

LEADERSHIP

- Lay leaders do not have clear job descriptions (from TCA)
- Board and committees do not have goals (from TCA)
- No leadership pipeline (from TCA)
- Leaders are seen as uninterested, not transparent, not friendly (from survey)
- Not much of a leadership bench (discussion)
- Participating in Sulam for Emerging Leaders
- Difficulty in engaging and retaining volunteers (discussion)

YOUTH

- 40% of Jewish children in Greater Pgh under 5 years old (from Federation study)
- 239 children 0-18 at Beth Shalom (from fact book)
- Only 12 bnai mitzvah last year (from fact book)
- USY membership has gone from 60 to 15 in last ten years (from fact book)
- Only 20% of Jewish youth grades 6-12 are in a youth group (from Federation study)
- School grew from 25 to 58 students in 6 years (from fact book)
- Desire for greater involvement of teens in Shabbat service (from SSP application)
- Concern about lack of teen programming (from survey)

FINANCIAL SUSTAINABILITY

- No building fund requirement (from fact book)
- Dues lower than other local congregations (from fact book)
- No significant fundraising last several years except for Centennial (from SSP application)
- \$4M operating budget including preschool (from SSP application)
- Fundraising this year is up significantly (from discussion)

OPERATIONS

- Interior and exterior signage is an issue (from survey)
- Deferred maintenance is an issue (from survey)
- There are accessibility issues (from survey)
- Question of whether it has become unaffordable to maintain the building (from survey)

MEMBER ENGAGEMENT

- Issue of how new members are welcomed and integrated (from survey)
- Derekh/5 Portals – bold vision – Has it been communicated? Is there communal buy-in?
- Is Beth Shalom perceived as unfriendly or cliquish? (from survey)
- Many members seem to remain out of “inertia” (from survey)
- Only 30% are very satisfied (from survey)
- Many newer members are young families (from fact book)
- Lots of people seem to be interested in doing more Chessed work (from survey)
- What are the barriers to engagement????