Report on Community Meetings, Online Survey and Key Stakeholder Interviews

Temple Beth El,
Tacoma, WA

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**Methodology:**

During October and November 2020, five virtual community meetings were held for congregants to share their answers to a variety of questions concerning Temple Beth El and its future. Additionally, specific groups of stakeholders such as the Transition Committee, the Board of Trustees, and leaders of Beth El Temple Youth were convened and given the opportunity to share their vision for Temple Beth El’s future.

In each meeting, a series of 7 questions was asked and each participant shared an answer to each question. Although there was diversity of opinions, common themes arose from the responses. Each person’s answer was recorded, and all answers were then grouped into categories to evaluate which themes were most prevalent. For each question asked, answers reflecting the most common themes will be highlighted.

In all but the meeting with the youth representatives, members of the Board of Trustees and/or the Transition Committee were present as silent observers. In total, 80 congregants participated in these meetings.

Once the virtual meetings were completed, an online survey was sent to those who did not attend a community meeting. In total, we received 147 responses. A list of questions and categories of answers from the meetings and survey can be found in Appendix A.

In addition, six Temple Beth El staff members were interviewed and given the opportunity to share their ideas concerning the congregation’s successes and growth opportunities. All current staff (including Rabbi Emeritus Rabbi Bruce Kadden) were interviewed individually to assess what their goals are for Temple Beth El and where they see growth opportunities.
Findings:

1. A Community of Meaning:
When asked to share a meaningful experience at Temple Beth El, many people focused on times when they felt surrounded and supported by community. While there was a variety of answers to this question ranging from serving in leadership positions to participating in activities, the three most common themes were: life cycle events, worship, and education.

- Several people mentioned celebrations such as weddings and B’nai Mitzvah when the synagogue was full of people. Celebrating the B’nai Mitzvah of their own family members as well as those of the community was the most common memory shared. Marking special anniversaries in community such as wedding anniversaries and birthdays was another common memory.
- Several mentioned celebrating holidays and Shabbat together. While the worship experience was most meaningful for some, many mentioned that what made the holiday special was celebrating in community. Specifically, being in a full sanctuary and sitting with one’s children at services were meaningful. Others mentioned participating in the activities involved with Purim and Passover.
- Education was the third most common response to this question and specifically referenced adult education offerings and having the opportunity to teach and mentor younger students as meaningful memories.

Implications and Suggestions for Going Forward:

- Expand opportunities for congregants, clergy, and staff to be in community, whether in worship services, educational settings, and programs.
- Ensure that programs, classes, and services are offered at times when people from various demographic groups can attend. This is crucial to attracting the maximum number and widest variety of people. In addition to events scheduled during the work/school days, programs and classes should be offered at a variety of times including weekends and weekday evenings to ensure that youth and working adults are able to attend.
- Consider the timing of Shabbat and holiday services. Families with young children are asking for services to be held at a time which is conducive to their children being able to attend.
- Build on past and current efforts to continue strengthening interpersonal relationships at Temple Beth El. Creating a stronger community involves more than increasing the number of participants at events. The quality of connectedness was mentioned by both staff and members as being lacking at times.
• Create venues for people to get to know each other better such as creating opportunities for small groups of people to meet or maintaining a membership directory where people share information about themselves. This would allow people to seek each other out over common interests.

2. **A Community of Succesess: What We Do Best**

In reflecting on what Temple Beth El does best, many members had difficulty deciding on one aspect while others knew immediately what they would choose. There was a range of answers but by far, the largest number of responses dealt with Temple Beth El’s sense of inclusivity and diversity. The other most common answers included Temple Beth El’s worship experiences, programming, and its interfaith outreach to the larger Tacoma community.

• A large percentage of respondents mentioned that Temple Beth El is inclusive and diverse in its membership. It should be noted that a few people differentiated this from being welcoming.
  o Respondents shared their perception that Temple Beth El is particularly accepting of people who may not have been born Jewish or who are not currently Jewish. It was mentioned that Temple Beth El encourages people from non-traditional backgrounds to be members and participate. They feel this level of tolerance and inclusivity is different than in the past.
  o As a result of Temple Beth El’s inclusivity, it “brings the Jewish community together and allows people to connect with Judaism and the Jewish community.”
  o While the focus of this question was on successes, several members noted feeling that Temple Beth El is “cliquey” and remember having a difficult time getting to know people when they were new members.

• Worship is the second most common area where people feel Temple Beth El succeeds.
  o Meaningful worship services including music were mentioned by several people. The balance between reform and conservative traditions was also mentioned as a success although in later questions, it was noted as a challenge by some.
  o Respondents varied in their opinions of whether melodies should be changed and where the balance lies between making the services familiar and rote.

• The volume and types of programming were noted as being successful and most respondents noted “there was something for everyone.” Members recognized how hard Temple Beth El works to address the interests of a wide variety of people.
• Interfaith outreach to the larger community was consistently mentioned with specific credit given to Rabbi Kadden’s work in community organizations and at Pacific Lutheran University. Community members feel the connections made by Rabbi Kadden’s work is a success.

**Implications and Suggestions for Going Forward:**

• Differentiate between being inclusive and welcoming. People want to be part of a community where they feel their presence is important and tend to stay members when they are made to feel appreciated. Actively welcome members who attend events by recognizing their presence and making them feel their attendance is valued.

• Form a committee of people whose mission it is to welcome members as they join to identify and ensure ways of staying connected throughout their years of membership.

• Find ways to engage and connect members to activities and other congregants with similar interests. This is especially vital for those new to the community, but all members could benefit from the additional connection.

• Involve congregants of all ages in leadership and key decision making as there is a perception among the youth that their ideas are not valued.

• Balance members’ worship needs by honoring both those who identify with the conservative movement and those who are more comfortable with reform traditions. Clergy also need to consider how to balance the needs of those who want worship to be familiar with those who wish to see innovation in liturgy, music and types of sermon delivered. Clergy should evaluate how much Hebrew is used in services and ensure it is consistent with Temple Beth El’s worship vision and goals.

• Evaluate which programs are offered and why. Which demographic groups are being addressed and what types of programs are most requested? Instead of offering a wide variety of programming with the hope of “offering something for everyone,” be more intentional in deciding which activities continue as there is a finite number of volunteers and attendees to support the programming.

• Continue building relationships between Temple Beth El and the non-Jewish community. These relationships seem to have been achieved primarily through Rabbi Kadden’s involvement in the larger community. Whether teaching at Pacific Lutheran University or taking part in organizations such as Rotary Club, many of the connections were maintained through his work. With Rabbi Kadden’s retirement, there will need to be more intentional relationship building if this interfaith work will continue. This can be achieved by having clergy and/or lay leaders taking a more active role in community activities.
3. **A Community in Process: Looking to the Future**

The questions of “what could Temple Beth El do to make you invite all your Jewish friends to join” and “if you could change one aspect about Temple Beth El, what would it be” were meant to address the same issue but from different perspectives. The intent was to assess where members see potential for growth and change. In looking at the results of both questions together, it is clear members are most concerned with creating a community that attracts and serves the needs of young families and young adults, strengthens community for all ages and has a stable staffing structure.

- There is significant interest in creating programming and structures to allow for more young adults and young families to participate in Temple Beth El. It should be noted that respondents of all ages mentioned needing to attract and retain more young people to ensure the viability of Temple Beth El. The term “young adults” refers to teens as well as those in their 20’s. The term “young families” refers to those families with school age children.
- Creating stronger connections between members of all ages and between new and existing members is a second area where respondents felt they would like to see change. People wish to have formal and informal ways to meet one another.
- Creating a stable staffing model and “getting out of limbo” was the third most common response to these questions. More specifically, hiring a new rabbi, a program director and an executive director were the most popular suggestions. Additional detail will be given in the section concerning staffing models.

**Implications and Suggestions for Going Forward:**

- Welcoming more young families will require decisions to be made about the types and timing of events offered, whether childcare will be offered for those too young to attend, if there will be dedicated age-appropriate services, and how young families will be made to feel welcome at services.
- Evaluate if programs help achieve Temple Beth El’s goals of creating more social programming, strengthening intergenerational connections, welcoming members, and allowing for more social connections outside the building. This should be done before deciding which activities to offer.
- Increase the number of members who volunteer for leadership roles and/or special projects. This will allow programs to be run by a variety of members and help protect the limited number of volunteers from being overused.
- Strengthen programming and resources for teens and young adults, including having a designated area for teens to congregate.
- Hire appropriately skilled college age students to teach in the religious school to increase the pool of teachers and increase the “fun factor” for students while creating connections between the college students and Temple Beth El.
• Decide whether initial outreach efforts should focus on inactive members of Temple Beth El or unaffiliated Jews in the community. The military community and college students are two such potential community groups.
• Expand early childhood offerings such as a more Jewishly robust preschool program during the week as well as a Friday morning Gan.

4. **A Community of Leadership: A Stable Staffing Model**
• Several people shared their desire to hire a rabbi in addition to having a cantor. Although a few participants feel Temple Beth El should wait to strengthen its finances before hiring a rabbi, some staff and many congregants feel Temple Beth El should go forward in the rabbinic search process. Staff and members feel that Cantor Fine is stretched too thin and they worry about the sustainability of the situation. They report wanting to get “out of limbo” and feel a strong rabbinic presence would attract new members.
• A staff position of program/community coordinator was requested several times. This person could be responsible for supervising volunteers, overseeing programs for all age groups and outreach to the less active member of Temple Beth El. Members voiced interest in having this role focus on specific activities such as youth programming, intergenerational programming and reestablishing the Chavurah program.
• The next most frequent request is to hire an executive director to oversee financial, human resource, and building issues. This person would focus on the running of daily business. There is strong agreement that clergy should be allowed to focus on issues surrounding the clergy role instead of being an administrator/manager. One priority repeatedly mentioned is to allow volunteers and lay leaders to focus more intentionally on the congregation’s vision and member engagement and have the person in this new position assume many of the administrative responsibilities the Board currently handles.
• Having a strong education department is also a focus. This includes having sufficient teachers in the religious school to have specialty classes (music, art, cooking) and a director of education who is Jewishly knowledgeable, progressive in his/her approach to Jewish education, and committed to the students.
• There is a variety of opinions about whether Temple Beth El can afford to hire new staff members at this time. Some members feel the congregation has too many staff for its size while others believe staff and volunteers are overworked. This second group believes Temple Beth El should increase the size of the staff to move the congregation forward.
Implications and Suggestions for Going Forward:

- While it is always important to be cognizant of financial realities, ideally, staffing decisions should be driven by the congregation’s vision, mission, and priorities. That is, leadership and congregants should determine the ideal staffing configuration and then understand the funding realities and focus on strategies to both set hiring priorities and close the funding gaps.

- If Temple Beth El chooses to hire a rabbi to begin in 2021, another key factor is the timeline of the search cycle which is driven by factors outside of Temple Beth El. The Central Conference of American Rabbis has an annual placement process, and many candidates participate in this process. In part because of the cycle of the congregational year, October through January is the peak of that annual cycle. The leadership must decide if they wish to hire an interim or a rabbi with an extended contract (there are, of course, advantages to both choices). In either case, a search committee will need to be formed and the process of deciding what Temple Beth El is looking for in a new rabbi will need to begin immediately. With COVID restrictions in place, the usual placement process may be altered and may impact the decision.

- If Temple Beth El chooses not to hire a rabbi for the coming year, there will need to be a significant increase of lay leader support, most notably by the Ritual Committee. Duties such as helping to find service participants, delivering Divrei Torah and reading Torah are examples of the expected activities. Concern has been raised about the consistency of quality in Divrei Torah if different people write them for each service.

- Adding the roles of program/community coordinator and/or executive director will allow workload to be transferred from volunteers to the staff. The Board of Trustees will no longer be responsible for overseeing much of the daily activities of synagogue business and can focus on other significant areas of temple life. This decision should be part of the overall staffing vision for the congregation and will require additional funds.

- There is strong agreement among the youth that there needs to be better alignment between curricular goals in the religious school and student needs. The youth leaders have exciting ideas of what would keep them engaged.

- Balance the diversity of the community with diversity among staff members.

5. A Community that is heard: How you know your voice was heard

- In answering this question, responses ranged from wanting to see a written document detailing the results of the meetings/survey to trusting the procedure and not needing any further details of the process. Many reported that by participating in the meetings/survey, they felt heard. It was noted that having
members of the Transition Committee and Board of Trustees present at the meetings made them feel the leadership was taking the process seriously.

• The largest number of respondents reported they would feel heard if there is transparency in the decision-making process and if the Board of Trustees explains why decisions were made. Members mentioned expecting the Board of Trustees to inform the congregation once decisions are made.

• Participants want to see change occur, whether that is demonstrated by deciding whether to hire a rabbi, have more programming, or by increased membership and increased involvement among members.

• Many participants requested a written report of themes and priorities that came out of the meetings and survey.

Implications and Suggestions for Going Forward:

• Report the results of this process with transparency and consistent communication.

• The Board of Trustees should take the recommendations of the Transition Committee, make a final decision, and then present the decision and reasoning to the congregation in a community meeting.

• Distribute the information in a variety of manners including a community meeting and in writing.

6. A Community of Seekers: What do you need from Temple Beth El?

• Overwhelmingly, members responded they need to feel a part of community and to feel they have a place to be Jewish in a non-Jewish world.

• Educating children and adults about Judaism is also an expectation of Temple Beth El.

• Having a rabbi for pastoral counseling, leading worship and for a feeling of stability.

Implications for Going Forward:

• Use information gathered in this process to clarify Temple Beth El’s current priorities, vision, and mission. Decide what staffing structure and programming will allow for and support the strongest sense of community.

• Students need innovative and engaging educational offerings.

7. A Community of the Future: Visionary Bulletin Articles from the year 5786

• Participants demonstrated their vision and dreams for what Temple Beth El can be in five years. Article topics discussed a wide variety of topics, but the most
prevalent themes were social justice, community relations, increased membership, increased youth involvement, and increased programming.

- The variety of articles represent the passion members have for Temple Beth El.

**Implications for Going Forward:**

- Harness the desire expressed by congregants in these visions and dreams.
- Use these article titles and other data gathered in this process to clarify short-term, intermediate, and long-term priorities.
- Develop action plans for each short-term priority including next steps and realistic, attainable timelines.
- Decide who will be responsible for these plans.
Summary:

Temple Beth El has much to be enthusiastic about at this moment of transition. Members are proud of their synagogue community and many are excited about this next phase in its history. The leadership is committed to guiding the congregation through this process while being intentional about each step. In working with an outside consultant and making sure that all voices were invited to be heard, the Board of Trustees has ensured the community has begun the process of taking the necessary steps to reflect on Temple Beth El’s strengths and opportunities for growth. Adapting and remaining relevant to its members’ needs while remaining true to the congregation’s core values, mission and vision will be crucial as decisions are made and staffing models are created.

Over 200 people shared their opinions about what they would like to see for Temple Beth El’s future. Although there are differences of opinion, common themes emerged for each question asked. First and foremost, the community wants the synagogue to be inclusive and welcoming. People want to feel valued and connected to one another. They want to know their presence matters and that they are welcome in the community. This is especially true for young families and young adults. Decisions will need to be made and action steps taken to address how these members are included in the synagogue. These decisions will need to include but not be limited to the types and timing of events offered, whether childcare will be offered for those too young to attend, if there will be dedicated age-appropriate worship services, and how young families will be made to feel welcome at services. Furthermore, the leadership will need to evaluate if programs help achieve Temple Beth El’s goals of strengthening intergenerational connections, welcoming members, and allowing for more social connections outside the building. There is fear of over relying on a small number of volunteers who run the activities. Understanding why programs are offered before they are run will help protect the congregation’s human and financial resources.

Furthermore, many members and staff members feel it is in Temple Beth El’s best interest to move forward in hiring a new rabbi. Many report wanting to get out of “being in limbo” and feel having a dynamic rabbi will attract new members. While some believe that Temple Beth El cannot afford to have both a rabbi and cantor at this time, others believe it is not sustainable to have Cantor Fine as the sole clergy. People also voiced interest in hiring both a program/membership coordinator and executive director. As with Cantor Fine’s position, there is concern that the current workload expected of volunteers is not viable. Having both positions would allow the Board of Trustees to focus more on governance related issues instead of managing daily responsibilities and lessening the demands placed on a small number of lay leaders. Finally, congregants wish to have a strong education department where children and adults are excited to learn. Having sufficient teaching staff and a director of education who is Jewishly knowledgeable, educationally progressive and committed to students is vital.
As priorities are set, it will be imperative for those in charge to ask themselves why choices are being made the way they are. In developing the answers to that question, the leadership will be able to give a clear rationale of how decisions were made and make sure the congregation is united on the path forward.
APPENDIX A: Categories of Responses to Questions

For each question asked, there were a variety of responses. For sake of presenting only the most common themes, the remaining categories of responses are listed below in order of prevalence. Please note, some categories are tied.

Question #1: Please share a meaningful experience you have had at Temple Beth El.
  • Life Cycle Events
  • Worship (Shabbat and Holidays)
  • Education
  • Sense of Community
  • Choir and Music Related Activities
  • Rabbinic leadership and Sermons
  • Leadership Opportunities
  • Programming
  • Early Childhood
  • COVID Related

Question #2: What Temple Beth El does best
  • Inclusivity, Diversity and Community Related
  • Worship
  • Programming
  • Education Related
  • Interfaith Relations and Outreach to Larger Tacoma Community
  • Adaptability and Willingness to Try New Ideas
  • Board and Leadership
  • Cantor Fine and Music
  • Communication
  • Building
  • Administrative Staff
  • Sermons
  • Social Justice
  • Technology

Questions #3: If Temple Beth El did “X,” I would tell my Jewish friends to join.
  • More Programming that addresses:
    o Young Families / Young Adults
    o Social Justice
    o Arts and Community Programming for the Larger Tacoma Community
    o Outreach to Jewish Community
    o Interfaith Outreach to the Larger Community
    o Becoming More Welcoming
  • Administrative Issues that address:
    o Staffing
    o Financial Matters
Technology
Better Use of the Physical Space

Education
Worship, including
Music

Question #4: If I could change one aspect of Temple Beth El, it would be
Membership and Community Relations
Youth / Young Adults / Young Families
Staffing
Worship
Physical Building Issues
Religious School
Financial
Programming
Organizational
Outreach to larger community
Balance between Conservative and Reform practices
Technology
Board Related

Question #5: What are your goals for a new staffing structure?
Rabbi
Cantor
Program Director
Education
Executive Director
Marketing and Outreach
Young Adult Specific Program Director
Administrative Support
Social Justice Coordinator
Technology
Maintenance and Operations
Security
Volunteer coordinator
Social Media
Fundraising

Question #6: How I will know my voice was heard
If there is transparency in decision making process
I already feel heard
If I see change
I see a written report
Happy being invited to participate and the way meetings were handled
• If people are talking about the ideas generated
• If there is positive feeling in the community
• I trust the process
• More people get involved
• Steps are taken to move the congregation forward
• Not concerned about my voice but those of others

Question #7: What do I need from Temple Beth El? (online only)
• Community
• Education
• Rabbi
• Worship and ritual opportunities
• More affordable dues structure
• Return to the building
• Positive feelings
Appendix B: Titles of all Articles to be Written in 5786, Listed by Category

Increased Membership

- Temple Beth El welcomes family #500 to our congregation: our membership has grown tremendously
- Temple Beth El celebrates the rich and encompassing diversity of its growing membership: virtual participation = attendees
- Temple membership hits 400 families
- Membership of new families requires extra HH service or new venue
- Overflow crowds on High Holidays require second service
- Temple Beth El membership exceeds all past numbers
- High Holiday services at the Pantages Theater
- Due to high membership fee collection, no High Holy Day appeal required
- Temple’s numbers of religious school students exceed all past records
- Fundraiser for largest ever confirmation class going to Israel in the spring
- Groundbreaking for new building to accommodate expanding membership

Social Justice

- Temple Beth El purchases property to build temporary housing for families
- Temple Beth El the center of social justice in Tacoma
- Temple Beth El and the Environment
- Volunteer for annual fund drive and hunger walk. Also sponsoring the Tacoma Marathon
- Temple teens performing service project
- Temple Beth El and St. Andrews collect record amount of food donations
- Temple Beth El community farm produces record harvest for food bank
- Temple Beth El steps up during crises to support Jewish community and beyond
- Temple Beth El facility becomes LEED certified building (sustainable)
- Social justice platform and discussion inviting all local communities
- Join temple youth for breakfast after hunger strike for climate change awareness
- Temple Beth El ending food insecurity in local community
- Temple Beth El graduating 3rd family to permanent housing
- Temple Beth El celebrates energy self-efficiency
- Temple Beth El sponsors family into home ownership
- Community garden feeds Tacoma family for Thanksgiving with 200 pounds of food
- Associate Ministries and TBE host 50 families in tiny homes for the holidays
- Temple Beth El donates 1 ton of food from community garden
- Temple Beth El community garden provides XX pounds of food to nourish Pierce Co.
- Temple Beth El moves toward energy independence with the installation of solar panels on lawn and roof
- Caring Committee has been busy this past month

Youth

- Temple teens have just returned from teen trip to Israel
- Young voices
- Temple Beth El sends record number of youths to Camp Kalsman
- NFTY group to have a food drive the weekend after Yom Kippur
- Temple Beth El college students participate in services at a record high
- Our Teen Ambassador shares the news and events of the coming months
• Children’s services attendance hits 100
• Jewish summer camps make a comeback
• 75 BELC and Gan children will stand under Talit on Rosh Hashanah for blessing
• New Friday childcare center open
• Save these dates for upcoming B’nai Mitzvah

Religious Education
• Religious school students, confirmation class attend Titlow Baptist service
• Work begins on new religious school wing
• Temple Beth El religious school outgrows facilities with record enrollment
• Temple Beth El hosts Limmud 5787
• Temple Beth El hosts 2nd annual Jewish studies symposium
• We are a leader in Jewish educational training and just introduced a new innovative educational program
• Temple Beth El sponsors visiting Israeli scholar for 3 months

Staffing
• Our new young rabbi will be the keynote speaker at UPS commencement
• Our Rabbi has just received the “City of Destiny” award
• Join us this holiday season to celebrate 5th anniversary of Rabbi’s leadership at temple
• Rabbi wins award from Union for Reform Judaism for creative youth involvement
• Religious School administrative assistant celebrates 5 years at Temple Beth El
• Rabbi X congratulates the Temple Beth El community for its fantastic support of the Tzedakah funds
• Union for Reform Judaism recognizes our rabbi as rabbi of the year
• Temple Beth El celebrates 4th anniversary of new rabbi
• Rabbi invited to provide opening prayer at state legislation opening session

Community Relations
• Temple Beth El in the community
• Resuming Shilo Baptist dinners
• Temple Beth El creates liaison relationship with Chabad
• Lots of activities: Klezmer concert, big event open to the entire community, senior tour of Rhododendron Gardens
• Temple Beth El hosts interdenominational series with different populations – churches, mosques, LGBTQ
• Temple Beth El launches new dialogue with black church choirs and sing together
• Temple Beth El builds better understanding between cultures
• Tacoma community meal and social event at Temple Beth El
• Temple Beth El and Bremerton congregation plan joint services
• Temple Beth El thanks tribes for being on their land
• Coming this spring, a First Nation’s Seder
• Temple Beth El hosts dinner and dance for Tacoma college students
• The monthly Jewish military cadre will meet at Jordan Harris’ home on October 7
• How we have strengthened Jewish values and traditions in the community
• Temple Beth El joins 6 other Tacoma area places of worship to sponsor teen Israel trip to visit sister temple

Israel
• Israeli dance troupe culminates 5-year relationship between their students and ours
• 50 Temple Beth El members return from successful group trip to Israel
• Temple Beth El renews sister city in Israel
• Temple Beth El has enough local members to go to Israel on a chartered airline
• Temple Beth El supports Israel
• Our commitment to support the Jewish state of Israel
• TEAM TBE bikers and walkers supporting Israel and local environmental issues for a fundraiser

Programming
• New staff and expanded programming: focusing on youth and seniors
• Celebrate the achievement who has created a robust youth program
• Next week – Bubbes and kids baking in the Sukkah
• Temple Beth El Jewish book club reads Isaac B. Singer
• Temple Beth El sponsors Klezmer band Saturday night
• Temple Beth El finally celebrates in person retirement of Rabbi Kadden
• Temple Beth El has largest Chavurah “crawl” (progressive dinner) on west coast.
• Shabbat services honors seniors
• Temple Beth El to honor long term members
• Annual family retreat in October
• Don’t forget to pick up your free challah from our in-house Jewish deli

Financial
• An anonymous congregant has just bequeathed $1 million in perpetuity
• Donation opportunities abound - so many funds to donate to
• Temple Beth El explores new annual commitment structure

Features
• Looking back on Temple Beth El
• The Temple Beth El Merger: a history
• 5 new recipes that fit with the High Holidays
• First Jewish Vice President to visit Temple Beth El
• No more bulletin – only weekly emails
• Rabbi Kadden’s Yom Kippur sermon included in Mishkan HaNefesh

Arts and Culture
• Temple Beth El choir has been working with a famous composer – come hear their new composition
• Upcoming concerts – notable talent that grew up at Temple Beth El
• PBS recognizes TBE’s Cantor’s performance in a nationally televised program
• Annual interfaith music event sponsored by TBE
• Temple Beth El hosts Tacoma Symphony playing music of Jewish composers
• Book Club honored by national library association

Shuttle
• Temple shuttle records 1000th trip
• Temple Beth El adds second transport shuttle
Appendix D: Demographics of Participants in Community Meetings and Online Survey

Community Meetings:

- **Age**
  - 80 responses
  - Younger than 18: 28.7%
  - 18-24: 36.2%
  - 25-34: 10%
  - 35-44: 8.8%
  - 45-54: 10%
  - 55-64: 28.7%
  - 65-74: 10%
  - 75+: 10%

- **Years of membership**
  - 78 responses
  - 0-5: 12.8%
  - 6-10: 9%
  - 11-15: 25.6%
  - 16-20: 10.3%
  - 21-25: 9%
  - 26-30: 20.5%
  - 31-35: 10.3%
  - 36-40: 10.3%
  - 40+: 12.8%
Appendix D: Demographics of Participants in Community Meetings and Online Survey

Online Survey:

- **Age**
  - 147 responses
  - 34.7% 18-24
  - 15.6% 25-34
  - 12.2% 35-44
  - 15.6% 45-54
  - 10.2% 55-64
  - 6.7% 65-74
  - 2.7% 75+

- **Years of membership**
  - 147 responses
  - 42.2% 0-5 years
  - 12.2% 6-10 years
  - 11.6% 11-15 years
  - 11.6% 16-20 years
  - 11.5% 21-25 years
  - 10.9% 26-30 years
  - 10.6% 30-35 years
  - 10.2% 36-40 years
  - 4.1% 40+ years

- **Membership Status**
  - 146 responses
  - 61.6% A member of Temple Beth El
  - 16.4% A prospective member
  - 10.4% A former member
  - 11.6% Other