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Get Ready for Professional Development Month!

The 2nd Annual JCSA Professional Development Month is set to occur during the month of March. Last year, more than a dozen programs were held in local groups and agencies across the continent and plans are underway for 2008 which will surpass last year's accomplishments. What is exciting to see is how this idea has taken hold because Jewish communal professionals understand, support and embrace professional development.

In the January, February and March 2007 issues of our e-newsletter, three colleagues detailed the case for why mentoring and professional development are vitally important (archived copies can be downloaded from <http://www.jcsana.org/news/archives.html>).

We all face the reality that the work place is changing rapidly. Understanding and remaining flexible in the face of these on-going changes requires well-trained, multi-talented professionals. Keeping up with changes in content and the means of acquiring knowledge is no easy task. Learning with colleagues is both cost effective and supportive of institutional growth.

We hope you will kick off Professional Development Month with our Continental Conversation on developing long-term, constructive relationships with lay leadership, hosted by Audra Berg, Assistant Vice President of Leadership Development for JUF-Jewish Federation of Metropolitan Chicago. Let us know of your own agency and community plans so we can share this important information. We look forward to learning with you!

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PROFESSIONAL DEVELOPMENT CONFERENCE CALL

JCSA National Conference Call

March 4, 2008

@ 3 PM, Eastern
2 PM, Central
12 PM, Pacific

NJAJCS Fall Program and Saul Schwarz Award Luncheon

by *Yehezkel Jesin, JCSA Social Work Intern*

Jewish communal professionals from across the state took part in the Annual Fall Program and Saul Schwarz Award Luncheon of the New Jersey Association of Jewish Communal Service (NJAJCS) at the JCC MetroWest in West Orange, NJ, on December 7th. This year's program, entitled "Becoming a Great Place to Work: What does it take to be like Google™ in the Jewish Communal Sector?" focused on what roles executives, staff, and lay leaders can take to improve the workplace environment.

Panelists included Sari Ferro, Director of Human Resources for UJA-Federation of New York; Robert I. Lazer, Ph.D., Senior Director, HRD Consulting, for the UJC Mandel Center; and Dr. Ron B. Meier, Senior Vice-President for the UJC Mandel Center for Leadership Excellence. Using Google™ and their own agencies as reference models, each panelist discussed ideas, methods, and practices that could turn *good* Jewish communal service agencies into *great* ones.

Ron Meier and Robert Lazer presented the Trust Wheel Model® created by the Great Place to Work® Institute. According to the model, trust is of central and utmost importance in creating a "great place to work." In order to establish that trust, managers, executives and senior officers must practice with credibility, respect and fairness while encouraging a sense of pride and camaraderie among their staff.

Sari Ferro discussed the initiatives taking place at UJA-Federation of New York in adapting principles that would guide the agency towards staff-friendly, Google™-esque "greatness." She presented models for accurately researching areas within an agency that need improvement, contracting a set of rules amongst staff and executives intended to improve those areas, and methods of assessing improvement. Sari was able to describe UJA-Federation of New York's measurable success in improving its own "workplace challenges," concretizing the theory behind the Great Place to Work® Institute.

The program concluded with the presentation of awards, including the prestigious Saul Schwarz Award. Since 1984, the award has been presented each year to "an outstanding member who has demonstrated a consistent history of professional and personal commitment to the field and to the quality of Jewish life." This year, NJAJCS chose to honor Executive Vice-President of UJA Federation of Northern New Jersey, Howard Charish. Howard Charish has served the Jewish community for over 38 years in several different venues, including the United Jewish Communities of MetroWest and the Jewish Federation of Greater Philadelphia.

Also recognized at the luncheon were retiring executives Larry Gelfand, Executive Vice-President of Daughters of Israel in West Orange, NJ; Irene Stolzenberg, Executive Director of the Jewish Family and Vocational Service of Middlesex County in Edison, NJ; and Abraham Davis, Executive Director of the Jewish Family and Children's Service of North Jersey in Wyane, NJ. Mazal Tov to Howard Charish and these retiring colleagues for their exemplary service and leadership in the community.



Ron Meier



Robert Lazer



Sari Ferro



Howard Charish

Mazel Tovs

Mazal Tov to **Edward Bruckner** on his new position as the **Associate Director, Major Gifts** of **Combined Jewish Philanthropies**.

Mazal Tov to **David Bubis** on his new position as the **Executive Vice President** of **JTN Productions**

If you have something you would like to see in the February 2008 issue of the JCSA Newsletter please send it to info@jcsana.org by Monday, January 28th.

Notes from Bert Goldberg, JCSA Insurance Committee Chair

THIS IS A TRUE WIN-WIN OPPORTUNITY:

AGENCIES can sponsor a Flexible Spending Account.....

- Offer staff members a way to save money and lower taxes
- Recruit and Retain staff by offering an important benefit
- At the same time, reduce the Agency budget
(All salary reduction funds are exempt from Social Security Payroll Taxes)

AGENCY STAFF can save money and lower taxes.....

- Pay for medical expenses (such as health insurance premiums, deductibles, co-payments, dental and vision expenses, and many OTC medications)
- Pay for commuting to work (train, subway, bus fares)
- Pay for Parking expenses for getting to work
- Pay for Dependent Care by a working couple (Certain categories have Federal maximums)

All with Pre-Tax dollars deducted from your salary.....

Saving Important Tax Dollars

Federal Income Tax and Social Security (FICA) Tax are not imposed on qualified expenses paid from Flexible Spending Accounts.

For example, if you are in the 28% Federal Income Tax Bracket and you placed \$325. per month into your Flexible Spending Account:

<u>Federal Income Tax Rate + FICA</u>	<u>Monthly Salary Reduction</u>	<u>Annual Tax Savings</u>
28% + 7.65% = 35.65%	\$325.00 per month	\$1,390.

(state and city taxes may also be lowered.)

Call for a Brochure and Application!

Contact our administrators for JCSA Benefit Plans, Brian and Irving Silberberg at:

Telephone: 1-800-597-9245 **New!** E-mail: bsilberberg@multifin.com

JCSA Benefit Plans offers the following plans and services to our members on an individual and agency basis:

- ◆ Long Term Disability
- ◆ Tax Sheltered Annuities
- ◆ Retirement Disability Plan
- ◆ Life Insurance Plan
- ◆ 529 College Fund Plan
- ◆ IRA Plans
- ◆ Long Term Care Plans
- ◆ Fixed Index Annuities
- ◆ 24 Hour Accident Plan
- ◆ Agency Pension Planning
- ◆ Executive Top Hat Plans
- ◆ Mutual Funds

Employment & Scholarship Opportunities

JBFCs is seeking an LMSW social worker for its Big Brother Big Sister Programs. S/he will match adult volunteers with children or teens who are receiving mental health treatment in any of their programs. The Program is specifically geared to the Orthodox Jewish community and matches Orthodox volunteers with children who have been referred from JBFCs' Boro Park clinic. Submit resume to hrrecruit@jbfc.org or fax to 212-956-0526

Jewish Board of Family & Children's Services, Inc. (JBFCs) is seeking an Office Manager as a full-time position, responsible for assuring that JBFCs' Volunteer Services Division (VSD) office operations run smoothly. Strong interpersonal and organizational skills are required in order to manage this multi-task position. Candidate must also possess initiative and a positive attitude about working with volunteers and staff in a busy office within a large not-for-profit agency. VSD is a vibrant division in need of a strong leader and team member. Submit resume to hrrecruit@jbfc.org or fax to 212-956-0526

The Women's Department of United Jewish Communities of MetroWest The Maxine Fischer Scholarship will be awarded to a young woman from the MetroWest Community who is presently at least a junior in college and who has declared a major in Jewish Studies and/or Women's Studies. She will be a full-time student, and attending a fully accredited college or university. The candidate will have maintained a good academic record in all of her fields of study. She will have demonstrated involvement in Jewish or Women's Studies programs in the community as well as involvement with synagogue, Jewish youth, Hillel or other Jewish organizations. Applications for the scholarship must be postmarked or received via email by February 22, 2008. Applications are available on our Web site, www.ujcnj.org.

Bikkurim An Incubator for New Jewish Ideas is accepting applications for 2008. Bikkurim seeks innovative, NYC-based, Jewish, non-profit projects that are in the early stages of formation and organizational growth. We provide free office space, free and subsidized capacity-building consulting, small stipends, and a peer community with other Jewish start-up initiatives. Bikkurim is a joint project of UJC, JESNA, and the Kaminer Family. **Pre-applications can be downloaded from www.bikkurim.org and are due February 1, 2008.** Full applications, by invitation only, will be due April 11, 2008. Finalists will be interviewed and selected in mid-June. Residency begins in July, 2008. For more information, contact Nina Bruder at nina@bikkurim.org or 212-284-6892. Please help spread the word!

FEREP Scholarship Are you thinking about your next steps? Are you considering graduate school but not sure how to pay for it? Are you looking for a meaningful career in the Jewish community but not sure how to find it? Check out the FEREP Scholarship program at www.ujc.org/ferep. FEREP (Federation Executive and Recruitment and Education Program) awards up to \$40,000 for graduate study in the areas of public administration, business administration, social work, nonprofit management and Jewish studies for outstanding individuals interested in entering the Jewish federation field. Masters programs may be completed in any accredited university in the U.S. or Canada. In addition to scholarship support, FEREP provides cohort and professional-development opportunities while students are in school. Following graduate school, FEREP helps place graduates in Jewish federations in North America and requires a minimum two-year work commitment. For more information and application materials go to our website or contact 212-284-6710 or ferepinfo@ujc.org. Application deadline: February 1, 2008.

The Jewish Home & Hospital Lifecare System is seeking a Major Gifts Officer to assist in the recruitment and orientation of volunteer leadership; meet with key leadership to build the necessary structures for sustaining development; engage in direct, personal solicitation of donors; ensure proper stewardship of donors, including recognition, reporting, tracking and maintenance of relationships to establish continuity for future support; plus more. For consideration please submit resume to: greeder@jhha.org

The Jewish Home & Hospital Lifecare System is seeking a Senior Major Gifts Officer to Focus on identification of prospective donors outside traditional Jewish Home sources for major capital campaign; cultivate prospective donors for seven figure+ gifts; work closely with the Development Committee, Trustees and all other available sources to create tailored cultivation, solicitation and stewardship strategies; engage in direct, personal solicitation of donors; ensure proper stewardship of donors, including recognition, reporting, tracking and maintenance of relationships to establish continuity for future support. For consideration please submit resume to: greeder@jhha.org

For more job listings, visit www.jewishjobs.com
For jobs in the Federation system, visit www.ujc.org/jobs
For Jobs in the JCC system, visit www.jccworks.com

March is Professional Development Month!



National Professional Development Month. This is a unique opportunity to harness the energy of the local groups, professional associations and agencies to make a statement in our field about the value of learning opportunities for Jewish communal professionals.

Mark your calendars for March 2008. If your local group or organization already has a fabulous program planned for that month, great. If not, we can work with you to provide topics and resources so you can develop a program that will appeal to your group.

Please let us know the date and topic for your program by February 15th. We will be highlighting these programs on-line and in a press release to the local and national Jewish press. We want to show off all that JCSA and our field have to offer.

If you have any questions, or would like to help us with marketing, public relations, or programming ideas, please e-mail us. We look forward to your involvement.

Programming Co-Chairs, **Audra Berg**, audraberg@juf.org and **Larry Nathan**, nathanl@ujafedny.org.

Jewish Communal Service Association of North America



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Mission

The Jewish Communal Service Association of North America supports the enhancement of professional Jewish communal leadership, uniting a broad spectrum of individuals, entities and disciplines sharing a commitment to advancing their communities guided by Jewish values.

We're on the web: www.jcsana.org

Ellie Aronowitz, President **Brenda Gevertz**, Executive Director

Newsletter Committee — **Amy Gross**, Baltimore, & **Josh Krakoff**, New York, chairs;
Ilene Scholnick, Atlanta; **Larry Shuman**, Columbus; **Josh Stein**, Portland.
Sara Reif & Hezzy Jesin, NYC, staff.

To subscribe directly to this newsletter simply go to www.jcsana.org, enter your email address in the space provided and click "go".
Your e-mail will be automatically added to our listserv through Constant Contact. It is free, fast and easy!

Save the Dates!!!

Local Groups Leadership Retreat

March 30-31, 2008

Pearlstone Conference Center —

Baltimore, MD

Does your community have a Jewish Communal Professional Association? Get the networking support you need!

Current and future representatives of Local Jewish Communal Groups across North America are invited to participate in the first continental retreat to network and support each other, learn best practices, share experiences and develop resources to support their initiatives.

For More Information, contact info@jcsana.org

FOR SECURITY PURPOSES, YOU MUST RSVP BY MONDAY, JANUARY 22 TO LAJCRC@JEWISHLA.ORG



JCPSC and JCRC invite you to join us for a

Presidential Election Forum

We have invited *representatives* from the leading presidential campaigns:

Senator Hillary Rodham Clinton · Senator Barack Obama

Senator John Edwards · Governor Mitt Romney
Mayor Rudy Giuliani · Senator John McCain

NEW DATE: Wednesday, January 23, 2008

6:30 - 8:30 p.m. · Doors open at 6:00 p.m.

The Jewish Federation of Greater Los Angeles—Goldsmith Center - Sanders Board Room
6505 Wilshire Blvd., Los Angeles, CA 90048

Dessert reception · Dietary laws observed

Hear their positions on priority issues affecting the Jewish community.

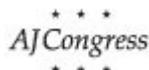
Just two weeks before the "Super Tuesday" primaries.

This event is open to the community.

For security purposes, you must RSVP by Tuesday,

January 22 to

(323) 761-8145 or LAJCRC@JewishLA.org



Co-Sponsored by

ADL, American Jewish Congress, Jewish Public Affairs Committee of California
Invitations to the campaigns are based upon national polling data as of December 20, 2007.