Our organizations need gifted, motivated, and highly-qualified professionals to lead and serve at all levels.

**JPRO connects** professionals to one another and to the field.

**JPRO advances** learning through professional development and by building our field’s knowledge base.
# Affiliated Organizations

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>95</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>130</td>
<td>168</td>
</tr>
<tr>
<td>2018</td>
<td>228</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>300</td>
<td></td>
</tr>
</tbody>
</table>

Triple in Three Years
JPRO Market Research

WHEN: Spring 2017

WHY: Build value-proposition for membership; select next initiatives based on our constituents’ needs and wants

HOW: Brief poll distributed via JPRO’s list, EJP, and promoted by “friends of” JPRO
Question Types

1. **Demographic**: Geography; age
2. **Job-related**: Title; organization
3. **Preferred offerings**: Tested ideas for new member benefits
4. **Other**: Participation/interest in existing offerings; types of discounts preferred; other related organizations to which they belong
5. **Open-ended comments**
Distribution: #JPROlocal
Who Took the Poll?

1,020 respondents

Map of the United States showing the number of respondents from each state. The map is color-coded to indicate different age groups: 20's, 30's, 40's, 50's, 60 & 70's. The states are labeled with the number of respondents, with the total number of respondents being 1,020. The states are categorized by age group as follows:

- 20's: Arizona, California, Florida, New York, Pennsylvania
- 30's: Colorado, Georgia, Michigan, Missouri, Ohio, Oregon, Tennessee
- 40's: Alabama, New Jersey, North Carolina, South Carolina, Texas, Washington
- 50's: Kentucky, Wisconsin
- 60 & 70's: Idaho, Maine, Montana, Nebraska, Nevada, West Virginia

The map also includes a legend indicating the number of respondents in each age group and a count of the total respondents.
Ideas Tested

- Career Advising
- Communities of Practice
- Discounts
- Intro to the Sector
- Judaism 101 Seminar
- Online Series with Thought Leaders
- Skill-based Training
- Welcoming New Colleagues
Ideas Tested - Results

Please select up to three of your favorite ideas.

<table>
<thead>
<tr>
<th>Idea</th>
<th>Percent who selected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skill-based Training</td>
<td>62</td>
</tr>
<tr>
<td>Career Advising</td>
<td>49</td>
</tr>
<tr>
<td>Communities of Practice</td>
<td>48</td>
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<tr>
<td>Online Series</td>
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<tr>
<td>Discounts</td>
<td>28</td>
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<tr>
<td>Judaism 101 Seminar</td>
<td>23</td>
</tr>
<tr>
<td>Intro to Sector Seminar</td>
<td>12</td>
</tr>
<tr>
<td>Welcoming New Colleagues</td>
<td>10</td>
</tr>
</tbody>
</table>

Percent who selected among three favorite ideas
Member Benefits

**WELLADEvised**
Confidential, one-time, valuable advice with an advisor who has been there. Choose from 16 advising topics in the areas of self at work, relationships at work, and career pathways.
For JPRO Members Only
Free

**MASTER CLASSES**
Skill-based trainings, with best-in-class providers, in areas requested by members. Hone your professional skills and connect with colleagues from across the diversity of our sector.
For all Members of the Field
Significant Discounts for JPRO Members

**RECOGNITION & AWARDS**
Through the Young Professional Award, the Mandelkorn Award for Distinguished Service, and the Redkin Fellowship, JPRO Network celebrates professional achievement. Young Professional Award Winners and Redkin Fellows participate in the biennial Redkin Fellowship, a professional development seminar in Israel.
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Connect with thought leaders within and beyond our field without leaving your office. Talk with a diverse group of colleagues about how the issue plays out in your work. Participate on your own from your desk or, if you sign up together with a group of colleagues, JPRO will buy the coffee!
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JPRO MASTER CLASS

TASK MANAGEMENT AND DELEGATION WITH LESS STRESS

With Diana Bloom
March 27, May 2, May 23

Three 90-minute workshops over Zoom
10-11:30 Pacific / 1-2:30 Eastern

JPRO members $125  Non-members $250

Learn to achieve:

- How to use available electronic systems
Question Types

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4. **Other**: Participation/interest in existing offerings; types of discounts preferred; other related organizations to which they belong
5. **Open-ended comments**
Please share any ideas or comments about how JPRO can best support you to connect with other colleagues, connect to the sector and advance your career.

**Concern**
"National orgs like JPRO tend to still be fairly East Coast-centric, so it's challenging being on the West Coast and engaging in activities."
"Be aware that there are many of us still in the field over 50."

**Positive**
"Thank you for asking for our feedback! All of these ideas sound exciting to me, and are hugely important in keeping the Jewish community vibrant and strong. I especially appreciate all of JPROs help in preparing the next generation of Jewish Communal Professionals through education and training opportunities."
"You are onto a huge need in our...community."
Mid-career Needs

“I would love to see more offerings for mid-career folks—a lot of professional development seems to be targeted to new professionals, or very senior professionals.”

“As someone who wants to eventually be an executive in the Jewish community, I can’t access the networks and professional development to keep me from moving laterally.”
TOPICS
WellAdvised
BY JPRO

Our advisors are seasoned professionals who are currently working in the Jewish nonprofit sector. They have experience working with early-career professionals, and they are reliable and thoughtful. Each is a talented generalist on career issues, and each is committed to maintaining the highest level of confidentiality.

Lisa Capelouto
Lisa Capelouto is the on the Executive Council of The New York Jewish Week, where she oversees the editorial and digital operations. She is also a contributing editor to the Jewish Week and a frequent speaker on the Jewish media landscape. Lisa has served as the Director of Communications at the American Jewish Committee and as the Director of Communications at the Jewish Federations of North America. She is a graduate of Brandeis University.

Aliza Mazor
Aliza Mazor is the Director of Communications at the Jewish Federation of Greater New York. She oversees the strategic communications and public affairs efforts of the organization. Aliza has served as the Director of Communications at the Jewish Federations of Greater New York and as the Director of Communications at the American Jewish Committee. She is a graduate of Brandeis University.

Rabbi David Rosen
Rabbi David Rosen is the President of the American Jewish Committee. He is a prominent leader in the Jewish community, and he has been a vocal advocate for the rights of Jews around the world. He is a graduate of Yeshiva University and the Jewish Theological Seminary.

Advisor
Advisor
Advisor
Advising Topics

Self at work
- Performance improvement
- Work/life integration
- Managing time and energy
- Preparing for/returning from leave
- What it means to me to work at a Jewish organization
- I want to grow “Jewishly” - what are my next steps?

Relationships at work
- Managing Up
- Supervising
- Working with Board Members
- Difficult conversations

Career path
- Path to Promotion
- What’s next? How do I envision next steps in my career and prepare for them?
- Résumé review
- Mock interview
- Preparing for a negotiation
- Onboarding into a new role or a new organization (or both)
1. Program Implementation (Advisee and advisor experience; smooth and efficient program administration)

2. Program Impact (Advisees; advisors; eventually, the field)

3. Field-level Learning (“Who” wants advising; which topics are wanted, nuance of what advisors are hearing – while maintaining confidentiality)
READY TO BE WELL-ADvised?

Fill out the form below and we'll be in touch to schedule your conversation.

CLICK TO OPEN THE FORM
Who is Using WellAdvised?

- 64% of users have 1 to 10 years of experience.
- 23% have 11 to 20 years of experience.
- 13% have 21-30 years of experience.
Advising Topics

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Advising Topic Requests

- Next steps in my career: 56%
- Path to promotion: 7%
- Onboarding into a new role or organization (or both): 5%
- Performance improvement: 5%
- Managing time and energy: 5%
- Working with board members: 4%
- Managing up: 4%
- Difficult conversations: 3%
- Preparing for/returning from leave: 3%
- Supervising: 3%
- Preparing for a negotiation: 2%
- Résumé review: 2%
Topic Requests by Avg. Years of Experience

- Supervising: 18
- Next steps in my career: 16
- Managing up: 12
- Path to promotion: 10
- Difficult conversations: 8
- Preparing for/returning from: 6
- Working with board members: 4
- Onboarding into a new role...: 4
- Preparing for a negotiation: 4
- Managing time and energy: 2
- Résumé review: 2
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