

Inside this issue:

THOUGHTS ON JEWISH COMMUNAL SERVICE AS A CALLING

by Richard A. Siegel, Interim Director, School of Jewish Communal Service, HUC-JIR LA

What is Jewish communal service? A career? A profession? A field? A setting? I have been struggling with this question for the past year as Interim Director of the School of Jewish Communal Service at HUC-JIR in LA with the primary responsibility to develop a new strategic plan for the school. What exactly is “Jewish communal service” and how do you educate someone to excel in its practice?

I come to a response out of my own experience which may very well be idiosyncratic. Although I received an MA in Contemporary Jewish Studies from Brandeis (before it was called the Hornstein Program in Jewish Communal Service, now Jewish Professional Leadership), my most significant training was as a rabbinical student. While I was never ordained, I nonetheless still felt “called” by the spiritual resonance of Jewish texts and teachings. When I later became a “Jewish communal professional,” I brought with me an underlying conviction that I was involved in sacred work. My community may be different from a congregation, and my tools an annual report rather than a Yom Kippur sermon, but I would not have been able to keep doing the work for as long as I have (now over 30 years) if I did not feel on some fundamental level that I was mediating the holy and the not yet holy.

Most of my career was spent at the National Foundation for Jewish Culture (now simply the Foundation for Jewish Culture), which might be regarded as the epitome of secular Judaism, a Jewish home for those who were not comfortable in the synagogue. I, on the other hand, regarded Jewish culture as but another medium for expressing the indefatigable creativity of the Jewish spirit, another carrier of the pathos, humanity, and yearning of the Jewish people.

So for me, Jewish communal service is more than a profession. It is a “calling,” because it calls to me, it speaks to me (in more contemporary language). It is a “vocation,” a term I prefer, in the sense of a compelling vision to which I voluntarily and passionately commit my energies. What is that vision? And does every Jewish professional have to share it or have one equally compelling?

Obviously everyone who works as a professional in a Jewish organization does not have to be motivated by a vision of shaping the contemporary expression of the 4,000 year old Jewish experience. However, anyone who aspires to transform the community, not just administer its services, who aspires to shape its future, not just manage its present, must be motivated by some version of this vision. We – those of us lucky enough to be living right now and right here in this extraordinary moment in Jewish history – have the opportunity to expand and enlarge the Jewish experience, shaped and tagged by our own world view, values, attitudes and practices.

Whether we work in Federations or day schools or community centers or community relations or social services or social justice, we are not just preserving what has come before, we are not just protecting our tiny remnant of a people, we are not just trying to keep the Jewish body alive. Rather, we are proponents of a vision that asserts that these are the best of times for the Jewish people and that we have the extraordinary challenge and privilege to figure out how to flourish in an open society, unfettered by fear, isolation, hostility and suspicion. That is our calling. That is our vocation. That is Jewish communal service.

Networking Parents Conference Call	2
Resiliency in Action & Mazel Tavs	3
Networking Workshops	4
Agency Spotlight & Employment Opportunities	5
Fellowships, Scholarships & Service Corps	6
JCSA Benefit Plan	7
IRS Change	8

JCSA Networking Parents Conference Call
**"Transitioning to Work:
Returnships and Other Strategies"**
December 4th
1:00 pm EST, 10:00 am PST

Keynote Speaker:

Steven Rod, Vice-President of Professional Development Services,
Jewish Community Center Association

Topics will include:

- Re-entering the workplace by gaining volunteer experience
- Beginning part-time work
- JCC as a transitional career option
- Returnships — internships shaped for re-entering the workforce.
Based on a recent article printed in the Chicago Tribune,
“Helping Parents Back to Work”

Who we are:

JCSA offers Networking Parents, a program which is designed to connect Jewish professional parents who have taken time off from work, either full or part-time, to raise young children. These professionals, embodying a strong worker identity, wish to stay linked and informed to the professional world.

Networking Parents provides its participants:

- ◆ The ability to share knowledge and resources
- ◆ Learn of employment opportunities in the Jewish community
- ◆ Study professional articles and Jewish texts
- ◆ Help ease re-entry into the workplace.

Through many programmed conference calls, members are able to gain knowledge and resources to connect with the Jewish communal professional world. Conference calls include topics such as sequencing, work/life balance, opting-out, volunteering, and telecommuting.



To register and for more information visit us at www.JCSANA.org

Resiliency in Action: New Orleans as a New Model for Jewish Community Revitalization

by Danielle Skurnick, Wurzweiler School of Social Work Student

There is a traditional Jewish saying that “all Jews are responsible for one another.” Never have I experienced this principle in action more than this past month when I had the opportunity to participate in a four-day study seminar to New Orleans with 17 other Wurzweiler School of Social Work/Jewish Communal Service students. We had the privilege of learning firsthand how the New Orleans Jewish community and its agencies responded to the Katrina hurricane. For members of the Jewish community like all New Orleans residents, Katrina led to physical dislocation, personal loss, deep trauma, and anxieties and uncertainty for the future.

Through this seminar, I was able to see how the Jewish community in New Orleans is revitalizing itself. We visited and spoke to many senior professionals and lay leaders of the Jewish Federation, Jewish Community Center, Jewish Family Services, Hillel, as well with synagogue leaders as well as leaders of general social welfare agencies. What impressed me most was the ability of this Jewish community to really come together as one during such tumultuous times. Immediately after Katrina hit, a communications system was set in place in Houston to locate Jewish residents who were displaced all over the country. The federation, assisted financially by the United Jewish Communities and contributions from concerned Jews across North America, donated funds to every single Jewish adult who was affected. Every Jew, whether Reform, Conservative, or Orthodox, helped one another in the recovery process. The most moving story I heard was about one Reform Temple that offered to house an Orthodox congregation whose own synagogue was completely destroyed. Today, three years after Katrina, this Orthodox synagogue still holds services at this Reform Temple until its new building is built on an adjacent piece of property. In addition, an incentive program exists for Jewish newcomers to attract young people to the area and to contribute toward rebuilding the Jewish community.



It is inspiring stories like these that opened my eyes to an entire new way of coming together as Jewish people. The Jewish community of New Orleans believes that no matter what kind of Jew you are, you are valued as an integral member of a larger Jewish family. Within disaster lays opportunity and the New Orleans Jewish community has evidently translated this notion into collaborative action.

Mazel Tovs

Mazel Tov to **Renanit R. Levy** on becoming **Director of Institutional Advancement** at **Hazon**.

Mazel Tov to **Kami Knapp** of **Hillel, University of Washington**, on becoming the new **Engagement Professional Officer**.

Mazel Tov to **Elliot Karp** on his appointment as **President and CEO** of the **Las Vegas Jewish Federation**.

Mazel Tovs continued on page 4

Mazel Tov Continues



Mazel Tov to JCSA Young Professional Award winners, **David Michaels**, B'nai B'rith International; **Naomi Leah Sage**, American Jewish Joint Distribution Committee; & **Cara L. Unowsky**, Jewish Home Lifecare. As pictured on the left with **Brenda Gevertz**, JCSA Executive Director and **Howard Charish**, UJA Federation of Northern New Jersey Executive Vice President.

Mazel Tov to all AJCOP Award Winners:

2008 AJCOP Norman Edell Fellow

Mary Brown

AJCOP Bernard Rodkin Israel Experience 2008 Fellows

Stuart Botwinick, Laura Gottlieb, Eve Samson, & Joseph Selesny

2008 Mandelkorn Distinguished Service Award Winners

Steven H. Morrison & Daniel R. Allen

Networking Workshop Series for Jewish Youth Professionals

**“Women Rock! An Evening with Rocking Jewesses” &
“Flipping the Mirror: Helping Privileged Teens Think about Social Justice”**

December 3rd and December 17th respectively

Ma'yan, a catalyst for change for Jewish girls and women, has coordinated two upcoming workshops, “Women Rock! An Evening with Rocking Jewesses” and “Flipping the Mirror: Helping Privileged Teens Think about Social Justice.” These workshops, taking place in New York City, will provide professionals and lay leaders the opportunity to network with one another while offering new material and new approaches to enhance their roles when working with Jewish girls. With an emphasis on the unique and often challenging nature of gender issues in working with adolescents, these workshops give participants the chance to think critically and reflectively about their work, build their capacity with new strategies, and connect with others in similar fields.

“Women Rock! An Evening with Rocking Jewesses” will take place on December 3, 2008 from 6:30pm-9:00pm. This workshop, featuring music artists Chana Rothman and Naomi Less, will look at music and art education as an effective means for building resiliency and empowering young women. Chana and Naomi, both singers and songwriters, will perform, and teach easy-to-use ways of using music for working with girls.

“Flipping the Mirror: Helping Privileged Teens Think about Social Justice” will take place on December 17, 2008, 6:30pm-9:00pm. Facilitated by Beth Benjamin Ed.D., Senior Associate at Ma'yan, this workshop will look at best practices for teaching critical thinking around issues of social class privilege. For professionals working with privileged adolescents, navigating the wide terrain of social justice work from service and philanthropy to activism and long-term social change can be fraught. The workshop will explore different ways of supporting adolescents as they wrestle with these issues.

All programs will be held at The JCC in Manhattan, 334 Amsterdam Ave. For more information, contact Jodie Gordon at 646.505.4424 or jodie@mayan.org. You can also visit www.mayan.org.



Moving Traditions

As the world changes and progresses so, too, must the way we view and approach Judaism. Moving Traditions seeks to propel Judaism forward to better reflect the lives of people today. By moving the tradition — and by moving Jews through tradition, this organization helps men, women, boys, and girls engage more deeply in Judaism. Through a gender lens, Moving Traditions draws on principles of positive youth development and an understanding of human development to create a more exciting and meaningful Jewish experience.

“Rosh Hodesh: It’s a Girl Thing!” is a monthly program of Moving Traditions that uses Jewish teachings and traditions to help now over 6,000 girls stay healthy, whole, and Jewish. Through a designed curriculum and a two-day training institute, Moving Traditions provides other Jewish institutions the opportunity to bring “Rosh Hodesh: It’s a Girl Thing!” to their constituents. Over 190 Jewish institutions have implemented this program, including Hebrew Day Schools, synagogues, and Jewish Community Centers. By training educators, social workers, and other Jewish professionals, Moving Traditions helps individuals become better prepared to effectively work with adolescent girls. According to Deborah Meyer, Executive Director of Moving Traditions, “Training educators to lead the groups is the way to leverage success while helping build a cohort of educators who better understand informal education and adolescent development.” Through the curriculum binders of five years of tested “Rosh Hodesh: It’s a Girl Thing” material and the training, Moving Traditions educates professionals and lay leaders with the tools they need to see the world from the eyes of an adolescent teen, understand youth culture, and embrace positive aspects to help foster meaningful interactions.

Moving Traditions is also currently working on a campaign for Jewish teenage boys, many of whom drop out of Jewish life after bar-mitzvah. By defining and promoting best practices for working with Jewish boys, Moving Traditions seeks to make available to boys the same opportunity provided to girls. This action-research campaign will provide professionals working with adolescent boys relevant material concerning issues boys grapple with, identity struggles they face, and ultimately an understanding of what transforms Jewish boys into Jewish men.

For more information on “Rosh Hodesh: It’s a Girl Thing” and the Campaign for Jewish Boys go to www.MOVINGTRADITIONS.org

Employment Opportunities

Hadassah is seeking an experienced, vibrant leader to inspire and engage our membership. As **Director of Jewish Education** the candidate will be a highly motivated, dynamic educator who is well versed in the principles of adult learning, adept at developing program content and delivery systems, able to work with lay leaders and form coalitions and partnerships. The **Director of Jewish Education** will help Hadassah use its work to inspire a strong commitment to Jewish peoplehood, including recognition of the centrality of Israel to the Jewish people. **Hadassah** is seeking names and contact information for potential candidates who they can reach out to personally. At that time, they will provide a more detailed description of the position. Recommendations can be sent to: Barrie Covington, Director of Employment and Employee Relations at bcovington@hadassah.org or 212-303-8100.

Hadassah is looking to fill the **Youth Education Manager** position who will develop youth curriculum for year-round and camp programming that encompass topics such as: Jewish and Israeli history, Jewish identity, American and world Jewry, social action, current events and other topics that will transmit Hadassah’s message of Jewish values to youth across the country. The **Youth Education Manager** will collaborate with key staff and lay-leaders, both adult and youth, to ensure the consistency of educational materials throughout the country, and will be responsible for spearheading the educational efforts around the celebration of Young Judea’s 100th anniversary. **Hadassah** is seeking names and contact information for potential candidates who they can reach out to personally. At that time, they will provide a more detailed description of the position. Recommendations can be sent to: Barrie Covington, Director of Employment and Employee Relations at bcovington@hadassah.org or 212-303-8100.

The Mandel Center for Jewish Education of the Jewish Community Centers Association of North America is seeking qualified educators to serve as Jewish **programming directors** at JCC resident camps this summer. Jewish programming directors will work with camp directors to strengthen Jewish life, Jewish learning, Jewish identity, and Israel experiences for campers and staff alike. The successful partnership between the JPD and camp director will make Jewish experience and learning an integral part of every aspect of camp life. Positions will be available at JCC resident camps in California, Georgia, Maine, New York, Ohio, Pennsylvania, West Virginia, Wisconsin, Ohio and Canada. For more information or to apply, visit: http://www.jcca.org/mcje_employment.htm or e-mail melanie@jcca.org

Fellowships, Scholarships, & Service Corps

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.

Women's Philanthropy of United Jewish Communities of MetroWest NJ, in conjunction with the **Maxine Fischer Memorial Fund** of the **Jewish Community Foundation of MetroWest**, has established the **Maxine Fischer Scholarship**. The successful candidate will be a young woman from or in the MetroWest Community who is presently at least a junior in college and who has a declared major of Jewish Studies and/or Women's Studies. She will be a full-time student, either undergraduate or graduate, attending a fully accredited college or university. 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 27, 2009. Applications are available on our Web site, www.ujcnj.org. All applicants must be available in person or over the phone for an interview with the scholarship committee. For further information about the scholarship, contact Rebecca Missel at (973) 929-3061 or rmissel@ujcnj.org.

The **Federation Executive Recruitment & Education Program (FEREP)** is a graduate scholarship program funded through the **United Jewish Communities** that recruits, supports and develops future professional leaders for the North American **Jewish federation system**. The program awards up to \$40,000 for specified areas of graduate study in return for a minimum two-year paid work commitment in a North American Jewish federation. FEREP also provides supplemental professional and cohort development opportunities, and assists students with the placement process leading to their first federation position. More information can be found at www.ujc.org/ferep or contact ferepinfo if you have questions. Applications are due on February 15th, 2009 for the 2009-2010 academic year. To learn more, visit us at www.ujc.org/ferep

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

NYU's Robert F. Wagner Graduate School of Public Service is honored to house the **Goldberg Fellowships**, two awards that will sustain the legacy of Lisa Goldberg and support graduate public service education. The **Lisa Goldberg Fellowship in Philanthropy** will support the work of promising students who seek to examine and understand philanthropy and its crucial role in public service in New York City, across the country and globally. The **Lisa Goldberg Fellowship in Jewish Leadership** will support the work of outstanding students in Wagner's MPA and MA/MPA (NYU's Dual Degree Program in Nonprofit Management and Judaic Studies) Programs. **Prospective students should apply at: <https://app.applyyourself.com/?id=nyu-sps>. Nomination Form must be submitted by January 15, 2009**

The **Mandel Center for Jewish Education of the Jewish Community Centers Association of North America** is seeking **Goodman Fellows** at JCC residential camps throughout North America for the summer 2009 season. **Goodman Fellows** are responsible for implementing Yisrael Sheli (My Israel): a Teen Program of Israel Education and Experience for JCC Resident Camps. You are an ideal candidate for the Goodman Fellowship if you possess extensive Israel experience, familiarity with the Hebrew language, experience in residential camping and experience working with teenagers. **Goodman Fellows** will receive a highly competitive salary. For more information, visit: www.jcca.org/mcje/yisraelsheli or e-mail Melanie Levav, program director, Mandel Center for Jewish Education: Melanie@jcca.org

For 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

If you have news you would like to share in the January 2009 issue of the JCSA Newsletter please send it to info@jcsana.org by Tuesday, December 30th.

JCSA Benefit Plans

Notes from Bert Goldberg, JCSA Insurance Committee Chair

ARE YOU LOOKING FOR A SAFE PLACE TO PUT YOUR LONG TERM FUNDS?

Do you want your money protected from stock market fluctuations?

Funds in FIXED Annuities grow steadily, and are not subject to a volatile stock market

Very competitive Multi-Year guaranteed interest rates are available

These competitive rates are available for Rollover IRAs, Rollover TSAs as well as “private” funds.

- Access to your money:**
- You can withdraw up to 10% of your funds each year
 - With no penalty charge. (IRS penalty prior to age 59 ½)
 - Automatic calculation of your Required Minimum Distribution is available (Age 70 ½ & older)
 - All funds available at no charge, after interest guarantee period.

Call for further information!

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

Jewish Communal Service Association of North America

JCSA
Connecting & Enhancing Professional Leadership

December 2008 Volume 6, Issue 4

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!

IRS Change to 403(B) Plans

IMPORTANT REMINDER ABOUT IRS CHANGES TO 403(B) PLANS

**ATTENTION: ALL EXECUTIVE DIRECTORS
ALL CONTROLLERS
ALL ADMINISTRATORS**

SUBJECT: IRS CHANGES TO 403(b) PLANS

**FOR THE FIRST TIME IN 40 YEARS, IRS HAS MADE CHANGES TO 403(b) PLANS.
403(b) PLANS ARE OFTEN REFERRED TO AS TSAs---TAX SHELTERED ANNUITIES.**

**THESE CHANGES REQUIRE THAT ALL 403(b) PLANS COMPLETE IMPORTANT
DOCUMENTS PRIOR TO 12/31/08; OTHERWISE THESE ACCOUNTS MAY BECOME
TAXABLE ON 01/01/09.**

THESE IMPORTANT CHANGES ALSO APPLY TO NON-ERISA PLANS.

**UNDOUBTEDLY, YOU HAVE RECEIVED MAILINGS AND INSTRUCTIONS REGARDING
THESE CHANGES FROM YOUR 403(b) PROVIDERS.**

**IT IS HIGHLY RECOMMENDED THAT YOU CONTACT YOUR 403(b) PROVIDERS
TO MAKE SURE THAT YOUR AGENCY IS IN FULL COMPLIANCE WITH ALL OF
THE REQUIRED CHANGES.**

Information is presented with the understanding that Jewish Communal Service Association (JCSA) and JCSA Benefit Plans and their respective employees and representatives are not engaged in rendering legal or tax advice. Individuals should seek advice based on their own particular circumstances from an independent tax advisor.

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.