

Jewish Dayton Dreams Big
The Final Draft





I. The Process for the Jewish Dayton Dreams Big Project

a. Assembled a Planning Committee

- Gary Youra, Chair
- David Pierce, JFGD Board President
- Amy Bloom, Member
- David Goldenberg, Member
- Kathryn Polk, Member
- Dan Sweeny, Member
- Cathy Gardner, JFGD CEO
- Jodi Phares, JFGD Project Manager
- Lori Cohen, Intern
- Dave Ramey, Consultant, Strategic Leadership Associates

b. Collect Data from the Community: In May - August 2017, the data collection process began via one-on-one interviews, parlor meetings and a community survey.

| | |
|--|---|
| Key Informant Interviews | 27 Interviews Completed |
| Parlor Meeting/Listening Sessions | 16 Meetings/Sessions Completed & Reports Submitted |
| | 173 Participants (127 participants submitted additional comments) |
| Community Surveys | 253 Surveys Completed (target of 307 from a universe of 1506 households) |

Key Themes collected about our Community:

- Welcome, openness, and tight knit (family-like) community and sense of identity is a major asset.
- Active engagement of leaders and volunteers is apparent.
- Diversity of worship opportunities of synagogues is appreciated.
- Programs for youth are highly valued: preschool, daycare, youth programs, day school, etc.
- Older cohort focuses more on dwindling size, scattered institutional location of assets, and aging population as negatives.
- Younger cohort has a more “connected” sense of community and diversity as an asset (sense of belonging versus sense of place).

Six Key Focus Areas that came out of the interviews, parlor meetings and community surveys:

- 1. Attract Young Jewish Families**
- 2. Build Employment Opportunities**
- 3. Communication**
- 4. Create a Jewish Hub**
- 5. Outreach to the Jewish Community**
- 6. Partnerships in General Community**



I. The Process for the Jewish Dayton Dreams Big Project (continued)

- c. **Executive Summary Report by Strategic Leadership Associates (attached)**
- d. **Assemble an Expanded Task Force** of representatives from all major facets of the community process the data from the one-on-one interviews, parlor meetings and a community survey. The Expanded Task Force Committee is made up of:
 - Rabbi Karen Bodney-Halasz
 - Rick Carne
 - Rabbi Judy Chessin
 - Abby Dickstein
 - Rabbi Joshua Ginsberg
 - Helene Gordon
 - Helen Halcomb
 - Rabbi Nochum Mangel
 - Ben Mazer
 - Cherie Rosenstein
 - Mary Tyler
 - Marci Vandersluis
 - Sarah Wolf Knight

II. Meetings

There have been three meetings of the Expanded Task Force Committee thus far:

- August 7, 2017 – The task force synthesized the data and developed strategies for each of the six key themes.
- November 9, 2017 – The task force brainstormed ideas for each of the key themes and associated strategies. After the brainstorming meeting we came back to the office and created a database where we entered each idea and the focus area and strategy it was associated with. There were 241 original ideas submitted from the brainstorming session and we ended up with 220 after we eliminated duplicate ideas.
- January 24, 2018 - The task force evaluated and rated the initiatives. The task force recommended a final phase of data collection from the community via Town Hall meetings.

III. Focus Areas, Strategies and Initiatives

FOCUS AREA: ATTRACT YOUNG JEWISH FAMILIES

| Focus Area: Attract Young Jewish Families | Total |
|--|--------------|
| Strategy: Access to Jobs | |
| Financial Incentives: Offer Jobs, Housing or Bring People in from Other Cities | 32 |
| Jewish Job Recruiter | 25 |
| Attract large employers to region - i.e. Amazon | 19 |
| Employment Coaching | 10 |
| Be a Job Recruiter | 5 |
| Pay People to Move to Dayton | 5 |
| Employer Incentive for Israelis | 0 |
| Strategy: Programs for Families | |
| Surrogate Grand Parent Program/Parents Go Away | 22 |
| Better activities to bring kids together | 15 |
| Free College for Jewish Teens | 10 |
| Free to bring family to visit you at the holidays | 0 |
| Strategy: Promote Dayton | |
| Highly Subsidized Jewish Education | 35 |
| Free Immersion Weekends to Move Here | 29 |
| Stipend for Daycare if the family has more than two children | 27 |
| Free Jewish Camp | 20 |
| Positive Community PR | 15 |
| All Jewish Institutions Green | 10 |
| Free Jewish Education (Hillel) | 10 |
| Free Synagogue Membership | 10 |
| Interest Free Loans to Families to Buy a House | 10 |
| Moving Bonus for Jewish Families | 10 |
| Families Get a Bonus (K-12) | 5 |
| Free Child Care | 5 |
| Free Jewish Education to the 12th Grade | 5 |
| Free Limo Rides to Jewish Events with Child Care | 5 |
| Guest House for Relatives | 5 |
| Significant Neighborhood for Young Jewish Families | 5 |
| The Best Deli in the United States | 5 |
| Free Housing for new transfers to area | 4 |
| Incentive to bring a friend to live in Dayton | 4 |
| Free Bikes | 0 |
| Free Birthing Centers | 0 |
| Free Loans | 0 |
| Strategy: Welcome Newcomers | |
| Welcome Package for Newcomers | 30 |
| Welcome Wagon Team | 14 |
| Visitor/Welcome Center | 0 |
| Strategy: Youth Outreach Program | |
| All High Schoolers Go to Israel | 25 |
| Free Tickets to Cultural and Youth Activities | 0 |

FOCUS AREA: BUILD EMPLOYMENT OPPORTUNITIES

| Focus Area: Build Employment Opportunities | Total |
|---|-------|
| Strategy: Dayton Development Coalition | |
| Recruit Israeli Aircraft Partnership with WPAFB | 16 |
| Fund Start Ups (i.e., Dayton Israel) | 13 |
| Tax Incenties for Israeli Companies | 6 |
| Strategy: Universities | |
| Israeli Companies Partner with UD | 20 |
| Strategy: University Partnerships | |
| WSU Free for Israeli Students | 0 |
| Strategy: Workforce Development | |
| Create Jewish Job Placement Agency | 30 |
| Career Coaching | 15 |
| Systematic Coordination of College Internships in Israeli companies | 15 |
| Relocation or Satellite Offices for Israeli Companies | 5 |
| Signing Bonuses | 0 |
| Start a Jewish Company | 0 |
| Advertise in Ohio cities About Jobs | 0 |
| | 0 |

FOCUS AREA: COMMUNICATION

| Focus Area: Communication | Totals |
|--|--------|
| Strategy: Calendar | |
| Central Jewish Calendar | 30 |
| Strategy: Common Marketing | |
| Community Relations Director for the Dayton Jewish Community | 34 |
| Meet Jewish Dayton at the Universities | 23 |
| Form Jewish groups at schools, employers and companies | 8 |
| Outreach Worker for Colleges | 8 |
| Information Center | 5 |
| Jewish Dayton Celebrity Spokesperson | 5 |
| Jewish Radio Station | 5 |
| Advertise Jewish Dayton on professional team jersey or Nascar | 0 |
| Billboards | 0 |
| Blimps | 0 |
| Free subscription to the Jewish periodical of your choice | 0 |
| Funded Community Communication Costs | 0 |
| International Newsletter | 0 |
| Jewish Community Cable Station | 0 |
| Jewish Dayton Game Show | 0 |
| Observer to the entire country | 0 |
| Sky Writing | 0 |
| Strategy: Messaging | |
| Coordinated Communication | 30 |
| Advertise events regionally, in newspapers, online and on television | 10 |
| Ads in Dayton Daily News | 1 |
| Workers on street asking "Are you Jewish?" | 0 |
| Strategy: Social Media | |
| Increase Social Media Presence as a Jewish Community | 22 |
| Coordinated Outreach to Unaffiliated | 15 |
| Jewish Dayton Social Media Coordinator | 15 |
| JFGD App | 9 |
| Community One Call for events | 8 |
| Reddit for Jewish Dayton | 3 |
| Ipad to everyone that contains Dayton Jewish Community information | 0 |
| Jewish Alexa | 0 |
| Jewish Four Square | 0 |
| Jewish notifications when you log into your devices | 0 |
| Phone Tree Texts | 0 |
| Woof App - Facebook for the Jewish Community | 0 |
| Strategy: Web | |
| Jewish Life in Dayton Website | 23 |

FOCUS AREA: CREATE A JEWISH HUB

| Focus Area: Create a Jewish Hub | Totals |
|--|--------|
| Strategy: Building Community | |
| Central Campus for Worship, School, Recreation, Food | 36 |
| Pavillion | 20 |
| World Class Facility: One Campus w/ Onsite Learning for Preschool, High School & Day School | 17 |
| Computer Labs | 10 |
| Communal Event Space | 9 |
| Build a Jewish Kibbutz | 5 |
| Create Recreational/Social Places for People | 5 |
| Eruv | 5 |
| Jewish Guest House | 5 |
| Judaica Stores | 5 |
| Meeting/Banquet Space | 5 |
| Outdoor Track | 5 |
| Rebuild Dayton View | 5 |
| Venue for Jewish Celebrations | 5 |
| Communal Housing Arrangements | 3 |
| Community Area with School and Housing | 3 |
| Jewish Art Museum | 0 |
| Jewish History Museum of Significant Leaders | 0 |
| Jewish Parks and Green Space | 0 |
| Kibbutz/Nuclear Community | 0 |
| Large Campus with Satellites | 0 |
| 100 Story Building with Everything - One Campus | 0 |
| Strategy: Comprehensive Jewish Education | |
| Jewish Learning Center for Adults | 25 |
| Jewish School K-12 | 15 |
| Vocational School | 0 |
| Strategy: Kosher Options | |
| Kosher Deli/Coffee House | 15 |
| Kosher Food Truck | 14 |
| Kosher Butcher/Bakery/Etc. | 10 |
| Kosher Grocery | 5 |
| Kosher Hotel | 0 |
| Kosher Kobe Beef Cows | 0 |

FOCUS AREA: CREATE A JEWISH HUB

| Focus Area: Create a Jewish Hub | Totals |
|---|--------|
| Strategy: Recreational Options | |
| "Killer" Recreational Center | 16 |
| Parents Night Out | 10 |
| Water Park | 10 |
| Jewish Museum to Celebrate Dayton | 5 |
| Jewish Activities Club | 3 |
| Bar | 0 |
| Dog Park | 0 |
| Entertainment Throughout the Year | 0 |
| Jewish Movie Theater with Kosher Food | 0 |
| Movie Theatre with Israeli/Jewish Films | 0 |
| Strategy: Seniors in the Community | |
| Adopt a Grandparent | 24 |
| Free Transportation | 17 |
| JewishCares.com Home Visitors | 15 |
| Add Skilled Nursing for a Continuum of Care | 7 |
| High Quality Living for Seniors | 5 |
| Senior Center and Preschool activities | 2 |
| Senior Center - Subsidized Pricing | 0 |
| Strategy: Synagogue Collaboration | |
| Reciprocal Member Privileges at Congregations | 17 |
| | |

FOCUS AREA: OUTREACH TO JEWISH COMMUNITY

| Focus Area: Outreach to Jewish Community | Totals |
|--|---------------|
| Strategy: Cultural Exchange | |
| National Exchange Program with Jewish Communities Across the Country | 10 |
| Strategy: Non-Affiliated | |
| Community Wide Programs (Hanukkah, Purim) | 17 |
| Anyone Who Joins a Synagogue Gets \$1,000 to Spend on Something Jewish | 15 |
| Jewish Dayton Night for One Night a Year in Every Performing Arts Location | 13 |
| Host Biggest Shabbat Dinner | 4 |
| App to Win Prizes When You Check Into Jewish Events - Prizes and Points | 0 |
| Strategy: Other Communities | |
| Bigger and More Functional Partnerships in the Community | 25 |
| Strategy: Project Partnerships | |
| Partnerships with Neighboring Cities | 20 |
| | |

FOCUS AREA: PARTNERSHIPS IN GENERAL COMMUNITY

| Focus Area: Partnerships in General Community | Totals |
|---|--------|
| Strategy: Arts | |
| Jewish Night at the Symphony | 7 |
| Increase opportunities in the Arts | 3 |
| Strategy: Diversity | |
| Jewish Speakers for the General Community | 25 |
| Encourage Jewish Participation on Boards | 19 |
| Establish Permanent Jewish Board Positions In Dayton Organizations | 8 |
| Recruit Great Jewish Teachers from Around the World to Teach in Urban Schools | 7 |
| Create a Program to Bring Different Ethnicities Together | 5 |
| The World's Best Festival of World Religions | 0 |
| Strategy: Interfaith | |
| Recruit Jewish Participation in the Community | 9 |
| Strategy: Schools | |
| Create Best Teacher Corp with Nationally Renowned Teachers | 0 |
| Strategy: Social Service | |
| Offer Mentoring for Young Jewish People | 23 |
| Partner with Hospitals (i.e., Chaplains) | 19 |
| Every Jewish Institution has a Partner "Sister" in the Community | 0 |
| Single Issue Advisory Boards | 0 |
| Strategy: University Partnerships | |
| Place Jewish Graduates Looking for Employment | 27 |
| Fund Jewish Programs at the Universities for Everyone | 17 |
| Partner with Universities for Outreach to Students | 17 |
| Relationships at UD + WSU | 11 |
| Establish Jewish Chairs at the Universities | 5 |
| Establish Scholarships for Jewish Studies/Staffing | 5 |
| Offices at Universities | 0 |

OTHER INITIATIVES UNSURE OF APPROPRIATE FOCUS AREA/STRATEGY

| WE'RE NOT SURE | Totals |
|---|--------|
| Jewish Mentors for Professionals | 15 |
| Subsidize Programs so Everyone Can Attend Programs | 15 |
| Special Needs Facility - Infant to Adult | 12 |
| Free Babysitting | 6 |
| Metroparks Connect to Jewish Campus | 5 |
| PJ Library for Adults | 5 |
| Workout Classes + Facility with Evening Hours | 5 |
| Bank of Experts from Different Fields (i.e., Loan Expert) | 5 |
| Jewish Chamber of Commerce | 5 |
| Wright Patterson Official Liason Center for Israel | 4 |
| Diamond District | 0 |
| Direct Flights to Israel | 0 |
| Federation Named Dayton's Most Trusted Organization and Partner | 0 |
| Five Great Jewish Thinkers Relocate to Dayton | 0 |
| Foods of the World | 0 |
| Free Hebrew Classes Link to Jerusalem | 0 |
| Free Housing | 0 |
| Get Every Jewish Billionaire to Invest 100 Million in Dayton Area | 0 |
| Greatest Jewish Chefs Offering International Jewish Cuisine | 0 |
| Jewish Hospital | 0 |
| Jewish Job Shadowing for Teens in US + Israel | 0 |
| Jewish Mortgage Company | 0 |
| Jewish Yellow Pages | 0 |
| Require Jewish Businesses to Expand Workforce by 50 People | 0 |
| Affordable Housing - Subsidies | 0 |
| Artists and Musicians Go Out in the Community | 0 |
| Tech Center to Develop Programs | 0 |
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| | |



IV. Town Hall Meetings

- a. Town Hall Meeting Format: There will be six (6) Town Hall meetings to be held at each of the Synagogues, Chabad and the Jewish Federation.
- b. Participants at the Town Hall meetings will:
 - i. Learn about the process to date and be presented with the results of the surveys, one-on-one interviews and parlor meetings. This will be a booklet called the Final Draft.
 - ii. Next the participants will engage in a table discussion where they will express:
 - What's inspiring?
 - What is not strategically sound?
 - What is missing from the results?
 - iii. There will be a Q & A period at the end of the table discussion. Cathy will attend all Town Hall meetings to moderate the table discussions.

IV. Post Town Hall Meetings

- a. The Expanded Committee will filter all the feedback from the Town Hall meetings and come up with the preliminary plan called "The Game Plan."
- b. The Game Plan is presented to the JFGD Board. It should be noted that the work we have done thus far has been the "Visioning Process." After the board approval we will enter the "Planning Process."



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Jewish Federation of Greater Dayton
Community Survey Report

EXECUTIVE SUMMARY

July 25, 2017

Prepared by:
David Ramey, Consultant

Changing the trajectory of the future by creating consensus on vision and strategy.

Overview and Executive Summary:

Overview

The Jewish Federation of Greater Dayton and its Agencies care for those in need, strengthen Jewish life, and create connections among Jews – acting locally, in Israel, and around the world.

The Jewish Federation of Greater Dayton (hereinafter known as JFGD) seeks to develop a long-range vision to anticipate the demographics, needs, priorities, and strategies in serving the Jewish community in greater Dayton for the next several decades.

JFGD and its Agencies provides a wide range of services and outreach efforts to the community working with its partners and Jewish organizations. These include, but are not limited to:

Federation Programming & Services

- **The Annual Presidents Dinner**
- **Shalom Dayton (local outreach to newcomers and international outreach to immigrants from other countries)**
 - **Jewish Community Organizations**
 - **Community Partners**
- **Israel & Overseas Program, including:**
 - **Partnership2Gether**
 - **Taglit Birthright Israel**
 - **Mission Trips**
- **PJ Library**
- **Young Adult Division**
- **Jewish Community Relations Council**
- **Innovation Grants**
- **Disaster Relief**

JCC Programming & Services

- **Early Childhood & Preschool**
- **Youth Teen & Family Events**
- **Cultural Festivals (Film Fest & Book Fest)**
- **Hosting venue for classes and activities for all ages**
- **BBYO & Maccabi**
- **Summer & Winter Camps**

JFS Programming & Services

- **Volunteer Coordination**
- **Case Management**
- **Transportation Program**
- **Handyman Services**
- **Information & Referral**

Jewish Foundation Services

- **Donor Advised Funds**
- **Endowments**
- **Teen Philanthropy (B'nai Tzedek)**

JFGD maintains relationships with a variety of worship communities in greater Dayton which include:

Local

- **Beth Abraham Synagogue – Conservative (USCJ)**
- **Beth Jacob Synagogue - Traditional**
- **Chabad of Greater Dayton**
- **Temple Beth Or – Reform (URJ)**
- **Temple Israel – Reform (URJ) Outside the Dayton Area**
- **Congregation Anshe Emeth – Reform (URJ)**
- **Temple Beth Shalom – Reform (URJ)**
- **Temple Shalom - Reform (URJ)**

JFGD also maintains relationships with a range of local Jewish community organizations including the following:

- **Dayton Holocaust Resource Center**
- **Hadassah (Dayton Chapter)**
- **Hillel Academy of Greater Dayton**
- **Hillel at Miami University**
- **Jewish Boy Scouts (Dayton Chapter)**
- **J-Shoft (Campus Group at Wright State)**
- **Jewish War Veterans (Dayton Chapter)**

Strategic Leadership Associates (hereinafter known as SLA) is assisting the JFGD in developing its **Jewish Dayton Dreams Big Visioning Project** for the future. This effort is being completed in two phases, including:

- **Phase I – Future Greater Dayton Jewish Community Profile**
- **Phase II – Long-Term Vision and Strategy Development**

As part of the **Phase I – Future Greater Dayton Jewish Community Profile, Jewish Dayton Dreams Big** will identify the challenges, opportunities, goals, and strategies to maintain and grow a vibrant Jewish community in greater Dayton for the next two decades.

JFGD conducted a **Jewish Dayton Dreams Big Community Survey**. Surveys were mailed to 1508 individuals and families in the Jewish community asking for their participation in this community survey. A total of 253 survey responses were received to the Community Survey. Consequently, findings are reported at the 95% confidence level with a ± 5.62 percent margin of error. This means in all future cases, 95 of 100 responses would be the same with a maximum variance of 5.62%. The input from these surveys will be used to formulate the findings and recommendations for this visioning initiative.

Executive Summary

- In the **Jewish Dayton Dreams Big Community Survey**, the first seven questions were devoted to understanding the demographics of respondents. 50% of respondents are over the age of 56. For purposes of better understanding the responses throughout the survey, analysis was done on three groups, including:
 - **Respondents 35 and under (7% of respondents)**
 - **Respondents 36 to 55 (25% of respondents)**
 - **Respondents over the age of 56 (68% of respondents)**
- Respondents indicated how long they have lived in the greater Dayton area. Overall, 201 or 79.45% of respondents have lived in the greater Dayton area for 20 years or more.
- More respondents under the age of 35 have lived in Dayton less than 20 years as compared to other groups. For those under age 35, 35.29% have lived in Dayton less than 5 years. 17.65% have lived in Dayton 6 to 10 years. 5.88% have lived in Dayton 10 to 15 years, and 11.76% of respondents under 35 have lived in Dayton for 15 to 20 years.

- Among those respondents between 36 and 55 years of age, 57.81% have lived in Dayton area 20 years or more, with approximately 42% of respondents between the ages of 36 and 55 having lived in the Dayton area less than 20 years.
- Overwhelmingly, respondents over the age of 56 (92.44%) have lived in the Dayton area 20 years or more.
- **Jewish Dayton Dreams Big Community Survey** respondents were asked to indicate at which synagogues they currently maintain a membership. 32.81% of respondents indicated they are members of Temple Israel, with 27.27% of respondents indicating they are members of Beth Abraham. 21.34% of respondents indicated they are members of Temple Beth Or. 7.91% of respondents indicated they are members at Chabad, and 3.56% of respondents indicated they are members of Beth Jacob. It is important to note that some respondents may have indicated they are members of more than one congregation.
- Among those ages 35 or under, an equal number (29.41%) are members of both Temple Beth Or and Temple Israel.
- Of respondents between the ages of 36 and 55, 25% of respondents indicated they are members of Temple Beth Or, 23.44% indicated they are members of Temple Beth Israel, 18.75% of respondents indicated they are members of Chabad, 17.19% of respondents indicated they are members of Beth Abraham, and 1.56% indicated they are members of Beth Jacob.
- Among respondents over 56 years of age, 36.63% are members of Temple Israel, 33.14% are members of Beth Abraham, 4.65% are members of Beth Jacob, and 4.07% indicated they are members of Chabad.
- Among all respondents, a number indicated they are not members of a synagogue at this time. Other synagogues mentioned included Temple Shalom in Springfield, Wise Temple, and Temple Anshe Emeth in Piqua.
- An average of 1.73 adults over the age of 21 live in Jewish households that participated in the survey.
- More than half of all respondents (53.75%) indicated they expect to remain in greater Dayton indefinitely.
- It is interesting to note that 58.82% of respondents under the age of 35 expect to remain in Dayton 5 years or less.
- It is interesting that 39.06% of respondents in the age cohort of 36 to 55 expect to remain in greater Dayton indefinitely, while 28.12% are uncertain how long they expect to remain in greater Dayton.
- 62.21% of respondents over the age of 56 expect to remain in greater Dayton indefinitely.
- 43.87% of all respondents indicated that they attend Jewish programs or worship at Boonshoft CJCE, with 39.92% indicating they attend programs or worship at Temple Israel. 37.94% of respondents indicated they attend programs or worship at Beth Abraham. 30.43% indicated they attend Jewish programs or worship at Temple Beth Or. 21.45% indicated they attend Jewish programs or worship at Chabad, and 5.93% indicated they attend Jewish programs or worship at Beth Jacob.

- Other places mentioned where respondents participate in Jewish programs or worship include Wright State University, Hillel Academy, Wise Temple, Hadassah, Congregation Beth Abraham, and Temple Anshe Emeth.
- 47.06% of respondents under the age of 35 attend Jewish programs or worship at Temple Israel and 35.29% in this age cohort attend programs at Temple Beth Or. 29.41% attend programs at Beth Abraham and 29.41% attend programs at Boonshoft CJCE. 23.53% of respondents under the age of 35 attend programs at Chabad.
- It is interesting to note here that fewer younger respondents under the age of 35 attend programs at Boonshoft CJCE than other age cohorts.
- Among those from 36 to 55 years of age, 42.19% attend programs at Boonshoft CJCE. 35.94% attend programs at Chabad. 32.81% attend programs or worship at Temple Beth Or. 29.69% attend programs or worship at Beth Israel. 26.56% attend programs or worship at Beth Abraham, and 6.25% attend programs or worship at Beth Jacob.
- Among those over 56 years of age, 45.93% attend programs at Boonshoft CJCE, 43.02% attend programs or worship at Temple Israel, 43.02% attend programs or worship at Beth Abraham, with 29.07% attend programs or worship at Temple Beth Or. 15.70% attend programs or worship at Chabad, and 6.4% attend programs or worship at Beth Jacob.
- Among all survey respondents, the primary strengths of Jewish Dayton include:
 - **Jewish Organizations Serving the Community (58.89%)**
 - **Network of Friends and Family (58.5%)**
 - **Dedicated Volunteers and Leaders in the Community (58.10%)**
- Survey respondents under the age of 35 indicated the following primary strengths:
 - **Connection to Jewish Cultural Programs and Activities (76.4%)**
 - **Network of Family and Friends (76.47%)**
 - **Dedicated volunteers and Leaders for the Community (58.82%)**
 - **Jewish Organizations Serving the Organizations (52.94%)**
- The primary strengths of Jewish Dayton as reported by respondents between the ages of 36 and 55 include:
 - **Connection to Jewish Cultural Programs and Activities (53.12%)**
 - **Jewish Organizations Serving the Community (51.56%)**
- A profile of strengths as viewed by survey respondents over age 56 include:
 - **Dedicated Volunteers and Leaders for the Community (63.95%)**
 - **Jewish Organizations Serving the Community (62.21%)**
 - **Network of Family and Friends (61.05%)**
 - **Connection to Jewish Cultural Programs and Activities (56.40%)**
- Respondents to the **Jewish Dreams Big Community Survey** were asked to identify the primary limitations or weaknesses for the Jewish community to overcome in moving forward. These primarily include:
 - **Aging of Jewish Community Members (78.26%)**
 - **Static or Small Size of the Jewish Community (70.36%)**

- These views are generally consistent among all age groups who completed the survey including those under 35 years of age, those between 36 and 55 years of age, and those over 55 years of age.
- **Jewish Dayton Dreams Big** survey respondents were asked to identify future programs or services they consider vital to Jewish Dayton over the next 20 years. Among those under 35 years of age, their comments primarily focused on attracting young people and an increased number of community events for families and children.
- Among those respondents between the ages of 36 and 55, their comments most frequently reflected a desire for more unified Jewish community often represented by a physical, central location or center. In addition, this age cohort group seeks more expansive services for Jewish families of all ages. In addition, those between the ages of 36 and 55 seek more services assisting with interfaith collaboration.
- Among those 56 years of age or older, their comments primarily reflected the need for more attention to Jewish youth and family programs, as well as services for an aging Jewish population. Those respondents 56 years of age or older all see the need for increased exposure to Jewish education across the entire community and transportation services for Jewish seniors in Greater Dayton.
- **Jewish Dayton Dreams Big** survey respondents were asked to indicate their vision for collaboration among Jewish organizations and entities in the community. There appeared to be a desire for a comprehensive and cohesive marketing and branded Jewish hub and spoke identity with the shared promotion and capacity for the following elements of Jewish life:
 - **Education**
 - **Culture**
 - **Worship**
 - **Community Development**
 - **Family Life**
 - **Youth and Young Adults**
 - **Community Outreach**
 - **Partnerships**
- In addition to this overall cohesive identity, there were a number of specific priorities mentioned under the umbrella of Jewish collaboration. These include:
 - **Collaboration among Synagogues**
 - **Unified Support for a Jewish Day School**
 - **Outdoor Community and Recreational Opportunities**
 - **Single Community-wide Calendar of Events**
- Survey respondents were asked to identify three things about Jewish Dayton that they would change in the next 20 years. The following consolidated themes represent those most frequently mentioned priorities:
 - **Create a comprehensive and coordinated community outreach (Tikkun Olam) of the Jewish Community to wider community needs which include:**
 - **Arts and Culture**
 - **Social Welfare to the Underserved**
 - **University and Community partnerships**

- **Create a high-level engagement process and demonstrable outreach to affiliated and non-affiliated Jewish families. This will include a specific welcoming outreach to Jewish families who are new to the area.**
- **Work in collaboration with government and business organizations that are working in high growth employment areas; in targeted areas, such as healthcare, aerospace, information technology, and security; collaborating with them to strengthen the recruitment of Jewish families to the community Increase collaboration among synagogues; and the joint promotion for programs and worship opportunities.**
- **Strengthen the Jewish Day School and its presence serving the entire community.**
- **Expand the CJCE as a gathering place for recreation and social opportunities for families and members of the Jewish community to feel welcome and at home.**
- **Create access to a wider kosher food selection.**
- Respondents to the **Jewish Dayton Dreams Big Community Survey** were asked to identify the best possible position for the success of Jewish Dayton over the next 20 years. Their comments reflected the following themes as those with highest priority.
 - **Growth in the Jewish population with attention to attracting and retaining younger Jewish families.**
 - **More prominent unified Jewish presence and identity in greater Dayton.**
 - **Increased collaboration among synagogues for programming and worship.**
 - **Strong financial stability and endowment for the entire Jewish community.**
 - **Strong Jewish Day School and day camps for students in the summer.**
 - **Stronger outreach to Jewish students at universities to increase their exposure to the Jewish community in Dayton and potentially retain them in Dayton in the future.**
 - **Outreach to business development organizations that attract and retain new workers in high growth industries making them aware of the presence and vitality of Jewish Dayton.**
- Survey respondents were asked to identify additional activities or priorities that would help increase the Jewish population in greater Dayton. Many of these priorities were identified in earlier survey questions, however, their emphasis suggests their importance among survey respondents.
- The most important activities recommended to increase the Jewish population in greater Dayton include:
 - **Improved access and support for young Jewish professionals who seek to relocate or remain in the Dayton community.**
 - **Work with business employer groups and government agencies to promote the vibrancy of Jewish Dayton as a significant quality of life asset for potential workers coming to the area in high growth industries.**
 - **Increase outreach and support for young Jewish families in a consolidated regional effort to build a sense of identity and vibrancy across the region.**

- **Increase outreach to non-engaged and non-affiliated Jewish households through promotion of Jewish Dayton's quality of life.**
- **Promote a full range of Jewish youth services on the region, including preschool, day care, day school, summer camps, and recreational opportunities.**
- **Support the activities and education of young interfaith couples.**
- Survey respondents were asked to indicate how important it is for them to maintain their connection to the Jewish community in Dayton over the next 20 years. With 7 being highly important, it is obvious among all respondents that their connectedness to the Jewish community in the next 20 years is highly important with a rating of 5.98 on a 7-point scale. This rating is uniformly high across all age cohorts, including those under 35 (5.88 on a 7-point scale), those between 36 and 55 (5.72 on a 7-point scale), and those 56 and older (6.04 on a 7-point scale).
- **Jewish Dayton Dreams Big** survey respondents were asked to identify the most important community partners for Jewish Dayton to develop over the next 20 years. They suggested a wide range of partnerships which most frequently included the following:
 - **Business and community workforce development partners in high employment growth areas, such as health care, information technology, and aerospace**
 - **Partnerships with Wright-Patterson Air Force Base**
 - **Partnerships with arts and culture-related community organizations**
 - **Partnerships with universities, particularly Wright State University and the University of Dayton**
 - **Health care system partnerships**
 - **Partnerships with other religious traditions with common community values**
 - **Stronger collaboration among synagogues in the region**
 - **Outreach to Jewish communities in other surrounding areas, especially Yellow Springs, Springfield, Troy, Piqua, and Cincinnati**
- Participants in the community survey were asked to identify how important it is for them to maintain an affiliation with a Jewish synagogue as part of a connection to Jewish Dayton. This synagogue connection appears to be very important to nearly all survey respondent groups. Respondents rated the importance of synagogue affiliation on a scale of 1 to 7 with 7 being highly important.
- Among all respondents, the importance of their relationship with a synagogue is 5.88 on a 7-point scale. These views are similar regardless of age grouping. For those under 35 years of age, their rating of importance is a rating of 5.44 on a 7-point scale. Among those 36 to 55 years of age, their rating is 5.25 on a 7-point scale, and among those over 56 years of age their rating is 6.18 on a 7-point scale. Consequently, it appears to be very important for survey respondents to maintain a relationship with a Jewish synagogue in the community as part of their Jewish heritage and identity.
- Survey respondents were asked to identify how they are currently involved in the Jewish community. The purpose of the question was to determine those areas of involvement that currently serve as the major connecting points for members of Jewish Dayton.

- While many of these connections are age cohort specific, there appears to be a wide range of places where survey respondents feel connected and engaged with the Jewish community. These include, but are not limited to:
 - **Synagogue membership, synagogue education and worship, and synagogue leadership**
 - **CJCE activities**
 - **Jewish Federation leadership positions and groups**
 - **YADD membership**
 - **Hadassah membership and volunteer service**
 - **Jewish sorority**
 - **Chabad**
 - **Hillel Academy**
 - **Jewish Chorale**
 - **Jewish summer camps**
 - **Jewish Film Festival**
 - **Jewish war veterans**

- Survey respondents were asked to identify how important it will be in the next 20 years for Jewish Dayton to engage with Jewish communities in both Cincinnati and Columbus. This received a rating of moderate importance among all age cohort groups participating the community survey.

- On a 7-point scale with 7 being highly important, all respondents rated the importance of a connection to Cincinnati and Columbus as 4.89 on average on a 7-point scale. This rating is similar to those under the age of 35 who gave this a rating of 4.94 on a 7-point scale. Those between 36 and 55 rated this connection as 5.07 on a 7-point scale, and those over age 56 rated this issue 4.82 in terms of importance on a 7-point scale. Consequently, survey respondents indicated that a connection to Jewish communities in Cincinnati and Columbus as moderately important to the future.

- Survey respondents were asked to identify ways Jewish Dayton could play an important role in the growth and development of the larger Dayton community in the next 20 years. Many of these suggestions appeared earlier in the survey, but bear repeating for purposes of reinforcement and emphasis. Identified ways among survey respondents to increase Jewish Dayton's role in the larger development of greater Dayton include:
 - **Internships and partnerships working with employer groups and university partners**
 - **Increased work with young adult networks, especially UpDayton and Generation Dayton**
 - **Increased partnerships and Jewish presence in workforce development efforts in the region**
 - **Continued prominent Jewish participation in civic and community events and issues**
 - **Increased clarity on the Jewish network of organizations in greater Dayton and a model of collaboration and partnerships, including the Federation, synagogues, and other special programs**
 - **Increased outreach to Jewish families and surrounding communities (Piqua, Yellow Springs, Springfield, Lebanon, and Troy)**

- **Development of partnerships with institutions to support employees who are Jewish and attract new employees, including WPAFB, Wright State University, and the University of Dayton**
- **Increased emphasis on interfaith partnerships**
- **Continued Jewish book and film festivals**
- **Co-sponsorships of Jewish educational events and speakers in collaboration with the Jewish communities in Cincinnati and Columbus.**
- **Jewish Dayton Dreams Big** survey respondents were asked to indicate the non-Jewish organizations or causes they support in the community. Survey respondents support a comprehensive range of community services in addition to those related to their Jewish culture, heritage, and identity. These organizations include arts and cultural organizations, social service organizations, military organizations, history-related organizations, child welfare organizations, animal welfare organizations, scouting, Masonic Temples, public schools, and a variety of professional organizations and associations.
- It is clear from these priorities that the Jewish community is tightly knit into the fabric of the overall welfare and growth and vitality of the larger social and civic communities in which they live.
- In the survey, participants were asked to identify the ways they currently learn about the Jewish community in Dayton. The most prominent sources of information utilized by survey participant include:
 - **Jewish Observer (88.93% of all respondents)**
 - **Friends and Family (65.03% of all respondents)**
 - **Printed Materials and Mailings (58.89% of all respondents)**
 - **Electronic Communications (48.62% of all respondents)**
 - **Social Media and Facebook (28.06% of all respondents)**
 - **Other Print Media (25.69% of all respondents)**
 - **Websites and Online Calendars (22.92% of all respondents)**
- It is clear from the age cohort responses that the preferred means of communications varies considerably by age. Among those under 35 years of age, social media is accessed by 76.4% of all those respondents. The Jewish Observer and Family and Friends, however, remain a constant for communication and access to information about Jewish Dayton.
- To conclude the survey on **Jewish Dayton Dreams Big**, respondents were asked to identify the places they go to learn about new opportunities and experiences in Dayton. In priority order these include:
 - **Family and Friends (62.45%)**
 - **Print Media (58.89%)**
 - **Printed Materials and Mailings (56.92%)**
 - **Electronic Communications (36.36%)**
 - **Website and Online Calendars (33.20%)**
 - **Social Media, Facebook, and Twitter (32.81%)**
- These sources of information change dramatically by age cohort. Among those under age 35, 76.47% rely on social media and 70.59% rely on family and friends. In addition, this age cohort is more likely to use websites and online calendars at 52.94%.

- Those between the ages of 36 and 55 are more likely to look at social media (53.12%) and websites and online calendars (48.44%), as well as rely on family and friends (60.94%).
- Among those over age 56, this age cohort is more likely to rely on printed materials and mailings (68.02%) and print media (66.28%), as well as family and friends (62.21%)
- Other sources of information not listed on the survey, but identified by respondents include public radio, Active Dayton, school newsletters, and the local television news media.