre, London

³³ This kind of response in which the respondent lists some form of vision, mission, hope or aspiration, is common across all sectors, and includes references to religious values and Israel. In the youth movements it very often relates to a formal ideology of the organisation. In other organisations it may be a more personal or less formally articulated vision.

Increase unity in the Jewish people: There are so many divisions among the Jewish people and if different youth movements can get together and discuss problems and socialise etc, this problem may get better in the future and people will begin to understand and respect other peoples visions/beliefs.

19, volunteer, youth movement, North

Opportunity to be very strong and not indoctrinate but instil an immense feeling of identity and importance - keep Judaism alive in youth

19, volunteer, youth movement, North

Orthodox - non-orthodox dialogue

21, volunteer, synagogue/youth movement, London

For different (opposed) youth organisations/movements to work together

24, part-time paid, synagogue/youth movement, London

Chance to expand programmes and activities

The next set of factors that are mentioned in response to this question relate to the opportunity to expand the programmes and activities of the youth organisations - to offer more or better quality to young people. Specifically, a number of respondents mentioned more or improved trips or camps as an important opportunity for development. Another factor that was mentioned by some was the possibility for contacts with other groups.

These short phrases are repeated by several respondents in answer to this question:

chance to expand, more contacts with other groups, more trips, more camps, international contacts, bigger projects

Illustrative quotations:

To expand into more areas, to help or provide a service for more people

17, volunteer, specialist organisation, London

Increased inter communal events

23, full-time, local club/centre, North

Visits to other communities around Europe

45, full-time, local club/centre, North

To identify and outreach to larger sections of Jewish youth

19, volunteer, local club/centre, North

Movements/organisations working with each other

21, volunteer, local club/centre, London

Tours to other places

16, volunteer, youth movement, North

More Jewish youth centres. A huge range of youth groups

16, volunteer, youth movement, London

Bigger, more exciting Israel experience

21, volunteer, youth movement, Midlands

Reaching out to small communities

18, volunteer, youth movement, London

New skills and communications can link groups across the country and to Israel, and so build a structure for growth

60, volunteer, uniformed organisation, London

Focused on young people: Personal or Jewish development

This category seems to follow naturally from the first two in this section - the first connected with ideals, the second connected with programmes. This category is concerned with putting those ideals into practical programmes - a Jewish educational focus.

These short phrases are repeated by several respondents in answer to this question:

better education, to reinforce or establish Jewish identity, to develop the young people as individuals

Illustrative quotations:

To help people become more aware of their identity as Jews

17, volunteer, specialist organisation, London

To pass on a love of Israel; to provide education

19, volunteer, local club/centre, North

The young people of xxxx (and UK generally) need incentives to stay within the community, especially smaller, provincial communities. I see my role as being partly to build up community involvement among unaffiliated youngsters so that they feel strongly enough about the community to stay and help it survive.

23, full-time, local club/centre, North

More and more people being educated about various aspects of Judaism

18, volunteer, youth movement, North

To enable youngsters to exchange ideas and debate. To provide opportunities for young people to learn more about Judaism

49, volunteer, uniformed organisation, London

The opportunities for young people to become leaders (of any organisation)

35, volunteer, uniformed organisation, North

Resources: personnel, training, money

This category picks up one of the major themes running through all these questions - human and financial resources. But in this section it is given a positive slant with respondents focusing on the positive outcomes if they had these resources.

These short phrases are repeated by several respondents in answer to this question:

leadership training, better leadership, future madrichim, more youth workers, sharing resources, more professional, committed leaders, new buildings, need for more resources

Illustrative quotations:

Brand new computer facilities

38, full-time, local club/centre, London

New investment from community. Communal organisations created to work with young people

21, part-time paid, local club/centre, London

Many new leaders being created to bring the Jewish youth of the future together using new techniques

17, volunteer, youth movement, London

Gaining facilities. Cross movement training

16, volunteer, youth movement, London

Now is the time to get more training

28, volunteer, uniformed organisation, London

Strong enthusiastic leadership

20, volunteer, youth movement, Midlands

What do you see as the main threats facing Jewish youth organisations?

We received 15 distinct responses to this question.

Most characteristic responses from different sectors

- Youth movements: Assimilation, lack of funding, apathy.
- Local clubs and centres: Apathy, assimilation, lack of funding.
- Uniformed organisations: Lack of funding, apathy, assimilation.
- Synagogue-based groups: Apathy, lack of funding, assimilation.

We identified four themes.

- Factors relating to social changes within the Jewish community
- Factors relating to the infrastructure of the Jewish community
- Factors relating to change within youth organisations
- Factors relating to perceived external threats such as racism and fascism

Changes within the Jewish community: apathy, assimilation and lack of Jewish awareness

A large number of our respondents look out at the Jewish world and perceive there to be assimilation, with the implication of a lack of concern for the quality of Jewish life in the future, and apathetic towards the fate of the Jewish youth organisations. Whether this is an accurate analysis of the Jewish community is not the issue, it is certainly a strong perception within the Jewish Youth Service.

These short phrases are repeated by several respondents in answer to this question:

apathy, assimilation, loss of interest, lack of Jewish awareness

Illustrative quotations:

<i>Ageing population, people marrying out</i>	19, volunteer, specialist organisation, London
<i>Apathy, assimilation of potential members</i>	21, volunteer, local club/centre, London
<i>Lack of interest by the youth</i>	15, volunteer, local club/centre, Midlands
<i>Failure to deal with assimilation. (We lose those who marry out. Why do we not try to keep these people within the wider Jewish community?)</i>	36, management committee, local club/centre, London
<i>Jewish youngsters drifting away from youth clubs</i>	16, volunteer, local club/centre, London
<i>A dying youth !!!!!!!</i>	14, volunteer, youth movement, North
<i>Lack of interest from the youth in Judaism</i>	16, volunteer, youth movement, London
<i>Lack of willing participants</i>	19, volunteer, youth movement
<i>Affluence - it feeds the drug culture and the 'I want it now' culture</i>	45, volunteer, uniformed organisation, North

Infrastructure: communal management, funding, personnel, facilities

Inevitably, given the responses to previous questions, the issue of funding and resources was also a major factor mentioned in response to this question. As with previous questions, there is a slightly

different angle on the issue; respondents tend to mention lack of funding in connection with the lack of communal planning and management in allocation of funds. The implication here is that money does exist, it is communal managers and planners who are neglecting the claims of the youth organisations. Other factors look closer to home and re-iterate previous comments regarding the need for more facilities and more personnel.

These short phrases are repeated by several respondents in answer to this question:

lack of funding, lack of support, lack of training, cost of activities, lack of leaders, lack of places to meet, small communities cannot support youth activities, division in community

Illustrative quotations:

<i>short-sightedness of management; unfair distribution of funds</i>	19, volunteer, local club/centre, North
<i>So many organisations that some might die out</i>	17, volunteer, local club/centre, North
<i>Lack of input by the 'powers that be'. Less money.</i>	20, volunteer, youth movement, South
<i>Lack of recognition by community in general</i>	22, volunteer, youth movement, London
<i>Intermarriage due to lack of facilities for young people to meet</i>	42, volunteer, uniformed organisation, London
<i>Split between ultra-orthodox and middle of the road Jews</i>	28, volunteer, uniformed organisation, North
<i>Narrow minded attitude of some in authority. Many people have a very low opinion of Jewish youth and this could prevent some teenagers from wanting to be involved in Jewish youth organisations</i>	49, volunteer, uniformed organisation, London
<i>Lack of Jewish knowledge of workers</i>	26, part-time paid, synagogue, North

Change within the youth organisations

The common thread in these various factors is that the respondents are turning their eye inwards on their own organisations and becoming self-critical. A number of youth movement personnel regret the ideological dilution that they perceive within their own organisations. Respondents across the sectors mention the negative impact of conflict between groups and organisations.

These short phrases are repeated by several respondents in answer to this question:

the ideology is being diluted or changed, numbers falling, conflict between groups, the best leaders are going to Israel, lack of continuity of staff

Illustrative quotations:

<i>Fighting against each other and not reaching out to the thousands of people not involved.</i>	23, volunteer, local club/centre
<i>No organisational loyalty</i>	24, volunteer, youth movement, London
<i>Conflict between groups. People moving to Israel</i>	16, volunteer, youth movement, London
<i>Movements competing and not working together</i>	20, volunteer, youth movement, South
<i>The move away from 'aims' or ideologies</i>	20, volunteer, youth movement, South

External threats perceived as racism, fascism, anti semitism and social pressures

There are no quotations in this section because nearly all of the responses of this kind were one-word phrases - racism, fascism, anti semitism. These responses came as some surprise to us. It could perhaps be suggested that the respondents simply misunderstood the nature of the question. But this is to dismiss what is obviously a genuinely perceived threat by a number of people across all the youth sectors. Other external threats that are included in this category are the social pressures on young people, such as the increase in materialism, and the availability of commercial facilities as alternatives to Jewish youth organisations.

Themes that emerge from these statements

Although each question is different, some themes repeat themselves throughout these responses.

Funding

The first issue is funding. The financial issue is perhaps the most pressing and the least clear for policy-makers at present. Earlier in the report, we gave some (but necessarily incomplete) objective financial information. Here we report on the individual perspectives of those working in the Jewish Youth Service. It must be remembered that these are personal responses, but even if they only represent a perspective and not objective reality, it is an important message. More work needs to be undertaken to determine the exact financial requirements of the youth service and how it might be resourced in the future.

Personnel

Another aspect of resources are the people who lead the Jewish Youth Service. The responses above describe the strengths of the personnel we have, but also indicate that these human resources are stretched at present. Many respondents also mention the need for more and more effective training.

Facilities

The facilities within the Jewish Youth Service came in for close appraisal among the respondents. While some focused on the poor quality of existing facilities, many took the opportunity to make positive suggestions. This call for non-aligned, 'safe' places for young people to meet in a non-structured way, came from all sectors of the Jewish Youth Service.

Diversity and competition

The final major theme that runs through the responses to these questions is a recognition and positive endorsement of the diversity that is present in the Jewish Youth Service. Even those most ideologically committed to one particular organisation include in their responses comments relating to the importance of variety of provision. Many respondents go further to express regret at unhealthy competition that they perceive among Jewish youth organisations.

Idealism

It is clear from the responses quoted above that large numbers of the respondents both very young volunteers and older paid professionals are, in the main, doing this work because of a commitment to ideals. This is even more evident when reading the returned questionnaires themselves on which a number of people have taken the opportunity to write extensive additional notes. Sometimes these are negative in tone - expressing feelings of isolation or neglect from the community as a whole, but always they are passionate.

The specific positive ideals which people mention may be specific ideologies of the youth movements, a commitment to the personal development of young people, or a commitment to the survival and growth of the Jewish people.

Nevertheless, many of these people perceive themselves as swimming against a tide of apathy and assimilation in the general community, and a lack of interest from communal leadership and parents.

General themes arising from the TalkBack Survey

Diversity

The Jewish youth service is characterised by diversity. Some examples follow.

- Organisational structure. The range goes from hierarchical structures to participatory structures and from organisations mainly run by adults to organisations peer-led run by young people.
- Organisational culture. The range includes those whose perspective is extremely person centred, and whose aim is to provide for all the needs of young people, to those who are ideologically focused.
- Size. From an independent local club of 10 young people to national organisations with over 1,000 regularly participating young people.
- Geographical. Jewish youth organisations exist in some form in nearly all communities where there is a Jewish population. AS a result of the variations in size of each community and their distance from a major Jewish centre, the nature of the youth organisations varies considerably.
- Communal identification. Some organisations take a regular and active part in national and local Jewish communal structures, others have little or no regular contact at all.
- Judaic content. Some organisations are totally focused on Judaic content, for others there is little or no Judaic content at all beyond the group acting as a meeting place for Jews.

It is also important to emphasise that diversity in all of these dimensions exists as much within any one sector as it does across different sectors.

It can be argued that it is the diversity which is the key to the Youth Service's success; that the number of young people involved and the quality of the service they receive is a direct result of the diversity. It can also be argued that, in a 'free market' situation, the diversity is 'demand led'. That is, people are free to set up whatever kind of organisation they wish and the diversity is simply a result of a wide range of needs. On the other hand, it can be argued that in a situation of scarce resources, the multiplicity of organisations cannot be an effective use of resources, both in terms of the effective leaders who are spread thinly across different organisations and the finances which are in short supply across the Youth Service.

These factors certainly beg questions regarding funding and resources. In the opinion section above, we have read the strong words of activists regarding these issues, but it might also be true that if there is limited funding, then some reduction in diversity, to achieve more affective use of resources, might be beneficial. Another factor indicated by the data on sources of funding is the reliance by large numbers of youth organisations on some form of parent body. These parent bodies do vary, but they are clearly important to the survival of Jewish youth organisations.

Fluidity

The Jewish Youth Service is also characterised by its fluid nature. This may prove to be one of the unique factors compared to other sectors of the Jewish communal spectrum, the general youth sector and the general voluntary sector. New groups are set up and develop at an extremely rapid rate. Groups also fade and die off at a similar rate. Individual organisations (whether national or local) can experience vast swings in participation over very short periods of time. During the course of this survey there is no national organisation or sector that has not experienced it. In fact, this process of birth, growth and decline of organisations has been so rapid that we have been unable to keep exact track of it - our concern at the time was simply to keep up with which organisations then existed. Clear anecdotal evidence suggests that this fluidity is also true of personnel. people move through leadership positions, not just in peer-led organisations, with some rapidity.

Nevertheless, there is an apparent paradox. Alongside all of this change there is a residing belief that very little changes in the Jewish Youth Service. Those with long memories will remind people that the urgent policy debates of 1997 are very similar to those of 1967. Can both these factors be true - that the Youth Service is ever changing and always the same? One answer may be in the reputed cyclical nature of the Youth Service. That is, that most organisations and sectors within the Jewish Youth Service experience peaks and troughs over time but, that over the medium to long term (5-10 years) the overall picture in the Service does not change enormously. It is not possible to determine this hypothesis for certain without regular, consistent surveys over a period of time; but if any part of the hypothesis is true, then we believe that there are important policy implications.

Young volunteers

One of the most striking, although not unpredictable, facts to emerge from this study is the pattern of leadership in the Youth Service. The vast majority of people who run the Jewish Youth Service are volunteers, and the vast majority of them are under 23 - over 50% of our respondents were 18 or under.

This need not be seen as a problem. Indeed, it may be one of the great strengths of the Jewish Youth Service that it gets its energy from young leaders. We have read in the previous section that many respondents (of all ages) are idealists of various kinds. This is a remarkable strength for the Jewish Youth Service.

Nevertheless, there are implications. If volunteers, and particularly young people, are to be entrusted with the responsibility for managing youth work with their peers and younger age groups, then there are implications for training. Most national organisations already see this as a priority. The level of support that volunteers receive is also crucial. If we believe that young volunteers are good for the Youth Service then they require full-time workers, either nationally or locally to enable them to be most effective. These full-time workers need to provide experience, continuity and expertise. This is beginning to be recognised in the youth movements by a move to two-year movement work. A further factor that may be a result of the reliance on young volunteers is the cyclical pattern itself and the lack of long term change. Volunteers and especially young volunteers may have energy and enthusiasm but by definition they do not have experience and only a limited amount of expertise. Paid workers, whether part-time, movement workers, Shlichim or professional staff, can bring a broad knowledge base and often a creativity based on experience, that volunteers may not.

Further research

- a) Survey of young people. It was always the intention to conduct a proper national survey of Jewish young people. The rationale for this is still as pressing as it was over two years ago when first discussed. This will begin to answer some of the remaining uncertainties regarding participation levels that have been raised by this survey. It will also be an opportunity to find out a range of useful data to help plan for the future. It may also be true as in other surveys (such as the Jewish Continuity market research with young adults) that the process of conducting qualitative focus groups can be a valid and rewarding method of youth work in its own right.
- b) Small surveys. The national survey is important but it is not the only way to conduct research with young people and, given the nature of the resources available, it may be some time before the national survey is undertaken. Local or small scale surveys can give rich and valuable information. What is not always available locally is expertise. Local surveys are also undertaken with varying parameters and so, even if it realised that important comparative information may be available from more than one survey, their methodologies do not allow for proper comparison. It should be seen as an important role for specialist research agencies in the community to work with the Youth Service to provide advice and possibly a model for local surveys. This process has already begun in the Midlands and North of England, and needs to be extended.
- c) Longitudinal or repeated surveys. It has been clearly stated that this survey is only a snapshot of a particular year. No trends over time can be implied from all the mass of data gathered. What is required is a regular survey, along the lines of the synagogue and Jewish school surveys that currently exist. This would concentrate on basic demographics only. It should be short and easy to complete. An enormous amount of learning has been acquired during the course of this survey regarding appropriate methods to gain effective response rates. This knowledge can be put to good use in the future and make a regular survey a much more manageable task.

Competitiveness and co-operation

There is an underlying competitiveness between Jewish youth organisations, perhaps as a result of the cyclical nature referred to above, perhaps because of differing ideologies and the value judgements that sometimes go with them, or perhaps as a result of scarce resources. At the same

time the level of co-operation in certain arenas is described as putting the 'adult' community to shame. Some organisations do work actively and constructively together across structural, ideological and religious dimensions .

Communication

Anecdotal evidence, and the direct experience of conducting this survey suggest that poor communication is a significant issue within the Jewish youth Service. We believe that poor communication may be a causal factor leading to ignorance and distrust, or it may be a result of other factors. Issues mentioned above such as the diversity (geographically, organisationally and culturally) and the youth and voluntary nature of the leadership only make communication more difficult. While it may not be possible, or even desirable, to change all these factors they simply demonstrate that if a real commitment to effective communication and co-operation exists it has to overcome considerable obstacles.

Appendices

Listing of organisations surveyed³⁴

CENTRAL AGENCIES

Association for Jewish Youth
JPMP / Youth & Hechalutz Department
Maccabi Union

NATIONAL / REGIONAL ORGANISATIONS

Association of Jewish Sixth Formers
B'nai Brith Youth Organisation
Belar
Bnei Akiva of GB & Ireland
Ezra
Federation of Zionist Youth
Habonim Dror
Hanoar Hatzioni
Jewish Guide Advisory Council
Jewish Lads and Girls' Brigade
Jewish Scout Advisory Council
Jewish Youth Study Groups
Lubavitch Youth Organisation
Noam (Masorti)
RSY Netzer / RSGB Youth & Students Division
Sinai
ULPSNYC Netzer / ULPS Youth & Young Adults
Union of Jewish Students
United Synagogue

SPECIALIST ORGANISATIONS

Israel Folk Dance Institute
Jewish Youth Orchestra
Koleinu
Le'An? Youth Theatre
Maccabi Street Project
Unity - Norwood Ravenswood

INDEPENDENT LOCAL ORGANISATIONS

Aden Jews Congregation*
Barkingside Jewish Youth Centre
Belmont Maccabi
Beisize Square Synagogue
Beth Jacob Youth Movement*
Birmingham Jewish Youth Trust
Bnos Agudas Yisroel Manchester*
Bournemouth Hebrew Congregation
Brady Maccabi
Brighton Maccabi
Cardiff Maccabi
Catford Maccabi

Chigwell & Hainault Jewish Youth Club
Dublin Maccabi
Edinburgh Maccabi
Giffnock and Newlands Synagogue*
Glasgow Maccabi
Glenthorne United FC*
Hendon Jewish Youth Club*
Highgate & Muswell Hill JYC*
Kadimah/Victoria
Kahal Chassidim Synagogue*
Kenton Maccabi JYC
Kinnor JYC
L'chu Vonim Youth Centre*
Launch Pad
Leeds Jewish Youth Service
Leicester Maccabi
Limelight Drama Group
Liverpool Jewish Youth & Community Centre
Luton Maccabi
Maccabi Association London
Manchester Maccabi
Ner Tamid*
Newcastle Maccabi
North Manchester Jewish Youth Project
Od Yosef Chai*
Oxford & St George's North London
Redbridge JY & CC
Sheffield Jewish Centre*
Sheffield Maccabi
South Manchester Jewish Youth Trust
Southend Jewish Youth Centre
Southend & Westcliff Hebrew Congregation
SPEC Jewish Youth & Community Centre
Whitefield Jewish Youth Centre

ASSOCIATION OF JEWISH SIXTH FORMERS

AJ6 - NW London
AJ6 - S East & London South (SEALS)
AJ6 - Leeds
AJ6 - Western Region (Maidenhead/Oxford)
AJ6 - N E London
AJ6 - Southend

B'NAI B'RITH YOUTH ORGANISATION

BBYO - Bournemouth
BBYO - Brighton
BBYO - Dublin
BBYO - Ealing

³⁴ Each separate organisation is listed in the way that they themselves have described their structure. So, organisations who have separately-managed local groups for different age bands (e.g. Brownies/Guides) will have a separate item for each group in this list. Organisations that group different age bands under just one local group will be listed in that manner.

BBYO - Hagsis (HGS)
 BBYO - Masada (Barnet/N20)
 BBYO - Manchester
 BBYO - Pinner
 BBYO - Radlett
 BBYO - Stanmore
 BBYO - Yoni (Nottingham)

BETAR

Betar - Ilford
 Betar - NW London

BNEI AKIVA

BA Barnet
 BA Belmont
 BA Birmingham
 BA Brighton
 BA Bushey
 BA Cheadle
 BA Chigwell
 BA Edgware United
 BA Edgware Yeshurun
 BA Elstree
 BA Glasgow
 BA Golders Green
 BA Hale
 BA Hendon
 BA Hull
 BA Ilford
 BA JFS
 BA Kenton
 BA Kingsbury
 BA Kinloss
 BA Leeds
 BA Liverpool
 BA Mill Hill
 BA Newcastle
 BA Norrice Lea
 BA Northwood
 BA Pinner
 BA Radlett
 BA Sale
 BA Salford
 BA Sheffield
 BA South Woodford
 BA Southgate
 BA St John's Wood (Central)
 BA Stanmore
 BA Sunderland
 BA Wembley
 BA Whitefield
 BA Woodside Park

EZRA

Ezra - London
 Ezra - Manchester

FEDERATION OF ZIONIST YOUTH

FZY - Chai (Ilford)
 FZY - Chazak (Pinner, Northwood, Kenton)
 FZY - Ein Gedi (South Manchester)
 FZY - Hazon (Liverpool)
 FZY - Kadimah (North Manchester)
 FZY - Ketura (Leeds)
 FZY - Nahal (Elstree, Radlett, Borehamwood)
 FZY - Project 500 (Glasgow)
 FZY - Sababa (Golders Green, Hampstead, Hendon)
 FZY - Yad Yamin (Finchley, Barnet)
 FZY - Zera (Stanmore, Edgware, Mill Hill)

HABONIM DROR

Habonim Dror - Cambridge
 Habonim Dror - Cheadle
 Habonim Dror - NW London/Finchley Rd
 Habonim Dror - Glasgow
 Habonim Dror - Hale
 Habonim Dror - Leeds
 Habonim Dror - Liverpool
 Habonim Dror - London Social Activism
 Habonim Dror - Manchester Social Activism
 Habonim Dror - Oxford
 Habonim Dror - Radlett
 Habonim Dror - Roadshow
 Habonim Dror - Sheffield
 Habonim Dror - Southport
 Habonim Dror - Whitefield/N Manchester

HANOAR HATZIONI

Hanoar Hatzioni - Leeds
 Hanoar Hatzioni - Mill Hill
 Hanoar Hatzioni - Reading
 Hanoar Hatzioni - South London
 Hanoar Hatzioni - Southend
 Hanoar Hatzioni - Stanmore
 Hanoar Hatzioni - Young Friends Charity Committee

JEWISH GUIDE ADVISORY COUNCIL

JGAC - Rainbow Unit - 21st Bury
 JGAC - Rainbow Unit - 6th Edgware
 JGAC - Rainbow Unit - 5th Giffnock
 JGAC - Rainbow Unit - 12th Kenton
 JGAC - Rainbow Unit - 1st Stanmore
 JGAC - Rainbow Unit - 3rd Stanmore
 JGAC - Brownie Pack - 6th Ashton-on-Mersey
 JGAC - Brownie Pack - 2nd Belmont
 JGAC - Brownie Pack - 4th Borehamwood

JGAC - Brownie Pack - 17th Bushey
 JGAC - Brownie Pack - 21st Bury
 JGAC - Brownie Pack - 5th Cheeham
 JGAC - Brownie Pack - 9th East Finchley
 JGAC - Brownie Pack - 3rd Edgware
 JGAC - Brownie Pack - 6th Edgware
 JGAC - Brownie Pack - 11th Edgware
 JGAC - Brownie Pack - 12th Edgware
 JGAC - Brownie Pack - 5th Giffnock
 JGAC - Brownie Pack - 4th Hendon
 JGAC - Brownie Pack - 12th Hendon
 JGAC - Brownie Pack - 15th Hove
 JGAC - Brownie Pack - 4th Ilford
 JGAC - Brownie Pack - 13th Kenton
 JGAC - Brownie Pack - 61st Leeds
 JGAC - Brownie Pack - 62nd Leeds
 JGAC - Brownie Pack - 63rd Leeds
 JGAC - Brownie Pack - 8th Mearns (Glasgow)
 JGAC - Brownie Pack - 5th North Finchley
 JGAC - Brownie Pack - 3rd Northwood
 JGAC - Brownie Pack - 10th Pinner
 JGAC - Brownie Pack - 1st Regent's Park
 JGAC - Brownie Pack - 3rd Southgate
 JGAC - Brownie Pack - 4th Southgate
 JGAC - Brownie Pack - 2nd Stanmore
 JGAC - Brownie Pack - 6th Stanmore
 JGAC - Brownie Pack - 4th Temple Fortune
 JGAC - Brownie Pack - 28th Walford
 JGAC - Brownie Pack - 6th Whitfield (Sha'are Shalom)
 JGAC - Guides - 2nd Belmont
 JGAC - Guides - 5th Cheetham Manchester
 JGAC - Guides - 6th Edgware
 JGAC - Guides - 5th Giffnock
 JGAC - Guides - 12th Hendon
 JGAC - Guides - 12th Kenton
 JGAC - Guides - 5th North Finchley
 JGAC - Guides - 10th Pinner
 JGAC - Guides - 12th Pinner
 JGAC - Guides - 6th Stanmore

JEWISH LADS AND GIRLS BRIGADE

JLGB - Barnet Juniors
 JLGB - Birmingham
 JLGB - Bushey Juniors
 JLGB - Cardiff
 JLGB - Chigwell Seniors
 JLGB - Delamere Forest School
 JLGB - Edgware Juniors
 JLGB - Glasgow
 JLGB - Ilford Juniors
 JLGB - Ilford Seniors
 JLGB - Kenton Juniors
 JLGB - Kenton Seniors

JLGB - Kingston Seniors
 JLGB - London Region Brass Band Juniors
 JLGB - London Region Brass Band Seniors
 JLGB - London Region Bugle Band Juniors
 JLGB - London Region Bugle Band Seniors
 JLGB - London Region Pipe Band Juniors
 JLGB - London Region Pipe Band Seniors
 JLGB - Leeds
 JLGB - Liverpool
 JLGB - Loughton Juniors
 JLGB - Manchester
 JLGB - Nottingham
 JLGB - OUTREACH
 JLGB - Pinner Seniors
 JLGB - Romford Seniors
 JLGB - Southend Juniors
 JLGB - Southend Seniors
 JLGB - Southgate Seniors
 JLGB - Southport
 JLGB - Stanmore Band
 JLGB - Stonegrove Juniors
 JLGB - Stonegrove Seniors
 JLGB - Woodford Juniors
 JLGB - Woodford Seniors

JEWISH SCOUT ADVISORY COUNCIL³⁵

JSAC - Scouts - 68th Birmingham
 JSAC - Scouts - 25th Bury
 JSAC - Scouts - 16th Dublin
 JSAC - Scouts - 3rd Edgware
 JSAC - Scouts - 16th Edgware
 JSAC - Scouts - 3rd Elstree & Borehamwood
 JSAC - Scouts - 1st Epping Forest
 JSAC - Scouts - 19th Finchley
 JSAC - Scouts - 20th Finchley
 JSAC - Scouts - 12th Ilford
 JSAC - Scouts - 11th Kenton
 JSAC - Scouts - 15th/16th Leeds
 JSAC - Scouts - 401st Manchester
 JSAC - Scouts - 93rd Norman - Glasgow
 JSAC - Scouts - 9th Pinner
 JSAC - Scouts - 4th Radlett
 JSAC - Scouts - 19th Southgate
 JSAC - Scouts - 5th Stanmore

JEWISH YOUTH STUDY GROUPS

Jewish Youth Study Groups - Birmingham
 Jewish Youth Study Groups - Central London
 Jewish Youth Study Groups - Hertfordshire
 Jewish Youth Study Groups - Ilford

³⁵ Each local Scout group may include several sections such as Beavers, Cub Scouts, Scouts and Venture Scouts.

Jewish Youth Study Groups - Leicester
 Jewish Youth Study Groups - Middlesex
 Jewish Youth Study Groups - NE England (Newcastle)
 Jewish Youth Study Groups - Sheffield
 Jewish Youth Study Groups - Southgate/Cockfosters

LUBAVITCH YOUTH ORGANISATION

Lubavitch - Birmingham
 Lubavitch - Bourne mouth
 Lubavitch - Brighton
 Lubavitch - Edgware
 Lubavitch - Glasgow
 Lubavitch - Ilford
 Lubavitch - Leeds
 Lubavitch - Liverpool
 Lubavitch - Manchester Jewish Cultural Centre
 Lubavitch - North Manchester
 Lubavitch - Oxford
 Lubavitch - South London
 Lubavitch - South Manchester (Hale)
 Lubavitch - Stamford Hill

NOAM

NOAM - Drop-in (Golders Green)
 NOAM - Edgware Masorti
 NOAM - Mellam course
 NOAM - New North London Synagogue
 NOAM - St Albans

RSY-NETZER / RSGB

RSY - Bourne mouth
 RSY - Cardiff
 RSY - Cheshire
 RSY - EDRS Edgware
 RSY - Finchley
 RSY - Glasgow
 RSY - Harlow
 RSY - Hendon/Mill Hill
 RSY - Jacksons Row (Manchester)
 RSY - Kol Chai
 RSY - Leeds
 RSY - Middlesex New Synagogue
 RSY - North West Surrey
 RSY - North Western (Alyth Community Centre)
 RSY - Radlett & Bushey, Rhabble
 RSY - South West Essex
 RSY - Southport
 RSY - West London
 RSY - Wimbledon

SINAI

Sinai - Edgware
 Sinai - Hendon/Golders Green

ULPSNYC-NETZER / ULPS

ULPSNYC - Netzer - Finchley

ULPSNYC - Netzer - Harrow & Wembley
 ULPSNYC - Netzer - Herts mere
 ULPSNYC - Netzer - Kingston
 ULPSNYC - Netzer - Liberal Jewish Synagogue
 ULPSNYC - Netzer - Northwood & Pinner
 ULPSNYC - Netzer - Nottingham
 ULPSNYC - Netzer - Southgate
 ULPSNYC - Netzer - Woodford

UNITED SYNAGOGUE

US - Belmont Synagogue
 US - Borehamwood & Elstree Synagogue
 US - Bushey Youth Scene
 US - Edgware
 US - Finchley Synagogue
 US - Golders Green
 US - Hampstead Garden Suburb Synagogue
 US - Kenton Synagogue
 US - Kingston Synagogue*
 US - Mill Hill Synagogue
 US - Northwood
 US - Pinner Synagogue
 US - South Hampstead Synagogue
 US - Stanmore Synagogue
 US - Western Marble Arch Synagogue/X'pression
 US - Woodside Park Synagogue

UNITY NORWOOD RAVENSWOOD

Unity - Norwood Ravenswood Ilford
 Unity - Norwood Ravenswood NW London

MISCELLANEOUS ORGANISATIONS

Aish Hatorah Jerusalem Fellowship
 ELMS International Summer Camp
 Glasgow Jewish Resource Centre
 Hineinu*
 Jewish National Fund
 L'Chaim Society
 Liverpool Jewish Resource Centre
 Makor - Leeds JPMP
 Manchester Jewish Cricket League
 Manchester Jewish Soccer League
 Manchester JPMP
 Redbridge Jewish Resource Centre
 Stanley House Country Club
 University Jewish Chaplaincy Board
 Youth & Hechalutz Department

Note 1. Insufficient information was gathered from organisations marked with an * to be able to include data from them in the report. Sports activities have been absorbed into the total figures for league participation..

Note 2: With the exception of those indicated in note 1, this is a comprehensive list of all groups and local branches which were active during the main survey period (December 1996 - June 1997).

Glossary

Various Hebrew terms are used throughout this report. In some cases they are there because there is no simple English equivalent, and in other cases because these are the appropriate terms to use in a particular context - a number of Jewish youth organisations use Hebrew terms for various aspects of their organisation. The explanations given here are not dictionary translations, but are designed to aid a common sense understanding of the term.

Note: Hebrew nouns take different endings in the masculine/feminine and plural forms. In all the words in this list an 'a' ending is feminine, and an 'im' or 'ot' ending is plural. Other endings are masculine and singular.

<i>Aliyah:</i>	Literally 'going up' to emigrate to Israel
<i>Boger/bogrim</i>	Graduates/ senior members of a youth movement
<i>Chanich/a/im</i>	Member of or participant in a youth movement
<i>Charedi</i>	Literally 'pious' or 'G-d fearing', used to describe the ultra-orthodox section of the community
<i>Hukkim</i>	Statutes, laws
<i>Ken</i>	The local centre of a youth movement
<i>Machon</i>	Institute - refers specifically to the Machon L'Madrichei Chutz La'Aretz, the Institute for Youth Leaders from Abroad, based in Jerusalem
<i>Madrich /a /im</i>	Literally 'guide', leader
<i>Mazkir /a</i>	Originally 'General Secretary', the central movement worker in a youth movement
<i>Mazkirut /mazkiruyot</i>	Secretariat - the central grouping of a youth movement. Either just the Movement Workers or occasionally with representatives of other madrichim or bogrim as well
<i>Mitzvot</i>	Commandments or obligations from G-d
<i>Rosh</i>	Literally 'head', the person leading a group, or centre or event
<i>Shaliach /Shlichah /Shlichim</i>	Literally 'emissaries', sent out from Israel to work with Diaspora communities
<i>Veidah</i>	Conference - normally the annual meeting of senior members of a youth movement

TalkBack Survey questionnaires

Please note that the cover sheet, which incorporated a covering letter, is not included in these appendices

Questionnaire one - the individual questionnaire

12. Could you describe how and why you got involved with Jewish youth?

--	--

YOUR IDEAS AND OPINIONS - please rank all answers in order of importance (1 = most important)

13. How would you describe the strengths and weaknesses of your local club/organisation/movement?

	strengths	weaknesses
1		
2		
3		
4		

14. What would help you do your work more effectively?

1
2
3
4

15. What would you say are the current needs of Jewish youth in your area?

1
2
3
4

PLEASE CONTINUE TO QUESTION 16 ON THE NEXT PAGE.

PLEASE DO NOT WRITE IN THIS SPACE.

16. Looking to the future, what do you see as the main opportunities and threats facing Jewish youth organisations in the UK?

	opportunities	threats
1		
2		
3		
4		

PLEASE USE THIS SPACE TO CONTINUE ANY OF YOUR ANSWERS

We wish to interview a small sample of people to discuss these issues in more depth. Would you be willing to be interviewed? YES/NO

THANK YOU FOR YOUR ASSISTANCE

As an appreciation of your participation in this survey, and as an incentive to return the questionnaire on time, we will be entering all questionnaires received by 6 December 1996, in a prize draw for £100 which will go to your club or organisation to be used for equipment or materials.

Now please fold and return the questionnaire. No stamp is needed.

In order to maintain confidentiality, this information will be separated from the above data as soon as received.

Name: _____

Address: _____

Telephone: (day) _____ (eve) _____

TalkBack Survey questionnaires

Please note that the cover sheet, which incorporated a covering letter, is not included in these appendices

Questionnaire two - the local organisation questionnaire

[B] ABOUT YOUR FACILITIES

- What type of premises do you use:
 Youth or community centre
 Synagogue hall
 Other Jewish communal building (please state) _____
 Other (please state) _____
 Please state one only
- Are the premises you use:
 Purpose-built for young people
 Purpose-built for some other or mixed use
 Converted from a previous use
 Please tick one
- With regard to the level of physical condition of the building you use, could you rank it from 1 - 5 in terms of physical condition taking into account your own needs and requirements (1 = perfect for your needs)
- Are your premises accessible to a wheelchair user (e.g. level access, accessible toilet) YES/NO
- Do you have any other facilities designed to improve access for disabled people? YES/NO If Yes, please describe _____
- What other groups use the same building as you _____

[C] ABOUT YOUR PROGRAMME AND PARTICIPANTS

We would like to find out as much as possible about your programme, if in doubt please include all information. Numbers: Please fill in the numbers of young people actually participating (whether members or not). Please try to resist the temptation to exaggerate numbers as this will undermine the credibility of the survey.

1. WEEKLY ACTIVITIES (FOR OTHER ACTIVITIES PLEASE SEE NEXT PAGE)

Please list all your individual groups or sections that meet on a weekly basis

Group title or name	Age group	Brief description of the main type of content, activity, programme or focus	Numbers attending regularly	Numbers attending occasionally

2. OTHER REGULAR ACTIVITIES OR PROGRAMMES

Please list other activities that are held on a regular basis e.g. monthly

Group title or name	Age group	Frequency	Main type of content, activity, programme or focus	Numbers attending regularly	Numbers attending occasionally

3. ANY OTHER ACTIVITIES

Please could you list any other activities that you organise. For example occasional or irregular activities, work with individual young people, leadership training, residential/camps, summer schemes, inter-club events, Israel camp/tours etc.

Age group	Description of activity	Frequency	Numbers attending

4. YOUNG PEOPLE ATTENDING MORE THAN ONE ORGANISATION

We know that accurate figures are not available but it will be helpful to have your best estimates of the following:

The percentage of your regular participants who also go to other organisations

The percentage of your occasional participants who also go to other organisations

5. DISABLED YOUNG PEOPLE: Approximately how many young people with special needs (that is with a physical, mental or sensory disability) attend your organisation

6. OTHER INFORMATION: Please use this space, or the space at the end of the booklet, to add any information about your programme that will help us to get an accurate picture of the organisation.

[D] ABOUT YOUR STAFF AND PERSONNEL

LEADERS AND YOUTH WORKERS

This includes all people (paid or voluntary) who are working directly with young people at your local level e.g. leaders, managers, madrichim, youth workers, roshet ananim, directors, advisors, and committee members of self-run organisations.

1. How many leaders/youth workers (both paid and voluntary) are in each of the following age bands?

	Male	Female
15 or under	<input type="text"/>	<input type="text"/>
16 - 18	<input type="text"/>	<input type="text"/>
19 - 23	<input type="text"/>	<input type="text"/>
24 - 35	<input type="text"/>	<input type="text"/>
over 35	<input type="text"/>	<input type="text"/>

2. How many paid workers do you have at your local level?

Full-time

Part-time

What is the average number of paid hours of the part-time workers?

3. How many voluntary youth workers (including young leaders, madrichim etc) do you have?

BACK-UP AND SUPPORT STAFF IN YOUR LOCAL ORGANISATION

4. How many people work for your local organisation in a support capacity e.g. administrators, caretaking staff.

Full-time

Part-time paid

Part-time voluntary

MANAGEMENT COMMITTEE/MAZKIRUT/PARENTS COMMITTEE OF YOUR LOCAL ORGANISATION

5. If you have this kind of committee, how many are in the following (approximate) age bands?

	Male	Female
Under 23	<input type="text"/>	<input type="text"/>
24 - 35	<input type="text"/>	<input type="text"/>
36 - 50	<input type="text"/>	<input type="text"/>
Over 50	<input type="text"/>	<input type="text"/>

TRAINING

6. Does your local organisation provide a training programme for paid youth workers? YES/NO
- Does your local organisation provide a training programme for voluntary youth workers? YES/NO
- Does your local organisation provide a training programme for Management Committee members? YES/NO
- Does your local organisation provide financial support for any of the above groups to attend training? YES/NO

[E] ABOUT YOUR LOCAL FINANCES

This information will only be used in a form that cannot identify individual organisations. No communal organisation will have access to any information beyond the generalised published totals.

1. If financial matters are not your responsibility, please could you indicate who would have this information _____
2. Please could you indicate against the categories given below
- COLUMN A: tick if you received any money from that category
- COLUMN B: number from 1 - 4 those you consider to be the most important (1 = most important) of those received
- COLUMN C: The actual amount in money or money value in that category (rounded or estimated figures are acceptable)

	A	B	C
	Tick all received	Four most important	Actual amount
Membership fees or charges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Fund-raising events and voluntary contributions from the public	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Grants from your own parent organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Grants from local authorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Grants from charitable trusts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Grants from central government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Grants from European bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Grants from Israel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Legacies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Gifts in kind (e.g. donated equipment or food)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Subsidies or reductions from outside organisations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Other (please specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>

3. What was your total income in all categories?
4. What month have you used as the year-end for your calculations?
5. What was your expenditure on these broad categories in the last financial year? Please also list them in order of size (1 = most important)

	Number in order	Actual amount
Staffing	<input type="text"/>	<input type="text"/>
Programme expenses including equipment and materials	<input type="text"/>	<input type="text"/>
General overheads	<input type="text"/>	<input type="text"/>

6. Have there been any occasions in the past two years when you have had to cancel or cut down a programme for lack of funds? If so, please describe.

[F] YOUR OWN NATIONAL MOVEMENT OR ORGANISATION

PLEASE ONLY COMPLETE THIS SECTION IF YOU ARE A LOCAL BRANCH OR GROUP OF A NATIONAL MOVEMENT OR ORGANISATION. ALL OTHER ORGANISATIONS PLEASE CONTINUE WITH SECTION G.

1. Please tick the national movement/organisation you belong to
- | | | | |
|--------------------------|-------------------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | Association of Jewish Sixth-Formers | <input type="checkbox"/> | Lubavitch |
| <input type="checkbox"/> | Betar | <input type="checkbox"/> | Noam |
| <input type="checkbox"/> | Bnei Brith Youth Organisation | <input type="checkbox"/> | RSGB/RSY-Netzer |
| <input type="checkbox"/> | Bnei Akiva | <input type="checkbox"/> | Scout Association |
| <input type="checkbox"/> | Ezra | <input type="checkbox"/> | Sinai |
| <input type="checkbox"/> | Federation of Zionist Youth | <input type="checkbox"/> | Toger |
| <input type="checkbox"/> | Guide Association | <input type="checkbox"/> | ULFSNYC-Netzer |
| <input type="checkbox"/> | Habonim Dror | <input type="checkbox"/> | Union of Jewish Students |
| <input type="checkbox"/> | Hanoor Matzions | <input type="checkbox"/> | United Synagogue |
| <input type="checkbox"/> | Jewish Led's and Girls Brigade | <input type="checkbox"/> | Unity Ravenswood |
| <input type="checkbox"/> | Jewish Youth Study Groups | <input type="checkbox"/> | Other _____ |

2. For your own movement/organisation please tick all the services/programmes that your local branch (and its members) uses or receives regularly

- | | | | |
|--------------------------|---|--------------------------|---|
| <input type="checkbox"/> | Newsletter or magazine | <input type="checkbox"/> | Training for full time staff |
| <input type="checkbox"/> | Mailing and publicity direct to members | <input type="checkbox"/> | Training for part-time paid staff |
| <input type="checkbox"/> | Regular mailings of programme materials | <input type="checkbox"/> | Training for voluntary staff/madrichim |
| <input type="checkbox"/> | Any other publications | <input type="checkbox"/> | Training for Management Committee |
| <input type="checkbox"/> | Contact and networking with other local groups | <input type="checkbox"/> | Consultancy work |
| <input type="checkbox"/> | Advice about Jewish and/or Israel youth work and programmes | <input type="checkbox"/> | Jewish and/or Israel programming resource library |
| <input type="checkbox"/> | Advice about general youth work and programmes | <input type="checkbox"/> | General programming resource library |
| <input type="checkbox"/> | Practical assistance with programme design | <input type="checkbox"/> | Resources such as meeting rooms, printing, computer |
| <input type="checkbox"/> | Advice/support with individual young people's problems | <input type="checkbox"/> | A source or channel for residential facilities |
| <input type="checkbox"/> | People to run programmes | <input type="checkbox"/> | Residential weekends |
| <input type="checkbox"/> | Assistance with policy formulation and long-term planning | <input type="checkbox"/> | Longer residential programmes in the UK |
| <input type="checkbox"/> | Employment or legal advice | <input type="checkbox"/> | Overseas/Israel residential programmes |
| <input type="checkbox"/> | Fund-raising advice | <input type="checkbox"/> | Sports events |
| <input type="checkbox"/> | Representation and advocacy to other bodies | <input type="checkbox"/> | Other inter club/movement events |
| <input type="checkbox"/> | Giving you funds or money | <input type="checkbox"/> | Weekly sports activities e.g. leagues |
| <input type="checkbox"/> | Liaising between you and funders | <input type="checkbox"/> | Other _____ |

3. Please list the three most important services or programmes from the above list
-
-
-
4. Please list the three services or programmes that you would most like to see improved
-
-
-
5. Please list any services or programmes that you would like that are not at present provided by your national movement/organisation.
-
-
-

[G] LOCAL USE OF NATIONAL SUPPORT AND SERVICE ORGANISATIONS

1. Please tick all the national support and service organisations you belong to or use on a regular basis. (Please use the abbreviations in question 2 of this section.)

- JEWISH ORGANISATIONS**
- Association for Jewish Youth/Nonwood. Maccabi Union (MAAC)
 Ravenswood(AJY) Other (please specify and give a three-letter abbreviation) _____
- OTHER ORGANISATIONS**
- Local Authority Youth Service (LA) Youth Clubs UK (YCU)
 National Youth Agency (NYA) Other (please specify and give a three-letter abbreviation) _____

2. Please use the above abbreviations to indicate all those organisations that you receive the following services from? Then please circle the organisations (for that particular service) you find most useful.

COMMUNICATION	please write organisation abbreviations here												
Newsletter or magazine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mailing and publicity direct to members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regular mailings of programme materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other publications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contact and networking with other organisations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ADVICE AND SUPPORT													
Advice about Jewish and/or Israel youth work and programmes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advice about general youth work and programmes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practical assistance with programme design	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advice/support with individual young people's problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People to run programmes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assistance with policy formulation and long-term planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment or legal advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fund-raising advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REPRESENTATION/ADVOCACY													
Representation and advocacy to other bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
FUNDING													
Giving you funds or money	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Liaising between you and funders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

This question is continued on the next page

please write organisation abbreviations here

TRAINING AND CONSULTANCY
 Training for full time staff
 Training for part-time paid staff
 Training for voluntary staff
 Training for Management Committee
 Consultancy work

CENTRAL RESOURCES
 Jewish and/or Israel programming resource library
 General programming resource library
 Other resources such as meeting rooms, printing, computer use etc.
 A source or channel for residential facilities

REGIONAL AND NATIONAL PROGRAMMES AND EVENTS
 Residential weekends
 Longer residential programmes in the UK
 Overseas /Israel residential programmes
 Sooms events
 Other inter club/movement events
 Weekly sports activities e.g. leagues

ANY OTHER SERVICE RECEIVED (PLEASE SPECIFY)

3. Where else (e.g. specialist charities and agencies) do you go for advice, support and assistance about any matter?

Name of organisation	Type of support or assistance

4. Are there any services or areas of support that you would like to see provided that are not currently available, or are not fully available. Please rank in order of priority (1 = most important).

5. Thinking about the co-ordinating and supportive organisations you have mentioned, are there any services which you believe are unnecessarily duplicated? If so, which?

6. For the main six organisations you have mentioned in this section can you give a quality rating from 1 (very good) to 5 (very poor) to the questions below. Please use the abbreviations as before.

Write organisation abbreviation here

Your overall satisfaction with the services or support
 When changes are made, are they reasonable
 The speed with which you are helped
 The expertise of the assistance

QUESTIONS REGARDING SHLICHIM AND THE YOUTH & HECHALUTZ DEPT. ISRAEL DESK.
 We have used the term shaliach/shlichta to include all those people who are sent from Israel to work as professionals in the Anglo-Jewish community, normally for a period of two years.

7. Do you have contact with a shaliach/shlichta more than once a month? YES/NO

8. Do you contact with a shaliach/shlichta more than once a year but less than once a month? YES/NO

(If no to both questions, please go to question 11.)

9. In what areas do you use or consult a shaliach/shlichta? Please rank in order of importance (1 = most important).

10. Please rank the overall quality of service you receive from the shaliach/shlichta you see most. from 1 (very good) to 5 (very poor).

11. If you do not have regular contact with a shaliach/shlichta, would you like to? YES/NO

12. Do you have contact with the Youth & Hechalutz Department Israel Desk YES/NO

13. If YES, please could you rank the overall quality of service you receive from the Israel Desk, from 1 (very good) to 5 (very poor).

THANK YOU FOR YOUR ASSISTANCE

As a gesture of appreciation for the time you have taken, and to encourage organisations to return the questionnaire on time, we will be entering all questionnaires received by 24 January 1997, in a prize draw for £100. There will be one prize which will be payable to your organisation.

Now please return your completed questionnaire in the FREEPOST envelope provided.

TalkBack Survey questionnaires

Please note that the cover sheet, which incorporated a covering letter, is not included in these appendices

Questionnaire three - the national organisation questionnaire/interview check sheet, with local group check sheet

INSTRUCTIONS FOR COMPLETING THE QUESTIONNAIRE

THIS IS THE FINAL STAGE OF THE TALKBACK SURVEY - WE ARE NOW ASKING YOU TO ANSWER QUESTIONS ON BEHALF OF YOUR NATIONAL OFFICE.

WHICH ORGANISATIONS SHOULD COMPLETE THE QUESTIONNAIRE

All national Jewish youth organisations

We wish to include as wide a spectrum of organisations as possible. We would like to include you if your organisation

- actively seeks to involve Jewish young people age under 23,
- is national in its role or operation,
- has any kind of educational or developmental aims (rather than purely entertainment).

WHO SHOULD FILL IN THE QUESTIONNAIRE

It can be filled in by one person, or more than one person; by a paid staff member, a volunteer or management committee member. The important thing is that the person filling in the questionnaire has the information requested ... or knows where to get it.

HOW YOU SHOULD FILL IN THE QUESTIONNAIRE

- The answers do not have to be perfect. Where you do not have exact data, your best estimate will suffice.
- Please feel free to miss out any question that does not apply to you. The questionnaire is being sent to a wide variety of youth organisations and not all the questions apply equally to all.

INFORMATION ABOUT LOCAL GROUPS

A separate sheet asks for basic information about each of your local branches, groups or affiliates. Please do take the time to complete one of these panels for each group. Filling in this sheet gives us the most critical information for the completion of the Talkback Survey.

It is important that, for the first time ever, we gather fully comprehensive data so, if in doubt, please call Steve Miller on 0181 883 7453.

[A] ABOUT YOUR ORGANISATION

1. Name of your organisation _____
2. Address of your central office _____
3. Are you:

<input type="checkbox"/>	A Zionist youth movement
<input type="checkbox"/>	Other youth movement
<input type="checkbox"/>	A uniformed organisation
<input type="checkbox"/>	An organisation providing services
<input type="checkbox"/>	A synagogue organisation
<input type="checkbox"/>	Other _____
4. Name of person completing questionnaire _____
5. Your position in the organisation _____

YOUR MANAGEMENT STRUCTURE

6. Please summarise the aims of your organisation _____

7. Do you have any of the following:

- | | | |
|--|--------------------------|-------------------|
| Management Committee | <input type="checkbox"/> | Please |
| Parents Committee | <input type="checkbox"/> | tick |
| Representative council or mazkirut | <input type="checkbox"/> | all |
| Professional advisor or consultant or advisory committee | <input type="checkbox"/> | that |
| Professional staff in the national office | <input type="checkbox"/> | apply |
| Movement workers in the national office | <input type="checkbox"/> | |
| One or more regional offices with staffing | <input type="checkbox"/> | |
| Other committees or positions with management responsibilities | <input type="checkbox"/> | (please describe) |

8. Who (position or group) is responsible for making decisions about the following about your organisation:

- | | |
|--|-------|
| The aims of the organisation | _____ |
| The programme and activities of the organisation | _____ |
| Fund-raising for the organisation | _____ |
| Budgeting and financial management | _____ |

[D] ABOUT YOUR OWN STAFF AND PERSONNEL

YOUTH LEADERS AND YOUTH WORKERS AT NATIONAL AND REGIONAL OFFICES
 This includes all people (paid or voluntary) who are concerned with conducting, advising or assisting the actual youth work of your organisation or its local affiliates e.g. by organising central programmes, training personnel, devising programme material, providing programme resources, consulting on problem issues etc.

1. Full-time workers

	Male	Female
15 or under		
16 - 18		
19 - 23		
24 - 35		
over 35		
TOTAL		

Part-time workers

	Male	Female
15 or under		
16 - 18		
19 - 23		
24 - 35		
over 35		
TOTAL		

What is the average number of paid hours of the part-time workers?

3. Voluntary youth workers and madrichim involved in national events

	Male	Female
15 or under		
16 - 18		
19 - 23		
24 - 35		
over 35		
TOTAL		

BACK-UP AND SUPPORT STAFF

4. How many people work for your organisation in a support capacity e.g. administrators, caretaking staff.

Full-time

Part-time paid

Part-time voluntary

YOUR MAIN MANAGEMENT COMMITTEE OR MAZKIRUT (The body that has the power to determine the strategy, programme and budget of your organisation).

5. How many are in the following (approximate) age bands?

	Male	Female
Under 23		
24 - 35		
36 - 50		
Over 50		

TRAINING

6. Does your organisation support training for your own staff? YES/NO

Does your organisation support training for your own Management Committee? YES/NO

[E] ABOUT YOUR FINANCES

This information will only be used in a form that cannot identify individual organisations. No communal organisation will have access to any information beyond the generalised published totals.

If financial matters are not your responsibility, please could you indicate who would have this information

2. Please could you indicate against the categories given below

COLUMN A: tick if you received any money from that category

COLUMN B: number from 1 - 4 those you consider to be the most important (1 = most important) of those received

COLUMN C: The actual amount in money or money value in that category (rounded or estimated figures are acceptable)

	A Tick all received	B Four most important	C Actual amount
Affiliation fees or charges to your local groups			
Direct fees or charges to young people			
Fund-raising events and voluntary contributions from the public			
Grants from your own parent organisation			
Grants from local authorities			
Grants from charitable trusts			
Grants from central government			
Grants from European bodies			
Grants from Israel			
Legacies			
Gifts in kind (e.g. donated equipment or food)			
Subsidies or reductions from outside organisations			
Other (please specify) _____			

3. What was your total income in all categories?

4. What month have you used as the year-end for your calculations?

5. What was your expenditure on these broad categories in the last financial year? Please also list them in order of size (1 = most important.)

	Number in order	Actual amount
Staffing		
Programme expenses including equipment and materials		
General overheads		

6. Have there been any occasions in the past two years when you have had to cancel or cut down a programme for lack of funds? If so, please describe.

TRAINING AND CONSULTANCY

	Please write organisation abbreviations here									
Training for full time staff										
Training for part-time paid staff										
Training for voluntary staff										
Training for Management Committee										
Consultancy work										

CENTRAL RESOURCES

Jewish and/or Israeli programming resource library										
General programming resource library										
Other resources such as meeting rooms, printing, computer use etc.										
A source or channel for residential facilities										

REGIONAL AND NATIONAL PROGRAMMES AND EVENTS

Residential weekends										
Longer residential programmes in the UK										
Overseas/Israeli residential programmes										
Sports events										
Other inter club/movement events										
Weekly sports activities e.g. leagues										

ANY OTHER SERVICE RECEIVED (PLEASE SPECIFY)

3. Where else (e.g. specialist charities and agencies) do you go for advice, support and assistance about any matter?

Name of organisation	Type of support or assistance

4. Are there any services or areas of support that you would like to see provided that are not currently available, or are not fully available. Please rank in order of priority (1 = most important).

5. Thinking about the co-ordinating and supporting organisations you have mentioned, are there any services which you believe are unnecessarily duplicated? If so, which?

6. For the main six organisations you have mentioned in this section can you give a quality rating from 1 (very good) to 5 (very poor) to the questions below. Please use the abbreviations as before.

Write organisation abbreviation here										
Your overall satisfaction with the services or support										
When charges are made, are they reasonable										
The speed with which you are helped										
The expertise of the assistance										

QUESTIONS REGARDING SHLICHIM AND THE YOUTH & HECHALUTZ DEPT. ISRAEL DESK:
We have used the term *shaliach/shlichka* to include all those people who are sent from Israel to work as professionals in the Anglo-Jewish community, normally for a period of two years.

7. Do you have shlichim in your own organisation? YES/NO If YES, how many?

8. If NO, do you have regular contact with a shaliach/shlichka? YES/NO
(If NO to both questions, please go to question 10.)

9. In what areas do you use or consult a shaliach/shlichka? Please rank in order of importance (1 = most important).

10. If you do not have regular contact with a shaliach/shlichka, would you like to? YES/NO

11. Do you have contact with the Youth & Hechalutz Department Israeli Desk YES/NO

12. Please could you describe and evaluate the service you receive from the Israeli Desk.

THANK YOU FOR YOUR ASSISTANCE

Now please return your completed questionnaire in the FREEPOST envelope provided.

LOCAL GP[.....]

Meeting place:		Postcode	
Contact:		Contact tel	
Contact Address:		Postcode	
Number of volunteer leaders/ madrichim		Of whom how many are under 23	
Number of part-time paid staff		Of whom how many are under 23	
Number of full time paid staff		Of whom how many are under 23	
Please describe/list the different age groups/sections run by this group			
Frequency of meetings			
Total number of young people who attend regularly			
Total number of young people who attend occasionally			
Other activities/ special events run by this group			

LOCAL GP[.....]

Meeting place:		Postcode	
Contact:		Contact tel	
Contact Address:		Postcode	
Number of volunteer leaders/ madrichim		Of whom how many are under 23	
Number of part-time paid staff		Of whom how many are under 23	
Number of full time paid staff		Of whom how many are under 23	
Please describe/list the different age groups/sections run by this group			
Frequency of meetings			
Total number of young people who attend regularly			
Total number of young people who attend occasionally			
Other activities/ special events run by this group			

LOCAL GP[.....]

Meeting place:		Postcode	
Contact:		Contact tel	
Contact Address:		Postcode	
Number of volunteer leaders/ madrichim		Of whom how many are under 23	
Number of part-time paid staff		Of whom how many are under 23	
Number of full time paid staff		Of whom how many are under 23	
Please describe/list the different age groups/sections run by this group			
Frequency of meetings			
Total number of young people who attend regularly			
Total number of young people who attend occasionally			
Other activities/ special events run by this group			

Schedule of responses to the 'opinion' questions in the individual questionnaires

In these tables, answers which show a quantitatively (statistically) significant relationship, as well as qualitatively significant information, are shown in bold italic type.

Strengths of your organisation, sheet 1 of 2

	Base	Group type										Gender		Age			Professional status		
		Youth mvmnts	Clubs/centres	Uni-formed	Spec-ialist	Syn-based	HQ's			Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun-teen		
							5	5	1									175	238
	414	265	65	54	16	33	5	5	1	175	238	190	168	55	20	28	363		
Identity/ethos	163 39%	142 54%	9 14%	10 19%	1 6%	9 27%	1 20%	1 20%	-	72 41%	91 38%	72 38%	80 48%	10 18%	6 30%	2 7%	153 42%		
Good leaders	108 26%	58 22%	26 40%	11 20%	8 50%	13 39%	2 40%	1 100%	1	62 35%	46 19%	47 25%	46 27%	15 27%	8 40%	12 43%	88 24%		
Quality activities	99 24%	59 22%	13 20%	17 31%	7 44%	5 15%	1 20%	-	-	42 24%	57 24%	53 28%	38 23%	8 15%	5 25%	8 29%	86 24%		
Friendly and welcoming	84 20%	51 19%	21 32%	9 17%	3 19%	8 24%	-	-	-	36 21%	47 20%	52 27%	25 15%	7 13%	4 20%	5 18%	75 21%		
Lot of members	74 18%	48 18%	13 20%	8 15%	-	12 36%	-	100%	1	38 22%	36 15%	40 21%	25 15%	9 16%	3 15%	4 14%	66 18%		
Development for adulthood	68 16%	48 18%	1 2%	18 33%	1 6%	-	-	-	-	26 15%	42 18%	21 11%	32 19%	15 27%	2 10%	1 4%	65 18%		
Good spirit	58 14%	37 14%	11 17%	7 13%	1 6%	7 21%	-	-	-	22 13%	36 15%	24 13%	26 15%	8 15%	1 5%	5 18%	51 14%		
Camps/outreach programme	54 13%	46 17%	5 8%	3 6%	-	4 12%	-	-	-	24 14%	30 13%	29 15%	21 13%	4 7%	3 15%	-	51 14%		
Training	40 10%	31 12%	5 8%	1 2%	2 13%	4 12%	1 20%	-	-	14 8%	26 11%	22 12%	16 10%	2 4%	3 15%	3 11%	34 9%		
Pluralist	40 10%	33 12%	-	2 4%	3 19%	1 3%	2 40%	-	-	14 8%	25 11%	20 11%	15 9%	4 7%	3 15%	1 4%	36 10%		
Peer led	25 6%	24 9%	-	-	-	1 3%	1 20%	-	-	12 7%	13 5%	17 9%	5 3%	3 5%	1 5%	-	24 7%		
National organisation	22 5%	8 3%	-	13 24%	-	-	1 20%	-	-	11 6%	11 5%	5 3%	5 3%	11 20%	1 5%	-	21 6%		
Respected in community	18 4%	4 2%	10 15%	3 6%	-	-	1 20%	-	-	10 6%	8 3%	8 4%	6 4%	4 7%	3 15%	1 4%	14 4%		
Team work	17 4%	10 4%	3 5%	3 6%	1 6%	3 9%	-	-	-	4 2%	13 5%	9 5%	7 4%	1 2%	-	2 7%	15 4%		

Strengths of your organisation, sheet 2 of 2

	Base	Youth				Group type				Gender		Age			Professional status		
		clubs/centres	Unif. formed	Spec. alist	Sym based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer		
	414	65	54	16	33	5	1	175	238	190	168	55	20	28	363		
Good facilities	16 4%	9 14%	-	2 13%	-	-	-	11 6%	5 2%	5 3%	8 5%	3 5%	1 5%	4 14%	11 3%		
Good building	13 3%	5 8%	1 2%	2 13%	2 6%	-	-	6 3%	7 3%	5 3%	6 4%	2 4%	1 5%	4 14%	8 2%		
Vision	13 3%	2 3%	-	-	1 3%	1 20%	-	7 4%	6 3%	2 1%	11 7%	-	1 5%	1 4%	11 3%		
Dynamic and innovative	13 3%	1 2%	-	-	2 6%	-	1 100%	5 3%	8 3%	4 2%	8 5%	1 2%	1 5%	1 4%	11 3%		
Support of central body	11 3%	3 5%	4 7%	2 13%	1 3%	-	-	2 1%	9 4%	3 2%	4 2%	4 7%	1 5%	-	10 3%		
Age range	11 3%	-	2 4%	1 6%	1 3%	1 20%	-	4 2%	7 3%	4 2%	5 3%	2 4%	-	-	11 3%		
Non-interference freedom	11 3%	1 2%	2 4%	-	2 6%	-	-	6 3%	5 2%	2 1%	6 4%	3 5%	1 5%	2 7%	8 2%		
Well resourced	10 2%	1 2%	1 2%	-	2 6%	-	-	5 3%	5 2%	2 1%	7 4%	1 2%	1 5%	3 11%	6 2%		
Narrow focus	5 1%	-	-	-	1 3%	-	-	2 1%	3 1%	3 2%	1 1%	1 2%	-	-	5 1%		
Work with other groups	5 1%	4 6%	1 2%	-	-	-	-	1 1%	4 2%	4 2%	-	1 2%	-	-	5 1%		
Girls only	5 1%	-	5 9%	-	-	-	-	-	5 2%	-	-	5 9%	-	-	5 1%		
Support of parents	5 1%	-	2 4%	-	-	-	-	3 2%	2 1%	1 1%	2 1%	2 4%	1 5%	-	4 1%		
Lot of leaders	2 0%	1 2%	1 2%	-	-	-	-	-	2 1%	1 1%	-	1 2%	-	-	2 1%		
Good location	2 0%	-	-	-	1 3%	1 20%	-	-	2 1%	1 1%	1 1%	-	1 5%	-	1 0%		
Other	42 10%	23 9%	6 11%	2 13%	-	2 40%	-	24 14%	18 8%	15 8%	21 13%	6 11%	2 10%	4 14%	36 10%		

Weaknesses of your organisation, sheet 1 of 2

	Base	Group type				Gender		Age			Professional status					
		Youth mvmnts	Clubs/ centres	Unl- formed	Spec- alist	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer
	401	262	59	52	14	32	5	1	176	224	186	161	53	20	24	355
Lack of funding	169 42%	125 48%	24 41%	11 21%	5 36%	4 13%	3 60%	-	79 45%	89 40%	71 38%	82 51%	16 30%	9 45%	6 25%	153 43%
Too few members	100 25%	67 26%	27 46%	3 6%	1 7%	10 31%	-	1	47 27%	53 24%	71 38%	20 12%	9 17%	2 10%	10 42%	88 25%
Disorganised	73 18%	56 21%	11 19%	1 2%	4 29%	6 19%	1 20%	-	32 18%	41 18%	40 22%	32 20%	1 2%	3 15%	5 21%	65 18%
Too few leaders	46 11%	9 3%	10 17%	18 35%	3 21%	6 19%	3 60%	-	15 9%	31 14%	13 7%	17 11%	16 30%	4 20%	5 21%	37 10%
Lack of support from parents	42 10%	16 6%	8 14%	14 27%	1 7%	4 13%	-	-	19 11%	23 10%	9 5%	15 9%	18 34%	2 10%	2 8%	38 11%
Clique/ exclusivity	28 7%	27 10%	1 2%	-	-	4 13%	-	-	12 7%	16 7%	12 6%	16 10%	-	-	1 4%	27 8%
Problems with building	25 6%	9 3%	11 19%	5 10%	-	3 9%	-	-	10 6%	15 7%	11 6%	6 4%	8 15%	2 10%	3 13%	20 6%
Lack of resources	22 5%	20 8%	-	1 2%	1 7%	2 6%	-	-	8 5%	14 6%	10 5%	11 7%	1 2%	-	2 8%	20 6%
Badly behaved children	20 5%	15 6%	-	4 8%	1 7%	-	-	-	7 4%	13 6%	15 8%	3 2%	2 4%	1 5%	-	19 5%
Lack of training	19 5%	8 3%	3 5%	2 4%	4 29%	4 13%	-	-	8 5%	11 5%	8 4%	9 6%	2 4%	3 15%	3 13%	12 3%
No publicity	18 4%	13 5%	-	4 8%	-	-	1 20%	-	8 5%	10 4%	10 5%	4 2%	4 8%	1 5%	-	17 5%
Weak ideology/religion	16 4%	14 5%	2 3%	-	-	-	-	-	5 3%	11 5%	7 4%	9 6%	-	-	-	15 4%
Not trendy	15 4%	5 2%	1 2%	7 13%	-	1 3%	1 20%	-	7 4%	8 4%	2 1%	9 6%	4 8%	1 5%	1 4%	13 4%
Needs more adult involvement	12 3%	12 5%	-	-	-	-	-	-	4 2%	8 4%	7 4%	3 2%	2 4%	1 5%	-	11 3%

Weaknesses of your organisation, sheet 2 of 2

	Base	Group type						Gender		Age			Professional status			
		Youth mmts	Clubs/ centres	Unl- formed	Spec- alist	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer
	401	262	59	52	14	32	5	1	176	224	186	161	53	20	24	355
Lack of time	9 2%	4 2%	1 2%	2 4%	1 7%	1 3%	-	-	5 3%	4 2%	3 2%	4 2%	2 4%	1 5%	1 4%	7 2%
Lack of support for events	8 2%	3 1%	2 3%	1 2%	-	-	2 40%	-	3 2%	5 2%	3 3%	3 2%	-	1 5%	-	7 2%
Lack of full-time paid workers	5 1%	3 1%	1 2%	-	-	-	1 20%	-	2 1%	3 1%	-	5 3%	-	3 15%	-	2 1%
Competition between orgs	5 1%	5 2%	-	-	-	-	-	-	1 1%	4 2%	4 2%	1 1%	-	-	-	5 1%
Members sent by parents	5 1%	4 2%	-	1 2%	-	1 3%	-	-	1 1%	4 2%	4 2%	1 1%	-	-	-	4 1%
Lack of contact other groups	4 1%	3 1%	-	-	-	-	1 20%	-	4 2%	-	2 1%	2 1%	-	-	-	4 1%
Narrow focus	4 1%	3 1%	1 2%	-	-	-	-	-	2 1%	2 1%	-	4 2%	-	2 10%	-	2 1%
'other'	107 27%	58 22%	24 41%	10 19%	8 57%	13 41%	2 40%	1 100%	40 23%	67 30%	42 23%	55 34%	9 17%	11 55%	10 42%	86 24%

What would help you in your work?, sheet 1 of 2

	Base	Youth mvmnts				Group type				Gender		Age			Professional status	
		clubs/ centres	Uni- formed'	Spec- alist'	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volunteer	
	391	54	51	16	33	5	1	171	219	177	160	52	20	26	343	
Money/funding	181 46%	23 43%	12 24%	7 44%	6 18%	5 100%	-	92 54%	88 40%	69 39%	93 58%	18 35%	10 50%	9 35%	161 47%	
Resources/ equipment	90 23%	8 15%	8 16%	3 19%	7 21%	1 20%	-	42 25%	48 22%	42 24%	42 26%	6 12%	5 25%	6 23%	78 23%	
More support	74 19%	7 13%	13 25%	2 13%	5 15%	1 20%	1 100%	26 15%	48 22%	32 18%	30 19%	12 23%	2 10%	4 15%	67 20%	
More leaders	69 18%	10 19%	23 45%	2 13%	6 18%	2 40%	-	33 19%	36 16%	21 12%	28 18%	19 37%	7 35%	5 19%	57 17%	
Training	54 14%	9 17%	6 12%	6 38%	11 33%	-	-	21 12%	33 15%	26 15%	21 13%	7 13%	4 20%	2 8%	48 14%	
Help with programming	46 12%	8 15%	3 6%	-	6 18%	-	-	15 9%	31 14%	24 14%	20 13%	2 4%	2 10%	4 15%	40 12%	
Better organisation	46 12%	7 13%	2 4%	3 19%	2 6%	-	-	16 9%	30 14%	25 14%	18 11%	3 6%	-	5 19%	41 12%	
More time	32 8%	5 9%	5 10%	2 13%	2 6%	-	-	15 9%	17 8%	12 7%	14 9%	6 12%	-	5 19%	27 8%	
Discipline	28 7%	1 2%	5 10%	3 19%	4 12%	1 20%	-	15 9%	12 5%	19 11%	6 4%	3 6%	1 5%	3 12%	24 7%	
Database/ resource centre	28 7%	1 2%	2 4%	-	3 9%	-	-	11 6%	17 8%	9 5%	16 10%	3 6%	1 5%	1 4%	26 8%	
Publicity	26 7%	4 7%	1 2%	-	4 12%	1 20%	-	10 6%	16 7%	14 8%	9 6%	3 6%	3 15%	3 12%	20 6%	
Contact with other clubs	23 6%	8 15%	-	-	2 6%	-	-	8 5%	14 6%	13 7%	9 6%	1 2%	1 5%	2 8%	20 6%	
More members	20 5%	1 2%	-	1 6%	5 15%	-	-	10 6%	10 5%	18 10%	1 1%	1 2%	-	1 4%	19 6%	
Better co-ord between orgs	19 5%	3 6%	2 4%	-	3 9%	2 40%	-	9 5%	10 5%	6 3%	9 6%	4 8%	3 15%	1 4%	15 4%	

What would help you in your work?, sheet 2 of 2

	Base	Youth mvmts	Group type				Gender		Age			Professional status				
			Clubs/ centres	Uni- formed	Spec- alist	Sym based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volunteer
	391	256	54	51	16	33	5	1	171	219	177	160	52	20	26	343
Better building	11 3%	4 2%	6 11%	1 2%	-	3 9%	-	-	6 4%	5 2%	7 4%	2 1%	2 4%	2 10%	1 4%	8 2%
More support from head office	9 2%	6 2%	-	-	3 19%	-	-	-	5 3%	4 2%	7 4%	2 1%	-	-	2 8%	7 2%
Our own building	7 2%	2 1%	2 4%	2 4%	1 6%	-	-	-	3 2%	4 2%	3 2%	2 1%	2 4%	-	1 4%	6 2%
Fund-raising advice	6 2%	4 2%	2 4%	-	-	-	-	-	2 1%	4 2%	4 2%	2 1%	-	-	-	6 2%
Less pressure on yng people	2 1%	-	1 2%	1 2%	-	-	-	-	-	2 1%	1 1%	-	1 2%	-	-	2 1%
Other	24 6%	17 7%	5 9%	1 2%	-	3 9%	1 20%	-	10 6%	13 6%	6 3%	17 11%	1 2%	3 15%	-	20 6%

Needs of Jewish youth, sheet 1 of 2

	Base	Youth centres				Group type			Gender		Age		Professional status			
		nmvts	Clubs/ centres	Uni- formed	Spec- talist	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer
Base	369	241	57	43	14	34	5	1	159	209	172	150	46	21	23	322
Awareness/identity	182 49%	149 62%	18 32%	3 7%	6 43%	15 44%	-	1 100%	80 50%	101 48%	78 45%	94 63%	10 22%	9 43%	12 52%	161 50%
More clubs	114 31%	75 31%	10 18%	25 58%	3 21%	14 41%	-	-	41 26%	73 35%	53 31%	40 27%	21 46%	4 19%	7 30%	102 32%
To meet other Jews	80 22%	51 21%	18 32%	6 14%	1 7%	8 24%	2 40%	-	32 20%	48 23%	43 25%	32 21%	5 11%	3 14%	6 26%	70 22%
Enjoy/have fun	80 22%	61 25%	7 12%	7 16%	3 21%	7 21%	1 20%	-	37 23%	43 21%	39 23%	32 21%	9 20%	6 29%	3 13%	70 22%
Better facilities	43 12%	30 12%	10 18%	2 5%	1 7%	5 15%	-	-	16 10%	27 13%	26 15%	13 9%	4 9%	3 14%	5 22%	34 11%
Variety of provision	37 10%	19 8%	4 7%	6 14%	4 29%	2 6%	2 40%	-	16 10%	20 10%	17 10%	15 10%	5 11%	3 14%	4 17%	30 9%
Learn social issues	27 7%	16 7%	7 12%	1 2%	-	1 3%	2 40%	-	14 9%	13 6%	7 4%	17 11%	3 7%	6 29%	1 4%	19 6%
More intercommunity	27 7%	16 7%	5 9%	2 5%	2 14%	3 9%	2 40%	-	10 6%	17 8%	9 5%	14 9%	4 9%	1 5%	2 9%	23 7%
Need more adult leaders	18 5%	7 3%	3 5%	6 14%	-	4 12%	-	-	4 3%	14 7%	7 4%	5 3%	5 11%	2 10%	1 4%	15 5%
Better co-ord with parents	11 3%	7 3%	-	4 9%	-	1 3%	-	-	5 3%	6 3%	4 2%	3 2%	4 9%	-	-	11 3%
Greater voice in the community	11 3%	8 3%	1 2%	-	2 6%	-	-	-	3 2%	8 4%	4 2%	6 4%	1 2%	1 5%	2 9%	8 2%
Someone to talk to	10 3%	1 0%	1 2%	3 7%	2 14%	-	3 60%	-	5 3%	5 2%	-	6 4%	4 9%	3 14%	2 9%	5 2%

Needs of Jewish youth, sheet 2 of 2

	Base	Group type				Gender		Age			Professional status					
		Youth mvmts	Clubs/ centres	Uni- formed	Spec- alist	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer
	369	241	57	43	14	34	5	1	159	209	172	150	46	21	23	322
More contact with other grps	8 2%	4 2%	3 5%	1 2%	-	-	-	-	2 1%	6 3%	5 3%	2 1%	1 2%	1 5%	-	7 2%
More publicity	6 2%	3 1%	1 2%	2 5%	-	-	-	-	2 1%	4 2%	2 1%	2 1%	2 4%	1 5%	-	5 2%
Facilities for 18+	3 1%	1 0%	1 2%	1 2%	-	-	-	-	1 1%	2 1%	1 1%	-	2 4%	1 5%	-	2 1%
Other	31 8%	18 7%	8 14%	2 5%	1 3%	1 20%	1 100%	14 9%	17 8%	12 7%	16 11%	3 7%	1 5%	1 4%	1 4%	28 9%

Opportunities for Jewish youth organisations, sheet 1 of 2

	Base	Base	Group type					Gender		Age			Professional status				
			Youth mvmnts	Clubs/ centres	Uni- formed	Spec- ialist	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer
			240	45	29	10	28	5	1	151	185	153	148	35	18	22	295
List of aims/idealism	161 48%	337	126 53%	15 33%	7 24%	4 40%	12 43%	4 80%	1 100%	78 52%	83 45%	62 41%	88 59%	11 31%	10 56%	10 45%	140 47%
Chance to expand	100 30%		75 31%	12 27%	8 28%	3 30%	8 29%	2 40%	-	45 30%	55 30%	56 37%	41 28%	3 9%	4 22%	6 27%	89 30%
Trips/camps	84 25%		69 29%	11 24%	4 14%	-	2 7%	-	-	38 25%	46 25%	43 28%	39 26%	2 6%	3 17%	1 5%	80 27%
Reinforce/establish identity	63 19%		49 20%	4 9%	7 24%	2 20%	5 18%	-	-	20 13%	43 23%	25 16%	30 20%	7 20%	3 17%	3 14%	56 19%
International contacts	40 12%		32 13%	6 13%	2 7%	-	3 11%	-	-	21 14%	19 10%	25 16%	11 7%	4 11%	1 6%	-	39 13%
Sharing resources	36 11%		22 9%	9 20%	2 7%	2 20%	3 11%	1 20%	-	19 13%	17 9%	21 14%	11 7%	4 11%	3 17%	1 5%	31 11%
More contacts w other groups	34 10%		21 9%	5 11%	3 10%	1 10%	4 14%	1 20%	-	12 8%	22 12%	6 4%	23 16%	5 14%	5 28%	5 23%	23 8%
Better training	20 6%		10 4%	6 13%	1 3%	1 10%	3 11%	1 20%	-	11 7%	9 5%	9 6%	8 5%	3 9%	2 11%	1 5%	17 6%
More youth workers	19 6%		13 5%	1 2%	3 10%	1 10%	4 14%	-	-	6 4%	13 7%	7 5%	8 5%	4 11%	-	4 18%	15 5%
Development of individuals	11 3%		4 2%	2 4%	4 14%	-	-	1 20%	-	3 2%	8 4%	5 3%	2 1%	3 9%	-	-	11 4%
Lottery/ other funding	8 2%		7 3%	-	-	-	1 4%	-	-	5 3%	3 2%	4 3%	4 3%	-	-	1 5%	7 2%
Committed leaders	8 2%		1 0%	3 7%	2 7%	1 10%	1 4%	-	-	1 1%	7 4%	3 2%	4 3%	1 3%	-	1 5%	7 2%
More professional	6 2%		6 3%	-	-	-	-	-	-	3 2%	3 2%	1 1%	4 3%	1 3%	1 6%	-	5 2%

Opportunities for Jewish youth organisations, sheet 2 of 2

	Base	Youth centres			Group type			Gender		Age			Professional status			
		Ymmts	Clubs/ centres	Uni- formed	Spec- lalist	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer
Base	337	240	45	29	10	28	5	1	151	185	153	148	35	18	22	295
Variety of grp activities	6 2%	2 1%	-	2 7%	-	-	2 40%	-	1 1%	5 3%	1 1%	2 1%	3 9%	1 6%	-	5 2%
Need for more resources	5 1%	3 1%	1 2%	1 3%	-	-	-	-	3 2%	2 1%	2 1%	2 1%	1 3%	-	1 5%	4 1%
New building	4 1%	3 1%	-	1 3%	-	3 11%	-	-	1 1%	3 2%	3 2%	1 1%	-	-	-	4 1%
Mix w non-Jewish movements	3 1%	1 0%	-	1 3%	1 10%	-	-	-	2 1%	1 1%	1 1%	1 1%	1 3%	-	1 5%	2 1%
Now is time to get training	2 1%	1 0%	-	1 3%	-	1 4%	-	-	1 1%	1 1%	-	-	2 6%	-	-	2 1%
Other	31 9%	23 10%	4 9%	1 3%	2 20%	-	1 20%	-	14 9%	16 9%	15 10%	12 8%	4 11%	2 11%	2 9%	26 9%

Threats to Jewish youth organisations, sheet 1 of 2

	Base	Youth munits					Group type				Gender		Age			Professional status		
		clubs/ centres	Uni- formed	Spec- alist	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer			
Base	384	51	43	10	34	5	1	174	209	180	155	48	20	22	340			
Assimilation	163 42%	18	12	2	5	1	1	79	84	68	79	16	12	2	148			
		35%	28%	20%	15%	20%	100%	45%	40%	38%	51%	33%	60%	9%	44%			
Lack of funding	158 41%	13	13	3	9	5	-	67	91	60	86	12	8	11	138			
		25%	30%	30%	26%	100%	-	39%	44%	33%	55%	25%	40%	50%	41%			
Apathy	153 40%	21	12	4	11	1	1	69	84	63	75	15	6	10	135			
		41%	28%	40%	32%	20%	100%	40%	40%	35%	48%	31%	30%	45%	40%			
Racism/facism	79 21%	5	2	3	3	-	-	37	42	44	34	1	5	2	72			
		10%	5%	30%	9%	-	-	21%	20%	24%	22%	2%	25%	9%	21%			
Ideological dilution	50 13%	4	-	1	3	-	-	21	29	24	25	1	3	3	43			
		8%	-	10%	9%	-	-	12%	14%	13%	16%	2%	15%	14%	13%			
Conflict between groups	48 13%	5	2	-	4	1	1	20	28	25	19	3	4	1	43			
		10%	5%	-	12%	20%	100%	11%	13%	14%	12%	6%	20%	5%	13%			
Numbers falling	36 9%	1	6	2	3	-	-	12	24	23	9	4	1	2	33			
		2%	14%	20%	9%	-	-	7%	11%	13%	6%	8%	5%	9%	10%			
Community too small	23 6%	1	3	-	6	-	-	8	15	10	9	4	1	2	20			
		2%	7%	-	18%	-	-	5%	7%	6%	6%	8%	5%	9%	6%			
Lack of support	21 5%	6	2	-	3	1	-	8	13	8	8	5	2	1	18			
		12%	5%	-	9%	20%	-	5%	6%	4%	5%	10%	10%	5%	5%			
Pressures on young people	20 5%	1	3	1	2	1	-	10	10	7	5	8	4	1	15			
		2%	7%	10%	6%	20%	-	6%	5%	4%	3%	17%	20%	5%	4%			
Alternative commercial	20 5%	2	5	-	-	1	-	11	9	6	9	5	-	-	20			
		4%	12%	-	-	20%	-	6%	4%	3%	6%	10%	-	-	6%			
Lack of leaders	15 4%	1	6	-	3	2	-	9	6	2	6	7	2	1	12			
		2%	14%	-	9%	40%	-	5%	3%	1%	4%	15%	10%	5%	4%			
Lack of places	8 2%	2	4	-	-	-	-	2	6	2	3	3	2	-	6			
		4%	9%	-	-	-	-	1%	3%	1%	2%	6%	10%	-	2%			

Threats to Jewish youth organisations, sheet 2 of 2

	Base	Youth mvmts	Group type				Gender		Age			Professional status				
			Clubs/ centres	Uni- formed	Spec- alist	Syn based	HQ's	Other	Male	Female	18 or under	19-35	35+	Full-time	Part-time	Volun- teer
	384	266	51	43	10	34	5	1	174	209	180	155	48	20	22	340
Lack of Jewish awareness	8 2%	7 3%	-	-	-	1 3%	-	-	2 1%	6 3%	5 3%	3 2%	-	-	1 5%	6 2%
Cost of activities/trips	7 2%	5 2%	-	-	-	3 9%	-	-	4 2%	3 1%	3 2%	3 2%	1 2%	1 5%	-	6 2%
Best leaders to Israel	3 1%	2 1%	1 2%	-	-	-	-	-	1 1%	2 1%	2 1%	1 1%	-	-	1 5%	2 1%
Continuity of staff	3 1%	1 0%	-	1 2%	-	1 3%	-	-	2 1%	1 0%	-	2 1%	1 2%	-	1 5%	2 1%
Lack of training	2 1%	1 0%	-	-	-	1 3%	1 20%	-	-	2 1%	-	1 1%	1 2%	1 5%	-	1 0%
Other	30 8%	17 6%	3 6%	6 14%	1 10%	2 6%	1 20%	1 100%	13 7%	16 8%	8 4%	13 8%	9 19%	2 10%	2 9%	25 7%

Issues arising from methodology

The overall project design

The initial design of the project was based on the assumption that it would be possible to compile a database of all youth organisations, and subsequently of all personnel, without too much difficulty.

In the event several challenges arose. Firstly, developing a comprehensive database of organisations proved to be an enormous obstacle. No existing database existed and in fact it has taken most of the period of the project to gather and verify the most basic data of names and addresses of active youth organisations. That this became a significant new aim of the research project in itself is reflected in the discussion in the section on 'Mapping the Youth Service'.

The fact that we did not have access to a proper database meant that we depended, to a greater extent than planned, on national organisations' own dissemination processes in order to distribute the questionnaires.

These issues led us to adapt and change the content of the survey as it progressed. As a result of the additional time being taken up with trying to ensure a good return from the postal survey it was realised that we would not be able to conduct the interview stage in as wide a form as envisaged. Therefore the second and third questionnaires were amended to contain some additional questions and we had to restrict the aim of examining quality issues.

Questionnaire design

The basic questions that we wished to investigate were determined by the original project brief, as outlined above (in the introduction to this report). The detailed questions were compiled using this brief as a guide, and through a process of review of existing studies of the Jewish Youth Service, other youth organisations, and other voluntary sector bodies. Once the composition of the questionnaires was determined, they were discussed in detail in the Research Management Group, acting as representatives of the professional field. Each questionnaire was then piloted with a small group (approximately 4-6) representing the population to be surveyed. Following these processes, amendments were made.

The information was gathered through three questionnaires; to individuals, to local organisations and to national organisations. Each questionnaire would be gathering somewhat different information. Each could also gather information which could be used to verify the data gathered through the other questionnaires. So, for example, the age make up of personnel could be gathered in different ways in all three questionnaires as a way of checking and verifying information gathered in each.

The final questionnaire was administered as part of an extensive interview which included a checklist of basic questions about all their local groups who had not returned the postal questionnaire. In this way we were, by the end of the project, able to say with some confidence that comprehensive data of numbers of personnel and participants had been gathered from all sections of the Youth Service.

Language

The language used in the questionnaire, and throughout this project, has been a complex issue. Different terms are used to describe similar aspects of the Youth Service, similar terms are used to describe different aspects of the Youth Service, and in some cases, particular groups or sectors of the Youth Service may have structures or aspects in their work that have no clear parallel in other sectors.

In one sense this reflects the complexity and diversity of the Jewish Youth Service, and so is data in its own right. But in a more pragmatic sense, it was simply a difficulty to be overcome. In the questionnaires and in communications we tried carefully to use alternative forms of words so that people reading it from different sectors of the Youth Service would be able to understand it and, just as important, to identify it as a document that came from 'their' youth organisation. These words, and instructions, on the questionnaires were the subject of additional piloting, discussion and amendment.

With regard to the analysis of the data, we were very much aware of the precedent set by Erik Cohen, who developed a simplified descriptive model to describe the different elements of the Jewish Youth Service. In the end we decided to reject this model for two reasons. a) Its simplicity would have misled people on one of the main observations of this project - the diverse and complex nature of the institutions. b) The language used was an artificial construct. Each term needs careful definition, without which the terms could have been seriously misinterpreted by readers.

Age bands

After much discussion and consultation we developed an approach to age banding that was pragmatic and reflected the social environment of the Jewish Youth Service rather than arbitrary cut-off points.

With regard to young people the age referred to is either the actual age as reported to us, or where school years are used it is the age at which (conventionally) the young person starts the school year. Where overlapping ranges are reported in the returns (e.g. 8-10, 10-12, 12-14) we have not 'double counted' the overlapping age - we have counted it only in the older band. The banding we have is based on the following.

- under 8: this is a separate category as explained earlier in the report (page 12) and is defined nationally through legislation i.e. the Children Act.
- 9-12, 13-15: these bands represent a cut-off point at Bar/Batmitzvah, a common practice.
- 16-17: this represents the 'sixth-form' age.
- 18-23: this band represents a post-school grouping.

With regard to personnel we have used the following principles.

- Under 15, 16-18: on the same principle as above we have divided school-age personnel (and those on gap years) at sixth form.
- 19-23: this reflects the age group most identified with higher education and movement workers.
- 23-35, 36+: this is an arbitrary break.

Numbers

It should be noted that, with the exception of the data on the numbers of actual organisations, all other figures are, strictly estimates in the technical sense. This means that they were calculated on the basis, at least in part, of indirect data-gathering methods (e.g. we asked youth workers to tell us how many young people there were rather than taking a direct census of young people with trained field-workers).

Organisations

The numbers of organisations were gathered through an extensive process described fully in the introduction to this report. As this data was gathered and confirmed through direct contact with the organisations concerned we believe that the potential error is minimal.

Personnel

The numbers for full-time personnel (professional staff, movement workers and Shlichim) are taken from existing published sources.

The numbers for part-time paid workers has been the most difficult to ascertain, as many of the part-time workers are working in small clubs and synagogue groups, the two groups we have had most difficulty communicating with. Our final figures are based on three main sources of information. First are the local organisation questionnaires, in which are listed all personnel by category. The second source of information were the central offices of national organisations. The personnel interviewed from these offices were asked: specifically to give information on personnel at a local level. Finally, we double-checked with the 30 individual questionnaires that were completed by part-time paid workers to ensure that all were included.

As a very large and mobile group it is difficult to pin the numbers of volunteers down very precisely. We have relied on two major sources of information, the local organisation questionnaire and the interviews with personnel in national offices. We believe that our calculations are as accurate as possible given the nature of the Jewish Youth Service and the time and resource parameters to which we were working. In youth movements which are purely peer led we took the number of members of the local committee as the equivalent figure for voluntary leadership.

For all three groupings (full-time, part time paid and volunteers), the breakdown into over and under 23 bands is taken directly from information supplied. The further breakdown into narrower age bands is based on our sample of individual questionnaires.

Participants

a) 'Double counting' within one organisation. The main unit for all our investigations is the organisation and not the individual young person. Our methodology was geared to describing the range, size and number of programmes that organisations run. These figures should be read as number of contacts, not absolute numbers of young people.

With regard to regular activities the correlation between our figures and the actual number of young people will be affected by the fact that in a very small number of cases organisations run more than one weekly session for a particular age group. In these circumstances any young people that attend both sessions will be counted twice. We have been able to take out of this equation the numbers of young people playing sport regularly, so where these are shown, they are not duplicated in the other columns.

With regard to residential and occasional programmes it must be stressed that where an organisation runs several events for the same age group, it is possible, even likely, that one individual will go on more than one event. This is one reason why we included summer programmes as a separate category. It is far less likely that a single young person will attend more than one summer activity and so these figures will show a closer correlation with numbers of actual young people.

b) 'Double counting' across organisations. There is clearly an issue concerning young people attending more than one organisation and so being counted twice. It was known from the outset of this project that the only way to verify this aspect of 'double counting' would be a proper survey of young people. In order to get some idea of how this might affect the total numbers we asked respondents to the local and national questionnaires to give an estimate of their participants who they thought also attended other organisations. As might be expected, these estimates varied widely from 0% to 90%. As an additional check we looked at the 'career histories' on the individual questionnaire, filled in by young leaders and *madrichim* (who are still participants in the Youth Service). These showed a number who attended several organisations at one time. All that can be said with certainty is that there is an element of double counting in these figures.

c) Age banding. There is enormous variation in all the organisations surveyed concerning how they band young people into different age groups. There are even wide variations within individual national organisations. In order to build a comparative profile for all organisations, we had to extrapolate some of the figures which were given to us. To extrapolate these figures we made an assumption that numbers of young people in any one cohort, reduce through time, and we built a simple model based on that assumption. It should be stressed that while some of the figures were extrapolated using this model, many of the raw figures already fitted into the age banding we had determined and so could be used as they stood. So, while the total figures are exactly as given to us, the numbers within any one age band may have some degree of error within it.

d) Young leaders. As will be seen in the body of the report a very large proportion of voluntary leaders (about 80%) are aged under 23. It was strongly felt in the project management group that the work with this group of young leaders, whether they are *madrichim* in a youth movement or leaders in a local club, is probably the most important youth work that any organisation might do. For that reason we have included all of these young people age under 23 as participants as well as leaders.

Questions of bias in the survey

For the reasons discussed above it was not possible to construct an accurate database from which to draw a sample. We decided that, in the circumstances - and the time and resource constraints we were working to - our only practical option was to use the national Jewish youth organisations as intermediaries to transmit the questionnaires to local organisations. We then relied on key local contacts to distribute the questionnaires to individuals. Obviously, where we had details of local contacts ourselves, and where national organisations had direct contact with individuals, we could miss out one of these levels.

Sample bias

We were aware that by doing this, the sample surveyed would potentially be biased as a result of several factors, including the following.

- Different organisations are organised differently, and so their own internal methods of transmitting the questionnaires will differ. Some will have posted the questionnaires. Some will have given out the questionnaires personally to personnel attending particular events. Some will have distributed the questionnaire as soon as received, others will have delayed the distribution.
- The key link people, who we relied on to distribute the questionnaires, may have interpreted our instructions for distribution differently. We are aware of at least one case where this happened - one group of young leaders were missed out in the initial distribution (but we were able to ensure they were covered at a later stage).

In summary, these factors meant that potentially the questionnaire would not reach all the intended sample.

In order to compensate for these kind of factors we took several steps.

- We piloted the questionnaires as mentioned above, and in particular to ensure that the instructions for distribution were clear.
- We briefed national organisation representatives at meetings of the Partners Group. We also wrote to all national organisations in advance, and spoke to all of them by telephone to clarify the instructions for distribution.
- As the questionnaires started to be returned we again spoke to key contacts at national and local level to ensure that they were distributing the questionnaires to appropriate personnel.

Response bias

The response to the questionnaires was much lower than expected. At approximately 25% for both the individual and local organisation questionnaires, we were aware of the potential for bias in the responses. This could also arise from several factors, including the following.

- In any sample, certain people are more or less likely to respond to a questionnaire.
- Because we were relying on intermediaries to distribute the questionnaires, we could not control the circumstances and environment in which they were distributed and completed. Whether a questionnaire was received personally, or by post, with detailed instructions or without, to be completed at the time or at some later time; all these factors would determine the level of response and the nature of the response.
- With regard to the numbers of personnel and young people we relied on the accuracy of knowledge of the people responding to our questions. With regard to the local questionnaire we are reasonably confident that the respondents have accurate information. With regard to personnel in national offices, the quality of their knowledge regarding local personnel is necessarily less complete.
- We are also aware of the potential for respondents (deliberately or otherwise) to give exaggerated information on numbers.

In summary the factors leading to bias in the response could potentially mean that the responses we received were not completely accurate.

We worked to minimise these factors by several methods.

- We offered a small financial incentive to encourage responses.
- We monitored the questionnaires as they were returned and checked the returns against known data regarding the distribution of organisations. We spoke to all our key contacts, and especially in organisations where there seemed to be a low response level, we urged them to go back to their personnel to request that the questionnaires were returned.
- We printed a leaflet to be distributed half-way through the survey reminding personnel to return the questionnaires.
- We included in the instructions, and in our briefings to key contacts, the importance of not exaggerating numbers, emphasising that this could rebound on themselves if at any point in the future these figures would be verified through other surveys or by direct observation.
- In addition, we included in the questionnaire two questions regarding numbers of young people. The first asked for the numbers of 'regular' participants and the second asked for 'occasional' participants. This gave us a range of participation from which we have used the lower end. Therefore, our estimates will tend to counteract the effects of exaggeration.

Summary

While we were aware of several factors which could potentially bias the survey results, we took active steps to overcome them. So, while we are not aware of the statistical level of bias in the survey, we do not know that there is actually any statistically significant level of bias.

Analysis

The individual questionnaires and the local organisation questionnaire were returned to a neutral (unconnected with Jewish communal organisations) organisation for analysis. The data from national organisation interviews was also entered on to questionnaires for analysis.

For open-ended questions, the first 100 individual questionnaires and the first 50 local organisation questionnaires were searched for all possible responses, which were listed. At this point a judgement was made regarding the degree to which similar but not identical responses could be merged. Out of this process a coding chart was devised for each question and the data entered according to this coding. Any unclear responses or questions of meaning were referred back to the principle consultant.

Together with the more tabular responses ('tick boxes' and numerical data) all the data was analysed using proprietary software (SNAP Professional).

Although the data analysis produces an output in a numerical format, it was decided that the bulk of the qualitative data would be best analysed and described in a more narrative format. In summarising those 400+ responses for the sake of this report two conflicting pressures come to bear.

- There is a desire to reflect the variety of responses received. In response to most of the questions more than 20 different ideas were expressed - many of them clearly written from the heart. The quotations reflect this variety to a certain extent, but there is an inevitable bias as a result of selection from the whole sample.
- There is a desire to perceive trends and groupings among the responses. We have reflected this second desire by grouping them according to some pattern. We took the approach that, the groupings should emerge from the data itself, rather than work from idealised groupings and then to determine how the data fitted it. This process inevitably contains a potential for some bias. a) Judgements have to be made regarding which responses are similar to each other, and judgements can be subjective. For example, it may be clear to see that responses regarding 'too few leaders' and 'lack of training' may both be concerned with

leadership/personnel issues, but it may be an arguable point that issues concerned with 'lack of organisation' and 'badly behaved children' are also concerned with similar issues. Inevitably also, there are overlaps and there are responses that could have been put in more than one category. Some similar responses emerge from different questions but how they are grouped with other responses depend on the question itself and the other answers to that particular question. So, for example, responses relating to personnel sometimes have a category of their own, and sometimes they are grouped with other responses concerned with resources.

The raw analysis of the responses to the opinion questions is included in an appendix to this report.

A snapshot of one year

This survey is focused on the year 1996/97. The cyclical nature of the Jewish Youth Service has been mentioned in the body of the report but it is worth mentioning here as well. Any item of data gathered only relates to this year and would have to be re-checked regularly. For example, with regard to programmes and numbers, several organisations told us about successful programmes that they ran last year which have discontinued, or wonderful activities that were due to start up in the Autumn of '97. Neither of these were included. We believe that, for better or worse, and taken across the Jewish Youth Service, 1996/97 was a typical year despite individual highs and lows.