

Inside this issue:

Agency Spotlight & Scholarships & Fellowships	2
Employment Opportunities, Mazel Tovs, & Save The Dates	3
JProStL Events & JCSA Welcomes Interns	4
DFI- JPro Update & WCJCS Conference	5
JCSA Benefit Plan	6
	7

The Family Business

by Maggie Bar-Tura, Chief Operating Officer, Foundation for Jewish Camp

Let all who work for the community, the people, work with them for the sake of Heaven, for the merit of their forebears sustains them, and their righteousness will endure forever.

(Mishna: Seder Nezikin, Masechet Avot)

The Jewish community is truly blessed to have leaders like Arthur Sandman, the newly elected president of the New Jersey Association of Jewish Communal Service. It is my pleasure to add some thoughts--sparked by Arthur's thoughtful and inspiring message--to the communal conversation (you can find the article at www.JCSANA.org).

Community is a central concept in every society and era. From the Five Books of Moses to Thomas Aquinas, from Plato to Martin Buber, the drive to understand the notion of community and the search for its manifestations informs much of our public discourse and thought. Discussion about community usually revolves around two central questions: What should community look like? How can such a community be achieved?

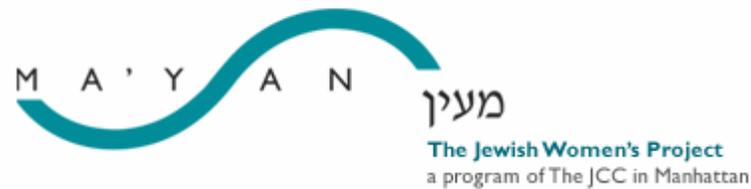
The Talmud describes the requirements for a community in which a *talmid chacham* or scholar may live. Thus we understand that community should be an environment in which a life of the spirit, study, and creativity may flourish. Such a community, says the Talmud, must encompass a surprisingly mundane assortment of institutions: medical services, sanitation and sewerage systems, fresh drinking water, a synagogue, an education system, a scribe (recorder of history and public affairs), a system to assess and collect *tzedakah*, and a judicial system.

On closer examination, we see that the Talmudic injunction presents us with a paradigm of conditions for community. We learn that in order for creativity and wisdom to thrive, we must maintain institutions populated by all sorts of people so that we may:

- Promote physical well-being (health care professionals, engineers, planners,)
- Create common arenas to act out our collective rituals and narratives (architects, builders, synagogue leadership, community center professionals)
- Socialize our children and inculcate into them the dreams, expectations and norms of the community (schools, camps, youth movements, mentors)
- Articulate our collective story so that it may be accessible to all, and preserve the artifacts upon which an interpretive system of meaning may draw (journalists, writers, musicians, artists, photographers, curators)
- Implement a universal mechanism of obligatory contribution and communal distribution so that all members of the community exercise their mutual responsibility: counting all members so that each member counts (accountants, financial managers, fundraisers, lawyers, program managers)
- Adjudicate disputes, condemn and punish wrongdoing so that the members of the community have confidence that communal affairs are based on justice – perceivable order, logic and personal responsibility – and there is a reason to do right (judges, lawyers, mediators).

Ma'yan: The Jewish Women's Project

Though much has changed since women were socially and politically viewed as second class citizens, the need to foster more confident and determined women continues. Ma'yan, which began in 1993, celebrates 14 years of being a catalyst for change to Jewish girls and women. In the last two years Ma'yan has experienced "a renaissance," in the words of Jodie Gordon, Senior Associate at Ma'yan. After 12 years of focusing on Jewish women's leadership and philanthropy, rituals and spirituality, and feminist education; Ma'yan has refocused its attention on the next generation. Ma'yan, now a catalyst for Jewish girls, sets out to help these girls take their rightful place in the community and to provide them with the confidence and tools they need to succeed. Besides advocating and educating the girls themselves, Ma'yan seeks to improve the capacity of Jewish leaders who serve these girls.



Beginning in November, Ma'yan will be conducting a series of networking workshops for Jewish professionals. The events will provide professionals with the opportunity to connect with one another while offering them new material and new approaches to enhance their roles when working with Jewish girls. The first workshop, "Facebook, and Blackberries, and You Tube, Oh My!" offers the unique opportunity for professionals to learn about interacting with teens online and the dangers and possibilities of the internet.

The second workshop, "Women Rock! An Evening with Rocking Jewess," is an innovative workshop on critical listening which will help professionals learn tools to use for engaging kids, as well as what kids are consuming musically and what it all means. The last workshop "Flipping the Mirror: Helping Privileged Teens Think about Social Justice" acknowledges what it means to work with kids of privilege and how to help these kids use the power of that privilege for social improvement. These series of workshops offer professionals working with Jewish girls the unique opportunity to look at their work through a gender lens and incorporate new knowledge, a clearer understanding, and innovative approaches to improve the capacity of their roles.

For more information on the networking workshop series and other upcoming Ma'yan events go to www.mayan.org.

For more information on the networking workshop series and other upcoming Ma'yan events go to www.mayan.org.

Events

Take Your Career to the Next Level With Wiener Educational Center Programs in NY!

Join them for professional development workshops, seminars, and long-term intensives that will help you become more effective in your current job or develop the skills you need to advance in your career. Current workshops cover topics that range from Interviewing Skills to Advanced Supervisory Skills. To view their current professional development programs visit them at www.ujafedny.org/wienercenter. You can also let them know if you're looking for a particular workshop by contacting fortessj@ujafedny.org.

UJA-Federation of New York thinks that in today's complex organizations, the ability to collaborate effectively with others is crucial to every employee's and manager's success. UJA will host a half-day session given by **Jill Kaner**, management consultant. In it you will: gain increased understanding of the issues underlying your most challenging work relationships, review a case study that highlights workplace challenges, and strategies to resolve them, learn a process to improve work relationships by better meeting your own and others' needs (including direct reports, peers, and managers), and more! This workshop is limited to 22 participants. It will be held on Monday, November 3, 2008, 9:00 a.m. – 1:00 p.m. To register, go to www.ujafedny.org/improveworkrelations, and call Fern Maraminsky, 212-836-1624 if you have any questions. Cost is \$50.

While these institutions are essential, we understand that they are not ends in themselves. We create and maintain them as the foundations of a community that sustains and nurtures spirit and intellect, creativity and imagination, while giving shape and meaning to our experience. They are the scaffolding of “spaces of sociability” in which members of a community feel a sense of meaning and where their actions generate a sense of purpose and commitment to their joint enterprise. A proper community, the Talmud seems to say, literally keeps body and soul together.

A community’s spaces of sociability are furnished and articulated by symbols, culture and language. Using shared myths, stories and rituals, history, music, dance, and theatre, a community creates a language that allows individuals to describe the contours of their inner life and allows the community to articulate a vocabulary of shared moral concern. We speak this “language of the good” in communicating our communal values and goals. A Jewish language of the good might include words like respect, honor, dignity, solidarity with others, loving-kindness, mercy, and justice.

But do we still need a Jewish community in a welfare society that addresses the rights of individuals? Part of the answer lies in the uniquely Jewish vision of community as a covenantal partnership between its members. Governmental agencies provide services to their clients and speak the language of rights and entitlements. The relationship between service provider and beneficiary is fundamentally transactional, based on defined and finite needs. Covenantal community, on the other hand, attends to the needs of its members in a dialogue that includes words such as meaning, purpose, good, evil, love to transcend the moment and connect us to the past and the future. The relationship between members of covenantal community is fundamentally reciprocal and is based on unspecified, multi-dimensional claims that members can make on one another over an unlimited period of time. Not unlike a marriage, it is a covenantal relationship between partners. Is it small wonder that the relationship between G-d and the People of Israel is often described as that of husband and wife? When we choose to serve the Jewish community, we discover that we have gone into the family business.

It follows, therefore, that we must embed our work in a fabric that encourages general reciprocity, trust, and mutuality. We must add threads of connection so that the weave of Jewish communal life is thick enough to keep us warm in winter and shade us in the summer, sturdy enough to survive rough use. The spaces of sociability we create through our institutions must become sufficiently complex that we can experience one another (and ourselves) in our human fullness: sometimes giving, sometimes getting, learning from some and teaching others, leaders in some settings and followers in others.

In order to achieve that worthy goal, we will need many kinds of skills and experience. We will have to expand and elevate our understanding of Jewish communal service to include all people whose work builds and sustains our institutions, enriching our spaces of sociability – from architects and artists to attorneys and accountants—in the communal conversation. It is an exciting opportunity and a worthy challenge for the Jewish Communal Service Association in the days ahead.

See Nancy T. Ammerman. Congregation & Community. (Rutgers University Press: 1997).

See Michael Ignatieff. The Needs of Strangers. (Vintage Books: 1994).

JCSA invites your responses to info@jcsana.org

Scholarship & Fellowship

JCCs of NORTH AMERICA GRADUATE SCHOLARSHIP PROGRAMS

The scholarship programs are designed to deepen and enhance the professional knowledge of qualified recipients. Incorporating classroom study, internships, networking opportunities, professional development conferences and seminars, **JCC Association Graduate Scholars** are on the fast track to become effective and successful JCC professionals. Over 350 JCC, YM-YWHA, and summer camp sites located in 150 Jewish communities throughout North America belong to the JCC Movement. Employment in JCCs is meaningful, exciting, and challenging work, and with the potential for professional advancement, a rewarding lifetime career. For more information, please visit www.jccworks.com and click on the 'scholarships' link.

The American Jewish Joint Distribution Committee is currently recruiting for the 2009-2010 **RALPH I. GOLDMAN FELLOWSHIP IN INTERNATIONAL JEWISH SERVICE.**

This prestigious Fellowship offers future leaders of the Jewish community, whether lay or professional, a significant experience in international Jewish service. One Fellowship is awarded annually, and provides an insider's perspective on JDC's global programs. The year of work-study is comprised of a range of unique assignments that respond to the changing needs of Jewish communities around the world. The first 2-3 months are spent in an orientation period in New York, followed by two overseas assignments lasting 4-5 months each.

Qualifications: graduate degree or equivalent, leadership capabilities, community service experience, and an interest in Jewish communal affairs. Please see our website for details: www.jdc.org/who_awards_rig.html or email volunteer@jdc.org

Employment Opportunities

The Jewish Board of Family & Children's Services, the Division of Volunteer Services seeks a BA/BS part-time to serve as **Community Outreach/Marketing Coordinator** to recruit volunteers and children for their **Jewish Big Brother Big Sister Program**. Motivation, knowledge of community, strong interpersonal skills and commitment to volunteerism a must. Flex hrs; *some* early evening and weekend work required. Email resume dortmann@jbfc.org (Resume in subject line). Fax: 212-632-4795.

Moving Traditions seeks a **Director of Development & Communications** who will help build this growing national organization. S/he will plan and supervise all aspects of the development and communications program including prospecting, soliciting and stewarding individual gifts and foundation grants; organizing and overseeing special events; preparing annual reports and promotional materials, printed and on-line; building a direct mail campaign; and other fundraising initiatives. S/he will build and supervise the Development and Communications team. Based in Jenkintown, PA, s/he travels to New York City and other locations. S/he will hold a full-time position and reports to the Executive Director. To apply, send resume and cover letter to, Robin Minkoff, Associate Director, rminkoff@movingtraditions.org

Jewish Child & Family Services (JCFS) —Chicago seeks an experienced senior executive to build upon its resources and accomplishments and lead the agency as it considers new ways to meet the growing and changing needs of the community. The **Executive Director** will use the recommendations of the new strategic plan to chart a course of continued growth and achievement while at the same time addressing the remaining challenges from the merger. Some of those challenges include the integration of accounting and financial reporting, building annual fundraising, endowment and special grants, expanding the agency's marketing capacity and visibility, maintain continued prominence as a "professional learning center", improving the agency's advocacy programs and continuing the process of integrating the staff and the board as they work together under new leadership. The Executive Director will work to foster cordial, cooperative and collaborative relationships with the Jewish Federation and other Federation agencies. The Executive Director will serve as the primary public representative for JCFS. For more information or to submit a resume, email Jill Sarah Moscowitz at jmoscowitz@drngnyc.com

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

Mazel Tovs

Mazel Tov to JCSA board member, **Josh Krakoff**, on his new position as the **COO** of the **JCC of Rockland**.

Mazel Tov to **Jeremy Bandler**, Director of Hillel's Community and University Relations and JCSA Board Member, and **Clare Goldstein**, Vice President for Jewish Experience at **Hillel the Foundation for Jewish Campus Life**, on the birth of their daughter, who arrived on the evening of September 30th, Rosh HaShanah!

Mazel Tov to **Lori Goldberg**, President of JProStl, on her promotion to **Coordinator of Senior Services Integration** at **JF&CS of St. Louis**.

Save The Date

March is Professional Development Month— **JCSA** will be kicking off the month with a Continental Conference Call. The call will take place **March 3, 2009 at 3pm EST**.

JCSA's Annual Program will take place in Washington D.C. Save the date for June 3, 2009.

JProSTL – Events

St. Louis is off to a great start with many exciting programs. You will find a brief listing of these great programs below. For more information on any of these events, visit www.jewishinstlouis.org/jprossl.

Senior Services Peer Networking

Co-chairs: Deb Ellis & Toby Cremer

Get to know each other as we kick off the new year and our new community-wide Senior Services Integration Program

Wednesday, October 29, Noon - 1:30, Jewish Federation Kopolow Building

Young Adult Professionals (35 & under)

Co-Chairs: Jessica Litwack & Jocelyn Orloff

Find YOUR Work-Life Balance as a Jewish Professional

Wednesday, November 12, 8:30 - 10:00 am, St. Louis Hillel at Wash U.

Development Professionals

Co-Chairs Lori Wishne & Rosalie Stein

Wednesday, November 19, 11:30 am - 1:00 pm, Jewish Federation Kopolow Building

Next Gen (This Gen!) Professionals

Co-Chairs Margo Schwartz & Marisa Reby

For staff who work with young adults

Tuesday, December 2, Noon - 1:30, Jewish Federation Kopolow Building

HR Roundtable

Featuring our local full-time HR Professionals - Shelly Chanitz, Martha Kreipke and Ann Kolodner

Come with your HR issues for our local experts

Thursday, December 11, 11:30 am - 1:00 pm, Jewish Federation Kopolow Building

Student Interns Join JCSA Staff

JCSA is pleased to welcome and introduce **Ian Hutchinson** and **Jeana Rivkin** to the Jewish Communal Service Association.

Ian is a Second Year student in Social Enterprise Administration at Columbia University's School of Social Work and graduated with honors from Syracuse University. He has previously worked with at-risk youth and provided therapeutic interventions. A native of Buffalo, New York, Ian will be working on our Annual Program and with our Publications Committee.

Jeana graduated with honors from Stern College and is now a first year student at Yeshiva University's Wurzweiler School of Social Work, where she is also taking courses in Jewish Communal Service. A native of the Detroit suburbs, Jeana is working with our Local Groups and Networking Parents.

JCSA endorses professional education and is pleased to offer student internships. Glenn Easton, JCSA president, welcomed the students and acknowledged the important work they will be providing for the Association. "We know they will be making a significant contribution and will be a great help. Having the opportunity to work with our colleagues across the continent is a real educational bonus--what wonderful role models they will have," Glenn commented.



Ian can be reached at ihutchinson@jcsana.org and Jeana at jrivkin@jcsana.org

DFI- JPro Update

The Darrell D. Friedman for Professional Development at the Weinberg Center is in the midst of a new season of DFI J-PRO workshops for all levels of professionals in Baltimore touching upon a myriad of topics.

In August, professionals took the time to attend *DFI Get Away for J-PRO Day* at the Pearlstone Conference and Retreat Center. During the morning session participants selected either skill building workshops or a session on basic Judaism. Following lunch, there was a walk through the organic farm at the Pearlstone. In the afternoon, participants were engaged in an orientation to community agencies and organizations where they met with various representatives to learn about their missions and connections to the bigger Jewish communal picture.

In September, Deborah Grayson Riegel, MyJewishCoach.com, facilitated a Customer Service workshop with a follow-up teleconference for participants of the workshop. This session explored understanding who the customers are, customer care and when to say no, and fulfilling needs and providing solutions with personal action planning. The teleconference addressed Raising the Bar for Yourself and Your Team, and continued the conversation of providing solutions.

J-PRO is offering a workshop about Israel and the Diaspora connection. In October, Alexandra Benjamin, Sr. Educator from Melitz will moderate a panel discussion *Israel and US: A New Model for Engagement*. This session will begin a dialogue to answer the question, are we hugging or wrestling in our relationship with Israel?

For information on these and other DFI workshops, visit our website at www.thedfi.org



World Council of Jewish Communal Service GA Add-on Conference Communities in Transition

Challenges & Opportunities for the Communal Professional

NOVEMBER 19 - 20, 2008

Maiersdorf Faculty Club, The Hebrew University of Jerusalem, Mt. Scopus

In conjunction with

United Jewish Communities & Jewish Communal Service Association of North America

Sponsored by

UJA Federation of Greater Toronto, Jewish Federation of Greater Washington, UJC of MetroWest NJ

*Join colleagues for networking and interchange on global approaches to
challenges facing Jewish communities in transition from Johannesburg to Jerusalem*

For more information and online registration visit- www.wcjcs.org/nov2008.htm

- The registration fee for North Americans is \$75 US for this one and half day conference that will begin after the GA ends on Nov. 19th.
- If you are attending the GA, please extend your GA hotel reservations accordingly when booking your GA hotel.

Conference Chairs

Ted Sokolsky, UJA Federation of Greater Toronto, Canada

Naomi Stuchiner, Beit Issie Shapiro, Israel

Erica Brown, Jewish Federation of Greater Washington, USA

Program Chair: Sara Bogen, Israel

World Council of Jewish Communal Service

*Max Kleinman, President
Ted Comet, Executive Vice-President*

*Howard Weisband, Associate President
Dorit Rom, Associate Executive Vice-President*

If you have news you would like to share in the November 2008 issue of the JCSA Newsletter please send it to info@jcsana.org by Tuesday, October 28th.

Notes from Bert Goldberg, JCSA Insurance Committee Chair

A Fixed Indexed Annuity is a Fixed Annuity which may earn more interest than a fixed rate of return because it is linked to a formula based upon the performance of a stock market index such as the S&P 500.

Because the funds are linked to, and not deposited directly into the index, this type of retirement planning vehicle offers you **upside growth potential with no downside risk to your principal----**you cannot, at any time, lose any of your principal due to stock market fluctuations.

A NEW YORK FIXED INDEX ANNUITY GUARANTEES A MINIMUM RETURN OF 3% ANNUALLY.

Some Fixed Indexed Annuities will pay a bonus on the amount deposited in the first year.

Learn more about Fixed Index Annuities and the opportunity they present for transferring TSAs and/or IRAs. These plans are also available for private investment funds such as CDs and Money Market Accounts and insurance programs listed below.

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

Website: www.jcsabenefitplans.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

Jewish Communal Service Association of North America



October 2008 Volume 6, Issue 2

520 Eighth Avenue | 4th Floor | New York, NY 10018
Phone: 212.532.0167 | Fax: 212.532.1461 | info@jcsana.org

Newsletter Staff — Sara Reif, NYC, Editor.
Ian Hutchinson & Jeana Rivkin, NYC, Interns

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

Glenn Easton, President Brenda Gevertz, Executive Director

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!