

4th European Jewish Community Leaders' Survey 2018

Dear Participant,

Thank you for participating in this JDC-ICCD research project, which is designed to explore the perceptions of European Jewish community leaders.

The information gathered in this study will be kept confidential, of course. The data will be reported only in the aggregate and you will not be identified in any way in any reports.

Feel free to skip any questions you do not want to answer. Naturally, we would prefer that you answer all questions. This year, we decided to offer more space for personal thoughts and opinions. Therefore, after some of the questions you would be encouraged to explain and/or expand your responses. Of course, as with the rest of the questionnaire, these fields remain optional. Also, like always, toward the end of the questionnaire you can write in details about your personal vision for your community's future.

Your cooperation in the study is very important and will serve JDC, communities and other organizations with insights as to priorities, strengths and challenges facing European Jewish communities today.

If you have any questions or concerns, please e-mail marcelodi@jdc.org

The term “community” is used throughout this questionnaire. Unless otherwise stated, please note that “your community” should be understood as referring to all the Jews living in your country. If you are a foreign national living in Europe, “your country” should be understood as the European state in which you are a resident. If you live in one of the countries with a large Jewish community, we understand your responses will include a local perspective.

Once again, thank you for your participation and insights!

Decision-Making

1. Who is involved in the decision making-processes in your institution/organization? Click all that apply. If you are a leader of more than one institution or organization please base your answers on only one.

- President
- Executive Director
- Lay Leaders/Board of Directors
- Working groups/Task-oriented commissions
- Donors and other stakeholders
- Community professionals
- Regular members
- Not applicable – I am neither a leader nor a professional of an institution/organization

[IF Q1= Not applicable– I am neither..., GO TO Q7, ELSE GO TO Q2]

2. If you had to rate how **participative** is the decision-making process of your institution/organization how would you rate it? Use a scale of 1 to 10, where 1 means “low participation” and 10 means “high participation”.

Low participation		High participation	Don't Know
1	2 3 4 5 6 7 8 9	10	

3. Are there regular assemblies or plenaries taking place in your institution/organization?

- Yes
- No
- Depending on the year
- Don't know
- [Don't know/No opinion]

[IF Q3= YES, GO TO Q4, ELSE GO TO Q5]

4. What percentage of members attends these general assemblies/plenaries?

- Between 80 and 100%
- Between 60 and 80%
- Between 40 and 60%
- Between 20 and 40%
- Less than 20%

5. Did your institution/organization develop any type of strategic planning for future years?

- Yes
- No
- We are working on this right now
- [Don't know/No opinion]

6. Did your institution/organization develop any type of leadership succession planning for future years?

- Yes
- No
- We are working on this right now
- [Don't know/No opinion]

Lay Leadership (Persons either elected or co-opted onto the administrative council of an institution, organisation or association. Typically, this person is a volunteer, he or she receives no salary.)

7. Please assess the overall quality of your community's **lay leadership** by evaluating the following items on a scale of 1 to 5, where 1 means "very weak" and 5 means "very strong".

	Very weak				Very strong	Don't know/no opinion
Have an understanding of community needs	1	2	3	4	5	
Are knowledgeable about Jewish issues	1	2	3	4	5	
Have collaborative skills	1	2	3	4	5	
Have a compelling Jewish vision of how the world should look	1	2	3	4	5	
Have a clear picture of how the Jewish community should look in the future	1	2	3	4	5	
Can be seen as a model for community members	1	2	3	4	5	
Are value-based in their leadership	1	2	3	4	5	
Have political skills	1	2	3	4	5	
Have management skills for non-profit organizations	1	2	3	4	5	
Have financial skills	1	2	3	4	5	
Have knowledge about non-profit organizations						

Community Professionals (Paid and qualified employees of an institution, organisation, or association)

8. Please assess the overall quality of your **community's professionals** by evaluating the following items on a scale of 1 to 5, where 1 means "very weak" and 5 means "very strong".

	Very weak				Very strong	Don't know/no opinion
Have an understanding of community	1	2	3	4	5	

needs					
Are knowledgeable about Judaic issues	1	2	3	4	5
Have a clear picture of how the Jewish community should look in the future	1	2	3	4	5
Could have professional success in the non-Jewish world	1	2	3	4	5
Have political skills	1	2	3	4	5
Have management skills for non-profit organizations	1	2	3	4	5
Have financial skills	1	2	3	4	5

9. When compared to other professionals undertaking similar responsibilities in the general society (non-Jewish) are professionals in your community properly paid?
- Yes
 - No
 - [Don't know/No opinion]

Status Issues & Inter-marriage

10. Please indicate to what extent you agree or disagree with the following statements.

	Strongly agree	Rather agree	Rather disagree	Strongly disagree	[Don't know/No opinion]
Only those who fulfil the <i>Halachic</i> criteria (born to a Jewish mother or converted under Orthodox supervision) should be allowed to become a member of the community					
Anyone with a Jewish father should be allowed to become a member of the community					
Anyone with at least one Jewish grandparent should be allowed to become a member of the community					
Anyone who has undergone conversion under the supervision of a rabbi from any denomination should be allowed to become a member of the community					
Anyone who considers him/herself to be Jewish should be allowed to become a member of the community					

11. Please indicate the extent to which you agree or disagree with the following statements on communal policy on intermarriages:

	Strongly agree	Rather agree	Rather disagree	Strongly disagree	[Don't know/No opinion]
Intermarried couples should be allowed to have a Jewish wedding ceremony in your community					
Intermarried couples should be allowed to become members of your community					
Non-Jewish spouses should be actively encouraged to convert to Judaism in your community					
I strongly support to bar intermarried couples from community membership					
Including intermarried families in Jewish community life is a critical factor for the survival of our community					
Your community should put in place suitable spaces or programs in order to better integrate intermarried families					
All children of intermarried couples, whether from a Jewish mother or father, should be accepted into Jewish schools					
Remain neutral, i.e. there should be no communal policy on intermarriage					

[IF Q11= Strongly Agree OR IF Q11= Rather Agree, GO TO Q12, ELSE GO TO Q13]

12. Could you expand on those statements where you agreed or strongly agreed? -----

13. Please indicate the extent to which you agree or disagree with the following statements. Communal policy on conversions should be to:

	Strongly agree	Rather agree	Rather disagree	Strongly disagree	[Don't know/No opinion]
Actively encourage non-Orthodox conversions, and accept those converts as full and equal members of the community					
Only accept Orthodox conversions					

Tolerate non-Orthodox conversions, but always encourage potential converts to pursue an Orthodox conversion and live an Orthodox Jewish lifestyle					
Actively discourage non-Orthodox conversions, and bar those converts from membership of the community					
Remain neutral, i.e. the community should have no policy on non-Orthodox conversions					

14. Over the course of the **next 5 to 10 years**, do you expect issues concerning Jewish status in your community to become:

- Less problematic
- Remain about the same
- More problematic
- They will pose a danger to the continuity of the existing Jewish community
- [Don't know/No opinion]

Community Causes

15. For each cause, please indicate the extent to which you think it should be prioritised in the **next 5 to 10 years**. Use a scale from 1 to 10, where 1 means “not a priority at all” and 10 means “a top priority”.

	Not a priority at all		Top priority	Don't know/no opinion
Strengthening Jewish religious life	1	2 3 4 5 6 7 8 9	10	
Supporting the State of Israel	1	2 3 4 5 6 7 8 9	10	
Combating anti-Semitism	1	2 3 4 5 6 7 8 9	10	
Strengthening interfaith relations	1	2 3 4 5 6 7 8 9	10	
Supporting Jews in distress around the world	1	2 3 4 5 6 7 8 9	10	
Supporting Jews in need in your community	1	2 3 4 5 6 7 8 9	10	
Strengthening Jewish education	1	2 3 4 5 6 7 8 9	10	
Supporting general social justice causes	1	2 3 4 5 6 7 8 9	10	
Developing Jewish arts and culture	1	2 3 4 5 6 7 8 9	10	
Fighting community tensions and divisiveness	1	2 3 4 5 6 7 8 9	10	
Investing in leadership development	1	2 3 4 5 6 7	10	

		8 9		
Offering more activities or programs for secular (non-observant) Jews	1	2 3 4 5 6 7 8 9	10	
Functioning as a pressure group in national politics	1	2 3 4 5 6 7 8 9	10	
Developing an effective policy on intermarriage	1	2 3 4 5 6 7 8 9	10	
Encouraging internal pluralism	1	2 3 4 5 6 7 8 9	10	
Encouraging the use of communal spaces for open debate about current issues concerning the general society	1	2 3 4 5 6 7 8 9	10	
Developing creative reach-out policies towards the non-affiliated	1	2 3 4 5 6 7 8 9	10	
Including young-leadership in decision-making bodies	1	2 3 4 5 6 7 8 9	10	

[IF Q15= 9 OR IF Q15=10, GO TO Q16, ELSE GO TO Q17]

16. Please expand on those for which you have given a 9 or 10 score -----

17. Please indicate to what extent you agree or disagree with the following statements:

	Strongly agree	Rather agree	Rather disagree	Strongly disagree	[Don't know/No opinion]
Most of the new initiatives created in your community are initiated as part of already existing Jewish organizations					
Most of the new initiatives created in your community are initiated outside the existing Jewish organizations					
Most of the new initiatives created in your community are initiated by private Jewish foundations and agencies from abroad					
Most of the new initiatives created in your community are initiated by grass-roots organizations and/or Jewish entrepreneurs					
I find it positive that Jewish life flourishes outside the more established Jewish institutions					
New initiatives outside the more established institutions undermine the Jewish Community					

Young Adults (A stage in life that precedes middle adulthood. A young adult is generally a person in the age range of 18 to 40)

18. What are the “touch points” for young adult engagement in your community? Click all that apply

- Jewish Students’ Union
- Leadership programs
- Jewish professional networks
- Moishe House
- Local programs in synagogues and congregations
- Volunteer programs in Israel
- Volunteer programs for social justice causes (*Tikkun Olam*)
- International events and gatherings
- Other
- [Don’t know/No opinion]

[IF Q18=Leadership Programs, GO TO Q19; ELSE GO TO Q20]

19. If leadership programs exist, what are they? Please provide details

20. If you had to rate the degree of importance given to Young Jewish Adults’ engagement in the community’s planning and policies, how would you rate it? 1 being very low and 10 very high

Low importance		High importance	Don’t Know
1	2 3 4 5 6 7 8 9	10	

Funding

21. How would you characterise your community’s overall financial situation **at present**?

- Healthy/stable
- Tight but currently manageable
- Tight and increasingly unmanageable
- Critical
- [Don’t know/No opinion]

22. Over the course of the **next 5 to 10 years**, do you expect that your community’s general financial situation will:

- Improve significantly
- Improve somewhat
- Remain the same
- Deteriorate somewhat
- Deteriorate significantly
- [Don’t know/No opinion]

Communal Tensions and Threats

23. Which of the following are the most serious threats to the future of Jewish life in your country?

Use a scale from 1 to 5, where 1 means “not a threat at all” and 5 means “a very serious threat”.

	Not a threat at all				Very serious threat	Don't know/no opinion
Poverty in your community	1	2	3	4	5	
Ignorance about Judaism	1	2	3	4	5	
Increasing rate of mixed marriages	1	2	3	4	5	
Lack of religious observance	1	2	3	4	5	
Alienation of Jews from the Jewish community life	1	2	3	4	5	
Lack of economic sustainability to provide key community services	1	2	3	4	5	
Anti-Semitism	1	2	3	4	5	
Lack of renewal in Jewish organizations	1	2	3	4	5	
Internal Jewish conflicts	1	2	3	4	5	
Lack of effective leadership	1	2	3	4	5	
Lack of religious pluralism inside the Jewish community	1	2	3	4	5	
Demographic decline	1	2	3	4	5	
Terrorism and violence against Jews	1	2	3	4	5	
Lack of engagement by members in community affairs or activities	1	2	3	4	5	
Lack of effective assistance from Jewish organisations abroad	1	2	3	4	5	

[IF Q23= 5, GO TO Q24, ELSE GO TO Q25]

24. Please expand on those for which you have given a 5 level answer -----

25. To what extent do you feel there are tensions between different **denominational streams** within your community **today**?

- There are very serious tensions
- The tensions are real, but manageable

- There are minor tensions
- There is no tension
- [Don't know/No opinion]

[IF Q25= There are very serious tensions OR IF Q25= The tensions are real, but manageable, GO TO Q26, ELSE GO TO Q27]

26. Could you describe briefly the main specific issue around which these tensions exist?

27. To what extent do you feel there is **divisiveness over Israel** within your community **today**?

- There is a great degree of divisiveness over Israel
- Divisiveness is real, but manageable
- There is a minor degree of divisiveness over Israel
- There is no divisiveness at all
- [Don't know/No opinion]

Anti-Semitism/Security

28. To what extent do you feel **today** it is safe to live and practice as a Jew in the city where you reside?

- Very safe
- Rather safe
- Rather unsafe
- Not safe at all
- [Don't know/No opinion]

29. Over the course of the **next 5 to 10 years**, do you expect problems with anti-Semitism will:

- Increase significantly
- Increase somewhat
- Remain constant
- Decrease somewhat
- Decrease significantly
- [Don't know/No opinion]

30. Do you think the government of your country responds adequately to the security needs of Jewish communities?

- Yes, definitely
- Yes, probably
- No, probably not
- No, definitely not
- [Don't know/No opinion]

31. Are you aware of any specific measure taken by the European Union in order to prevent or combat anti-Semitism?

- Yes
- No
- [Don't know/No opinion]

[IF Q31= YES, GO TO Q32, ELSE GO TO Q33]

32. Which ones? Please check all that apply

- Legislation
- Coordinator on combating Antisemitism
- Combating online hate speech
- [Don't know/No opinion]

33. To what degree is your community prepared to deal with an emergency situation?

- To a very large degree
- To a large degree
- To a moderate degree
- To a small degree
- Not at all prepared
- [Don't know/No opinion]

34. In the **past five years**, have you considered emigrating from your country **because** you don't feel safe living there **as a Jew**?

- Yes, I have considered emigrating and made active preparations for it
- Yes, I have considered emigrating but I have not yet done this
- I did emigrate but have returned to my country/Europe
- I have not considered emigrating
- Prefer not to say

[IF Q34= Yes, I have considered emigrating and made active preparations for it OR IF Q34= Yes, I have considered emigrating but I have not yet done this, GO TO Q35; ELSE GO TO Q36]

35. To which country? (Select the main country)

1. Israel
2. USA
3. Canada
4. Australia/New Zealand
5. United Kingdom
6. Other European Union country
7. Other country

36. Do you expect an increase of Jewish **emigration** from your country?

- Yes, significant
- Yes, limited
- No
- [Don't know/No opinion]

[IF Q36=YES, SIGNIFICANT or IF Q36=YES, LIMITED GO TO Q37; ELSE GO TO Q39]

37. What do you think are the main reasons for Jews to emigrate from your country? Click all that apply

- Financial
- Due to anti-Semitism
- Search for better professional opportunities
- Search for richer Jewish life
- Other
- [Don't know/No opinion]

38. Where do you expect most emigrants will go to? Click all that apply

1. Israel
2. USA
3. Canada
4. Australia/New Zealand
5. United Kingdom
6. Other European Union country
7. Other country

Europe

39. Please indicate to what extent you agree or disagree with the following statements.

	Strongly agree	Rather agree	Rather disagree	Strongly disagree	[Don't know/No opinion]
I have direct knowledge of realities in other Jewish communities in Europe					
European Jews have a special responsibility towards one another					
It is very important to strengthen relationships between Jews living in different parts of Europe					
I am familiar with the goals and programs of the main European Jewish Organizations and their leaders					
The future of European Jewry is vibrant and positive					
I believe it is important that my community belong to European Jewish organizations					

European Jewry has unique and valuable perspectives to share with the rest of world Jewry					
I am optimistic about the future of Europe					

Israel

40. To what extent do you personally agree or disagree with the following statements about Israel?

	Strongly agree	Rather agree	Rathere disagree	Strongly disagree	[Don't know/No opinion]
Israel is critical to sustaining Jewish life in Europe					
I am sometimes ashamed of the actions of the Israeli government					
The media in my country regularly portrays Israel in a bad light					
I support Israel fully, regardless of how its government behaves					
Someone can just as easily be a good Jew in Europe as they can in Israel					
All Jews have a responsibility to support Israel					
Jewish communities should provide opportunities for members to share different opinions and points of view on Israel and its policies.					
Events in Israel sometimes lead to an increase of anti-Semitism in my country					

Conclusion

41. Let us know what you think is needed to improve the quality of future professional and lay leadership. Please be as specific as possible

42. Please take a few minutes to describe your personal vision for your community's future, including some of the values and goals which you would like to see fulfilled

Personal Profile

43. Country of residence:

44. Country of birth:

45. Gender :

- Male
- Female

46. Age: _____ years

47. Education – please indicate which of the following most closely describes your highest level of educational achievement:

- Doctorate
- Master's degree
- Bachelor's degree
- High school diploma or equivalent
- No diploma
- [Don't know/Refused]

48. Profession/job: _____

49. Role in your community:

- Elected/appointed lay leader – current
- Elected/appointed lay leader - former
- Community professional (full-time or majority time)
- Community professional (part-time)
- Religious leader
- Other: [SPECIFY]

50. Denominational affiliation:

- Charedi
- Orthodox
- Modern Orthodox
- Conservative/Masorti
- Reform/Liberal/Progressive
- Post/Multi-Denominational
- Secular
- Just Jewish
- Other
- [Don't know/Refused]

51. When it comes to your outlook do you regard yourself as?

- secular
- somewhat secular
- somewhat religious
- religious

JDC-ICCD thanks you for your time and participation in this important survey