

**Inside this issue:**

## JCSA Survey Ignites Communal Debate on Pay Equity and Identity

By *Brenda Gevertz, Executive Director, JCSA*

JCSA's wide ranging survey of Jewish communal professionals is drawing diverse publicity and intense responses. "Profiling the Professionals: Who's Serving Our Communities?" is an unprecedented study of 2,435 Jewish communal professionals surveyed throughout the United States and Canada. It was conducted in 2009 and 2010, by JCSA with Dr. Steven M. Cohen of the Berman Jewish Policy Archive at the Wagner School at New York University as the principal researcher. The survey was generously supported by The Andrea and Charles Bronfman Philanthropies and The Charles and Lynn Schusterman Foundation.

The survey was initiated to answer the questions "Who are our constituents?" and "How should we serve them?" Dr. Misha Galperin, JCSA Board member and now President and CEO of Jewish Agency for International Development, chaired a diverse and representative Advisory Committee for the survey. Several survey results have generated active discussions, in particular the significant and persistent gender gap in salary compensations and the paradoxical decline in affinity with Jewish Peoplehood, even as Jewish education and Israel experiences are enhanced.

On November 30<sup>th</sup>, JCSA held an open webinar to report on the survey results for the field. In addition to an overview of the findings from Professor Cohen, Lisa Colton, Founder & President of Darim Online, and Barry Rosenberg, CEO of the St. Louis Jewish Federation, responded to the survey report. JCSA President Jacob Solomon, President and CEO of the Greater Miami Jewish Federation, moderated the program and commented that "the report analyzes results of the first social scientific survey of self-selected Jewish communal professionals and begins to advance our understanding of our colleagues." A free download of the webinar is available on line [http://www.instantpresenter.com/WebConference/RecordingDefault.aspx?c\\_psrId=E057DA8483](http://www.instantpresenter.com/WebConference/RecordingDefault.aspx?c_psrId=E057DA8483)

The full survey report can be read online [http://www.jcsana.org/upimages/jcsa/Jewish%20Communal%20Professionals-%20A%20Profile%20\(7\).pdf](http://www.jcsana.org/upimages/jcsa/Jewish%20Communal%20Professionals-%20A%20Profile%20(7).pdf). Some of the most vocal responses have addressed the gender gap and how to close it as well as questions on leadership within the profession. Among these discussions are the following:

- <http://ejewishphilanthropy.com/600k-question-why-are-women-earning-20k-less-per-year/>
- [http://www.thejewishweek.com/news/new\\_york/jewish\\_communitys\\_20000\\_gender\\_gap](http://www.thejewishweek.com/news/new_york/jewish_communitys_20000_gender_gap)
- <http://www.forward.com/articles/133560/>
- <http://ejewishphilanthropy.com/those-who-serve/>

<b>Giving Purpose to Our Work; Seeing Green</b>	<b>2</b>
<b>The Gender Disconnect</b>	<b>3</b>
<b>Must Reads; GA, Young Pro Award and Beyond</b>	<b>4</b>
<b>Local Group News &amp; Events</b>	<b>5</b>
<b>Save the Date; Mazal Tovs; Employment</b>	<b>6</b>
<b>Events &amp; Opportunities</b>	<b>7</b>
<b>JCSA Benefit Plans</b>	<b>8</b>

## Happy Chanukah: New Benefit for JCSA Members

**As of December 6, 2010 JCSA is happy to offer our member agencies expedited access to technology products from TechSoup.**



JCSA is partnering with TechSoup to offer our member organizations expedited concierge services for the purchase of technology products from [www.techsoup.org](http://www.techsoup.org). TechSoup\*, a nonprofit itself, offers 501(c)3 nonprofits hundreds of donated software products that help them with networking, fundraising, computer security and public relations. As a result of our partnership with them, JCSA member agencies can now, utilize TechSoup to purchase, for example, Norton AntiVirus 2010, Symantec's essential security software to protect computers from viruses, worms, Trojan horses and spyware. The administrative fee is \$4 — a \$36 savings from the full retail value. Additionally, TechSoup is offering JCSA member agencies the complete suite of Microsoft Office Professional Plus 2010 (includes Software Assurance) for \$31, compared to the full retail value of \$499.

TechSoup also develops GreenTech practices and opportunities, which allows organizations to either purchase a top-quality refurbished computer or receive tips about energy saving or solutions for the safe disposal of toxic e-waste. Additionally, they help nonprofits worldwide use new Internet-based tools — such as blogging, podcasting and social—

— networking to extend their reach and impact through its NetSquared Initiative helps.

JCSA has worked with TechSoup for a number of years, and now and our member agencies can take advantage of the deals as well! Please contact us directly at [info@jcsana.org](mailto:info@jcsana.org) to let us know your specific technology requests and we will work with our personal Account Manager to provide you with the products you need to fulfill your agency's goals for 2011!

\* TechSoup distributes donated software from Microsoft, Cisco, Symantec, Intuit, Adobe and 44 other major technology companies as well as refurbished "green" hardware for a small administrative fee. TechSoup helps more than 133,000 nonprofits worldwide acquire software donations and technology advice. To learn more, please visit [www.techsoup.org](http://www.techsoup.org).

## Giving Purpose to Our Work

By: Arthur Sandman, Executive Vice President, Jewish Agency International Development, JAFI

*Ein lanu reshut l'hisbtamesh bahem, elah lirotam bilvad.* We are not permitted to make use of them—only to look at them. So we are instructed regarding the Chanukah candles, and hence, the odd invention known as the Shamash. For those of us who use wax candles, the Shamash is a straight-forward affair. We have one extra candle with which we light the others; we then place it in its holder on the menorah, and it remains burning as the others. With oil menorahs, it is not practical to try to use an oil wick to light other oil wicks—for fear of spilling oil. And so, a candle is used and then blown out. Nevertheless, the oil menorah has a Shamash like any other; this lamp is lit first and simply burns with the others, with no other discernible purpose. Why have it on an oil menorah at all?



Arthur Sandman

I have not researched the matter, and I am always suspicious of the reasons given for our practices. Sometimes the reasons for traditions we cite are latter-day rationalizations for practices whose origins we really don't understand. But we are told that the Shamash has a second purpose, in addition to lighting the other lights. The second purpose is presumably to cast light from which we can benefit from without transgressing the prohibition on utilizing the Chanukah candles for any purpose. If I find my way up the stairs by candle light, it is the light of the Shamash—not of the other candles—on which I rely.

One way or the other, the Shamash is *our* candle—the pyrotechnic analog to the Jewish communal worker. The Shamash is the worker light. I am not big on Chasidic stories, but I have heard it said of the Lubavicher Rebbe that he explained his job as being the spark that ignites the candle that is each one of us—our bodies being the wax (fuel) and our souls the oxygen. The Shamash for the Jewish people—it's a metaphor that should speak to each of us.

In the real world, though, we often can't tell whether we have successfully ignited the people we touch. Our work is complicated and difficult, its results often unclear. Perhaps, we see ourselves as the oil shamash, simply sitting slightly apart from the other flames casting light. But the light we cast is to be used—not just to be seen. Perhaps we will not see our spark light the world, but we must be sure that the world sees our light and uses it to guide them up the stairs.

From one Shamash to another, Chag Urim Sameach.

## Seeing Green:

## Cost Saving and Environmentally Friendly Ideas

By: Rachel Perten, Program Coordinator, JCSA



Many of us in the Jewish not-for-profit world work in small organizations. Some of you likely read this blog every month and question the applicability of some of the suggestions due to the size of your office. Well, this post is for you. Everyone can implement the minor, yet surprisingly significant changes, discussed below and can help green your organization and save money regardless of the size of your office staff.

But how, you may ask, can you really lower your already tight budgets just by greening? Did you know that by turning off your PC's power strip every night you can save up to \$150/year on average?\* That might not sound like much, but consider how many budget lines could benefit from that additional bonus. How about recycling your old fax machine – ancient technology which saps up tons of unnecessary energy – and investing in a scanner? This will lower your costs significantly since you'll be working with one less machine which constantly requires—

— energy, paper and maintenance. Furthermore, by keeping your equipment running smoothly you have the opportunity to continue saving money. Many of us at small organizations are using computers and electronics more than 7 years ago. They are slow and use an excessive amount of energy. It's time to upgrade to new and sustainable technology! If you are not able to purchase new equipment, then remember that your electronics come with maintenance schedules; please follow them! Your equipment will run more efficiently and consistently; you'll save time, energy and money.



Lastly, try to measure your waste. Watch what your agency consumes – energy, supplies, raw materials – and what it wastes – packaging, raw materials, energy, and emissions. Try to measure, quantify, and justify this waste: How much do you spend to purchase, handle, store, and dispose of wasted material? You may come up with something as simple as changing your trash bags to a larger size (preferably biodegradable!) or holding your meetings and events during the day when you can save money on electricity. You might even decide on a bigger change, like even purchasing a new computer! Whatever your choice, you have the ability to change the energy consumption of your small organization and positively affect the environment. Small organizations – let's lead by example!

\*100 greening and cost-saving tips for small businesses: <http://www.smallbiztrends.com/green-business-tips.pdf>

A great article for greening your small company: <http://www.greenbiz.com/business/research/report/2007/07/18/greening-your-business-primer-smaller-companies#ixzz16oHUGWaf>

## The Gender Disconnect

By: Dan Brown

Reprinted from eJewishPhilanthropy, November 21, 2010

The Jewish communal world has a problem. Well, several, but today let's focus on one: the continuing gender gap in North American Jewish organizations

A recently released study, titled Jewish Communal Professionals in North America: A Profile, provides an unprecedented look of over 2000 Jewish communal professionals throughout the United States and Canada. Commissioned by the Jewish Communal Service Association and conducted by the Berman Jewish Policy Archive at New York University's Wagner Graduate School, the study provides the first in-depth look, across the organizational divide, at who is working in the U.S. Jewish communal institutions, their education, responsibilities, training, compensation and more.

The results are disturbing - especially regarding the continuing gender pay and leadership inequalities that exists across the communal landscape.

Women make up around two-thirds of all Jewish communal professionals, yet represent only 12 percent of leadership. They significantly lag behind men in compensation, with an overall gap of \$28,000! Adjusting for age, years in the field, level of responsibility, hours worked, and degrees earned, women's salaries still trail men's by about @20,000.

### Why?

It is because many opt to work for smaller organizations that happen to have smaller budgets? Is it because women are not as strong at the negotiating table? Or men are stronger in marketing themselves? Or is it, plain and simple, gender discrimination - are women just not provided the same opportunities?

Continue reading and add your own comments to this post at: <http://ejewishphilanthropy.com/the-gender-disconnect/>



**NEED A GIFT FOR YOUR CO-WORKERS THIS CHANUKAH?**

*The Journal of Jewish Communal Service*

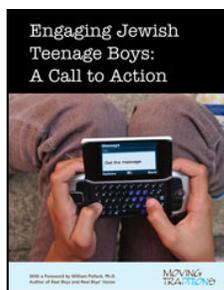
has individual and bulk subscriptions.

Give yourself or your colleagues a thoughtful gift!

Contact [info@jcsana.org](mailto:info@jcsana.org) or call (212) 532-0167

## Must-Reads

American Jewish World Service (AJWS) has been active in supporting grassroots organizations all over the world to prevent and respond to violence against women and girls in their communities. In honor of the International Day for the Elimination of Violence Against Women (November 25th), AJWS is delighted to share their new policy paper found here: [http://ajws.org/who we are/publications/special reports/empowering girls policy brief.pdf](http://ajws.org/who_we_are/publications/special_reports/empowering_girls_policy_brief.pdf) that highlights how AJWS's partners in India are working to build "one-stop-shops" to end violence for women and girls in their community - and how U.S. policy can advance that work.

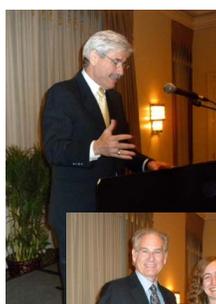


It's time to reverse the loss of Jewish boys after Bar Mitzvah. **Moving Traditions** has just released the comprehensive report, *Engaging Jewish Teenage Boys: A Call to Action*, offering Seven Lessons and Seven Principals to help Jewish educators, funders and parents more effectively inspire the participation of Jewish boys. The report is distilled from three years of research, 40 focus groups with Jewish boys, and program development, and grows out of the success of Moving Traditions' work empowering Jewish adolescent girls through their program *Rosh Hodesh: It's a Girl Thing!* To learn more and to read the report, click the link below:

[http://www.movingtraditions.org/index.php?option=com\\_content&task=view&id=45&Itemid=65#bj](http://www.movingtraditions.org/index.php?option=com_content&task=view&id=45&Itemid=65#bj)

## The Young Pro Award, The GA, and Beyond...

### Young Professional Award



Congratulations to David Cygielman, CEO, Moishe House, and Eva Stern, Director of Training, Jewish Outreach Institute, on being awarded JCSA's 2010 Young Professional Award! The Award Ceremony was held on November 7th at the 2010 JFNA's General Assembly in New Orleans, LA. The awards were presented by Jeff Solomon, President, Andrea and Charles Bronfman Philanthropies and Jay Spector, Co-Chair, JCSA Awards Committee and President and CEO of JEVS Human Services. The ceremony was led by Jacob Solomon, JCSA President and CEO of the Greater Miami Jewish Federation.



David Cygielman and Eva Stern

### Gratz College Jewish Communal Service Students: Profiling in Action

Upon learning about JCSA's recent study *Profiling the Professionals: Who's Serving Our Communities?* Dr. Rela Geffen incorporated it into the next class she had with her students of Jewish Communal Service at Gratz College. The topic of that session was on Jewish Camping. The program was with a discussion of the reporting, encouraging the students to register for the upcoming webinar was a perfect balance to their already scheduled topic!



Gratz Students, Dr. Rela Geffen and Debbie Aron

# Local Group News & Events

Pittsburgh Jewish Communal Network **Pittsburgh's Jewish Communal Network (PJCN)** is hosting a Holiday Luncheon on December 7, 2010 at the Jewish Association on Aging from 12—1:30pm. For more information, please contact Emily Farkas at [efarkas@jfedpgh.org](mailto:efarkas@jfedpgh.org).

**JProStl**, has announced the 2010 honorees from across the St. Louis Jewish community. They include: Career Achievement – Lou Albert (JF&CS), Chesed – Marci Diamond (Congregation Shaare Emeth), Dedication – Ron Douglas (Crown Center for Senior Living), Emerging Leader – Mike Sherwin (Jewish Light), Educator – Cantor Ron Eichaker (United Hebrew) and Rabbi Shmuel Greenwald (Aish HaTorah), Mentor – Beth Brown – (Torah Prep), Pillar – Joey Boime – (JCC), and Visionary – Jean Cavender (Holocaust Museum and Learning Center).



The honorees will be recognized at the 6<sup>th</sup> Annual JProStl Luncheon on Thursday, January 27 at the Staenberg Family JCC from 11:30 a.m. – 1:30 p.m. Co-chairs are Nikki Goldstein and Phil Ruben. All JProStl events are made possible by generous support from the local Lubin-Green Foundation, a supporting foundation of the Jewish Federation of St. Louis. For information about the honorees go to [www.jewishinstlouis.org/jpro](http://www.jewishinstlouis.org/jpro).



**Advancing Jewish Professionals (AJP)** had a very successful kick-off event called “Charting Your Course.” 40 participants from multiple agencies heard from Mirele Goldsmith (Program Evaluator and Sustainability Consultant), Sandra Divack Moss (The Steven Wise Free Synagogue), David Rosenn (New Israel Fund), and Matt Vogel (Baruch College Hillel). Participants had the opportunity to hear the panelists’ professional journey’s and also to share their own.



Join **JCPSC** on December 5th from 8:30am - 12:30pm as they support the National Council of Jewish Women/Los Angeles at a free clothing give-away. RSVP to Saul Korin at [jcpscla@yahoo.com](mailto:jcpscla@yahoo.com).



The **Tri-State Jewish Communal Professionals Association (TriState JCPA)** invites new and prospective members to learn more about The Changing Nature of Jewish Organizational Life, during a special breakfast program from 8:30 - 10:00am on Thursday, December 9th at Federation, which kicks off a three part miniseries. The special guest speaker is Rabbi Elie Kaunfer, author of Empowered Judaism: What Independent Minyanim Can Teach Us About Building Vibrant Jewish Communities. Please RSVP to Jamie Hartman at [Jamie.Hartman@jevs.org](mailto:Jamie.Hartman@jevs.org) or call (215) 854-1803.



This Autumn, **JPROs of Ann Arbor**, Michigan began a series of gatherings for lay and professional leaders entitled “Impulses of Community.” The Jewish Leadership Breakfast Series is comprised of three lectures over three months: Our Communities Past, Present, and Future. At the first of these lectures, members were honored to have Professors Todd Endelman and Deborah Dash Moore of University of Michigan leading a discussion on the community's past. The second lecture in the series focused on the current Jewish community of Ann Arbor, and was led by Karla Goldman and Harlene Appelman. The upcoming third lecture in the series, Our Community's Future, will be held on the morning of December 15 and will feature a number of panelists yet to be determined. The hope is to bring together the community of Jewish professionals and lay leaders to learn about and discuss the past, present and future of the Michigan Jewish community - how it became organized into the framework that exists today, what are currently the impulses to create and maintain community, and how new definitions and realities will reshape the organizational landscape in the future. The first two in the series have been wonderful successes, and JPro is excited about the concluding lecture on the 15th!"

**Deadline for news you would like to share in the January, 2011, issue of the JCSA Newsletter is Wednesday, December 22th. Contact [info@jcsana.org](mailto:info@jcsana.org).**

# Save the Date!

JPro Stl teamed with JCSA to create **The JProStl Professional Conference** which will be taking place on Sunday, March 6 - Monday, March 7, 2011 at the JCC Staenberg Family Complex. Local & national speakers including Rabbi Brad Hirschfield, President of CLAL, Deborah Grayson Riegel of MyJewishCoach.com, Jacob Solomon, President of JCSA, Adam Simon from the Schusterman Family Foundation, Lisa Colton of Darim Online, Paul Liptz from Hebrew University and many more national and local speakers. A full schedule will be available at the end of the month with on-line registration. The co-chairs of the conference are Ken Weintraub (Jewish Federation of St. Louis) and Lori Goldberg (Jewish Family & Children's Services of St. Louis). This conference is generously supported by the Lubin-Green Foundation. Advance registration is only \$75 for the entire conference (or \$30 for each 1/2 day)! For more information contact Marci Mayer Eisen at (314) 442-3810, [meisen@jfedstl.org](mailto:meisen@jfedstl.org) or Karen Sher at (314) 442-3824, [ksher@jfedstl.org](mailto:ksher@jfedstl.org).



The Association of Jewish Aging Services (AJAS) is holding their **Annual Conference** from March 27 - 30, 2011 in Dallas, TX.

IAJVS is looking forward to their **2011 Annual Conference** scheduled for May 1 - 3, 2011 at the Intercontinental Hotel in Toronto, Canada. Last year's conference gathered over 100 people from around the world with informative sessions on how the IAJVS network is helping clients find work during the current economic and unemployment crisis. For more information, visit [www.iajvs.org](http://www.iajvs.org) or contact (215) 854-0233.



## Mazal Tovs

**Mazal Tov** to **Melanie Schneider** on her new position as Senior Planning Director in COJIR: The Commission on Jewish Identity and Renewal at the UJA-Federation of New York.

**Mazal Tov** to **Caron Blaustein**, JPro Portland Co-Chair, who has assumed the position of PJ Library Program Coordinator in addition to serving as the Outreach/Engagement Director of Congregation Neveh Shalom in Portland, OR.

**Mazal Tov** to **Leslie Cohen Kastner** on her appointment as the Coordinator of the Create a Jewish Legacy Program at the Jewish Federation of St. Louis.

**Mazal Tov** to **Lisa Steinberg** on becoming the new National Director for Major Gifts at B'nai B'rith International.

**Mazal Tov** to **Zev Nagel** and **Alejandro Okret** on receiving the prestigious 2011 Ralph Goldman Fellowship from The American Jewish Joint Distribution Committee.

## Employment

The **Jewish Federation of Greater Pittsburgh** seeks an outgoing, organized, energetic, creative self-starter for an entry-level fundraising position. Candidate must have excellent interpersonal & writing skills and be able to work with mid-level donors of varying demographics. Comfort with public speaking and fundraising experience are essential. Full time salaried position with benefits. 1 - 2 years exp. required. Send resume & cover letter to: [pcalabro@jfedpgh.org](mailto:pcalabro@jfedpgh.org).

**Don't Forget: JCSA member organizations receive 10% off your listing on [www.JewishJobs.com](http://www.JewishJobs.com)**

## SERVING AN AGING JEWISH COMMUNITY: GLOBAL PERSPECTIVES

The New York-Jerusalem Experts Exchange in partnership with the World Council of Jewish Communal Service & JCSA invite you to a global webinar series: **Serving an Aging Jewish Community: Global Perspectives** exploring how professionals working with aging Jewish populations around the globe are confronting challenges and seizing opportunities associated with this growing demographic. Join us in learning from experts in the field as they share models of “best practices” on issues of technology, day care, and community organizing.

November 30 - 11am EST

Aileen Gitelson, JASA (USA)

Simon Morris & Cydonie Garfield—  
Jewish Care (UK)

December 7 - 10am EST

Dr. Marc Cohen, OSE (France)

Inna Semikina, Hessed Avraham (Russia)

December 14 - 11am EST

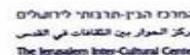
Dror Rotem, ESHEL (Israel)

Bianca Stern, Baycrest (Canada)

For more information and to register, please visit [http://nyjee.org/wp/?page\\_id=129](http://nyjee.org/wp/?page_id=129).



New York/Jerusalem Experts Exchange



## Events & Opportunities



Join **Ma'yan: The Jewish Women's Project at the JCC of Manhattan** for *Repairing the Idea of "Repairing the World": Thinking Historically About Jewish Community Service* an original lecture by Dr. Rachel Mattson happening on Monday, December 6th from 6:00 - 8:00pm. To register contact Rabbi Alissa Wise at [alissa@mayan.org](mailto:alissa@mayan.org) or call (646) 505-4424. For more information, visit [www.mayan.org](http://www.mayan.org).

**NYUWagner**

**NYUSteinhardt**

**NYUWagner** and **NYUSteinhardt** are accepting applications for the 2011/2012 year. Apply to the Dual Degree Program at NYUWagner to earn dual Masters Degrees in Nonprofit Management & Jewish Studies or NYUSteinhardt to earn dual Masters Degrees in Education & Jewish Studies. For more information about the NYUWagner program, email [wagner.skirball@nyu.edu](mailto:wagner.skirball@nyu.edu) or visit the program website at <http://wagner.nyu.edu/dualdegrees/jewish-nonprofit.php>. To learn more about the NYUSteinhardt program, email [Steinhardt.skirball@nyu.edu](mailto:Steinhardt.skirball@nyu.edu) or visit their program website at: <http://Steinhardt.nyu.edu/humsocsci/jewish>. Fellowships are available.



The **Wiener Educational Center of the UJA-Federation of New York** is offering a variety of scholarships to outstanding graduate students preparing for careers in the Jewish communal sector in the New York area. They consider applicants pursuing degrees in clinical psychology, Jewish education, nonprofit business administration, nonprofit management, public administration, rabbinic ordination, and social work. To be eligible for a scholarship, applicants must be studying in the New York area full-time, be United States citizens or permanent residents, and have an interest in working in New York's Jewish communal sector. To learn more about the requirements for their different scholarships and download the application visit: <http://www.ujafedny.org/graduate-student-scholarships-and-fellowships>.

**JCC Association** is now accepting applicants for its 2011-12 Graduate Scholarship Program. For information about the program, FAQ's, application downloads, and contact information of the scholarship director, please log onto [www.jccworks.com](http://www.jccworks.com), and click the “scholarship” tab.

# JCSA Benefit Plans

Notes from Bert Goldberg, JCSA Insurance Committee Chair

## ARE INTEREST RATES TOO LOW FOR YOU?

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 IRA'S,  
ROLLOVER TSA'S AS WELL AS "PRIVATE" FUNDS**

**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](mailto:bsilberberg@multifin.com) Website: [www.jcsabenefitplans.com](http://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
- ◆ Fixed Annuities
- ◆ Fixed Index Annuities
- ◆ 529 College Fund Plan
- ◆ IRA Plans
- ◆ Long Term Care Plans
- ◆ 24 Hour Accident Plan
- ◆ Agency Pension Planning
- ◆ Mutual Funds

Jewish Communal Service Association of North America

**JCSA**  
Connecting & Enhancing Professional Leadership

December 2010 Volume 9, Issue 4

25 Broadway | Suite 1700 | New York, NY 10004  
Phone: 212.532.0167 | Fax: 212.284.6566 | [info@jcsana.org](mailto:info@jcsana.org)

**Newsletter Staff** — Rachel Perten, Editor

### 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.

Visit our website: [www.jcsana.org](http://www.jcsana.org)

Jacob Solomon, President Brenda Gevertz, Executive Director

To subscribe directly to this newsletter simply go to [www.jcsana.org](http://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!