

Inside this issue:

January is National Mentoring Month!



By: **Audra Berg**, JCSA
Programming Co-Chair
Assistant Vice President,
Leadership Development
Jewish Federation of
Metropolitan Chicago

January is National Mentoring Month, which provides a timely reason to explore some opportunities for mentoring in Jewish communal life. Many of our colleagues in the field would like to learn from more seasoned professionals, and while we know this need exists, most people don't know how to go about finding a mentor. Here are some helpful tips on finding a mentor and maintaining your relationship. Local Groups and Professional Associations are excellent resources for finding a mentor or establishing peer mentoring circles, which are some alternatives to single mentor relationships that might work better for you and your community.

Single Mentor Relationships

When searching for a mentor, don't assume that a senior level title is the most important criteria. Rather, a mentor should be motivated by a desire to see you succeed, display a willingness to be honest and have the time to make a commitment to your relationship. Don't be afraid to approach a possible mentor, as

most professional leaders in Jewish communal life are committed to nurturing and developing talent in the field and will be flattered by your request. Be specific about what you are looking to learn and why they are the person that you want to be your mentor. Once you've found an appropriate mentor, it is important for you to clarify your goals and create a timeline. The mentor should know these goals in advance so that they can facilitate the learning process for you. Determine when you will meet and for how long, so that you do not disrespect each other's time. You should also plan for a mid-course review. This will give you and your mentor the opportunity to check in with one another and see if any improvements need to be made so that you can ensure that you are using your time wisely and enjoying a satisfying relationship.

Group Mentoring

When people think of mentoring, they generally envision the traditional, one-on-one mentoring model. This can be an extremely gratifying process, but there may not be enough mentors available in your community. If this is the case, other mentoring options exist. Two of the most popular alternatives are peer-mentoring and a single leader-mentoring circle. In a peer-mentoring group, the members provide guidance and support to each other. This is an easy way for colleagues to learn together and encourage one another, while providing a forum to discuss important issues. A peer-mentoring group is simple to put together and can be a great source of learning either within an organization or with professionals who represent different organizations in the community. A single leader-mentoring circle is similar to a peer group, except in this program a single person provides advice and guidance to a group. This is a great opportunity for multiple people to benefit from the wisdom of a single mentor.

Regardless of the type of mentoring experience you have, it is important to step back and reflect on how things are going. If you are not having the experience you hoped for, a mid-course correction might help the relationship get back on track. A mentoring relationship is a partnership that requires feedback and open communication for success.

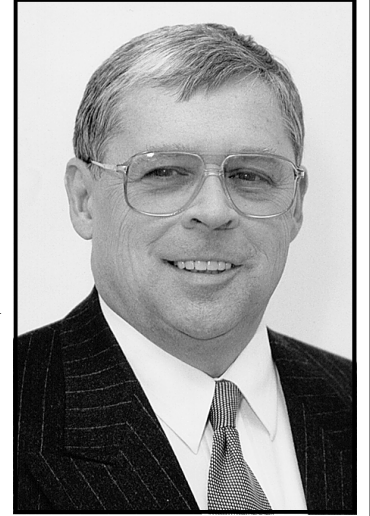
Good mentorship can be a rich and rewarding experience for both mentor and mentee. It is a mutually beneficial relationship where people can share advice and experiences and discover new things about themselves and their work. Every mentor relationship is unique but with the right due diligence and planning you can ensure a meaningful experience for everyone.

Ronald I. Coun z"l,	2
Community News, Contact Information	
JCSA Member Agency Spotlight: NATAN	3
Taglit-birthright israel trip information for Professionals	3
Local Groups News & Events	4
March: Professional Development Month	4
Mazal Tovs, Employment & Educational	5
JCSA Insurance Benefit Plans	5

Continued on page 4

Ronald I. Coun: In Memoriam

The Jewish Communal World lost a great leader and friend with the death of Ron I. Coun on December 24, 2006. Ron recently retired as the Executive Director of the Jewish Vocational Service of MetroWest NJ and was honored at the dedication of the Ronald I. Coun Center for Creative Maturity at the agency's headquarters. The Center will focus on helping seniors, the aging, retirees, pre-retirees, the frail elderly, and the healthy mature adult maximize and redefine their life's potential. Dr. Len Schneider, Ron's successor as Executive Director at the JVS, call Ron "a teacher who helped his colleagues navigate the ever-churning waters of government, the organized Jewish community, and the world of philanthropy..." Ron held many leadership roles in professional associations, including serving as the President of the Association of Jewish Vocational Professionals and of JCSA. In recognition of Ron's leadership and friendship, the International Association of Jewish Vocational Services will pay tribute to Ron in a special forthcoming issue of the *Journal of Jewish Communal Service*. Jay Spector, President and CEO of JEVS and the immediate Past President of JCSA, gave one of the eulogies to Ron before an over-flow gathering at the funeral. In his remarks, Jay said "as he fought for his life, at work he fought for the rights of the disabled, the disadvantaged, the aged, and those facing discrimination and anti-Semitism. Because of this work thousands of people have been afforded the opportunity to live self sufficient lives--lives with honor, dignity and hope. Because of his work, hundreds of colleagues have benefited from his wisdom and friendship...For us that knew him as the consummate professional in our field, he quickly became a friend, a mentor and just someone you wanted to be around."



Community News

The **Association of Jewish Aging Services** invites you to register for their Annual Conference, **March**



11-14th 2007. Join your colleagues in New Orleans for this terrific program. To register contact the AJAS office 202-543-7500 or email info@ajas.org

Join the **Fisher-Bernstein Institute for Jewish Philanthropy & Leadership** for a discussion with Hal M. Lewis, author of, *From Sanctuary to Board Room: A Jewish Approach to Leadership*.

February 7th, 2007 4:30-6:30pm in the International Lounge of the Usdan Student Center at Brandeis University, Waltham, MA.

Book signing and reception to follow.

For more information: www.cmjs.org/fbi

To R.S.V.P.: fisherbernstein@brandeis.edu or 781-736-2314.

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!

Jewish Communal Service Association of North America

JCSA

Connecting & Enhancing Professional Leadership

January 2007 Volume 4, Issue 5

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

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

Jewish organizations in America continuously struggle to find funds to meet their growing needs. Financial resources can be tools that help organizations express their values and ideas to create positive change for the Jewish community. The Natan Fund is working to meet this opportunity by inviting nonprofit organizations to apply for grants. The Natan Fund is a philanthropic association distinguished by its young members and their eagerness to financially support innovative ideas that can develop the Jewish community.

Natan Fund members, all of whom are under 45, are part of a peer network and participate in a learning process of on-going discussions with each other and significant Jewish leaders, such as Ehud Barak, Lynn Schusterman, and Natan Sharansky. These conversations focus on Jewish values and ideas that inform their approach to funding.

Natan offers grants in three program areas: Jewish Identity in North America—programs that create opportunities for young Jews to experience their Jewish identity in a positive way; Economic Development in Israel—programs that work to strengthen Israel's economic situation and its relationship with Jews of the Diaspora; and Natan Campus Initiative—programs that target young Jews on college campus to help them connect with Israel and reflect on their relationship with Israel. Some of Natan's 2006 grantee organizations include Abraham's Vision, Hazon, and Storahelling in the United States and Economic Empowerment of Women in Israel.

The Natan Fund was founded in 2002 in memory of [JJ Greenberg](#) (1965-2002), a creative Jewish communal professional. Natan means "give" in Hebrew and was chosen as the organization's name after Greenberg, whose Hebrew name was Natan Yosef. The Natan Fund logo is the top of a *tzedakah* box to reflect the organization's name and purpose. Felicia Herman is the Executive Director of The Natan Fund. To become a member or to learn more about the Natan Fund, visit their website: www.natan.org.



Taglit-birthright israel Trip for Jewish Communal Professionals

Taglit-birthright Israel brings you the **free gift** of a 10 day trip to Israel organized by IsraelExperts for the Jewish Communal Service Association (JCSA) and the World Council of Jewish Communal Service (WCJCS).

Discover Israel: Communal Service Professionals

A program specifically geared for Jewish communal professionals and young adults who are planning to enter the field of Jewish service. The trip will extend into the WCJCS Quadrennial in Jerusalem on June 24-26, 2007.

Participants must be Between 18-27* years of age, Jewish, and never have participated in a peer group program to Israel.*If you turn 27 after May 1st, 2007 then you are eligible for the program.

There is no cost to participants for the Taglit-birthright israel program. The trip will leave from NYC on or around June 14, 2007 and return June 27 (optional extensions are available).

- Build personal and professional connections to the land, the people, and the professional community
- Visit social service agencies, including JAFI and JDC programs
- Network with professionals from Jewish communities around the world at the 11th WCJCS Quadrennial
- Meet with planners and analysts
- Enjoy the company of Israeli's working in the social sector
- Network with professionals from Jewish communities around the world at the 11th Annual Quadrennial, and explore with colleagues "Building a Strong Jewish Future in a Changing World -- the Role of the Professional"

For more information and to put your name on the list for registration, please email info@jcsana.org. Spaces are limited.

Local Groups News & Events



Jewish Communal Professionals of Chicago (JCPC) & The Dawn R. Schulman Institute of the Community Foundation for Jewish Education (CFJE/DSI) present:

Community Foundation
for Jewish Education
of Metropolitan Chicago/
Dawn Schuman Institute



Answering to the Jewish Community: What Comes First, the Agency or the Community?

Join us for an engaging discussion about the Jewish value of "Kehilla" and its meaning to our work in Jewish agencies with Dr. Barry Chazan (Master Educator-in-Residence for the CFJE). Thursday, **January 18th from 12-1:15pm** at the CFJE/DSI Office, 4709 West Golf Road, Suite 400 (Skokie) **OR** Thursday, **January 25th from 5-6pm** at the Jewish Federation of Metro Chicago, 30 South Wells Street, Room 6111/6112 (Chicago)

\$15 includes lunch or dinner. Please RSVP by January 15th to Ann Luban (jcpsulam@sbcglabel.net) or Eve Samson (evesamson@juf.org) or 312-357-4979

JProStl Peer Recognition Awards: Eight outstanding professionals and one outstanding team working in the Jewish community were honored for their service at the 2006 Peer Excellence Award Recognition ceremonies on Dec. 5, 2006. The honorees were nominated by their peers in nine different categories. JProStl is St. Louis' local association for professionals working for the Jewish community.

Front Row (L-R) **Ellen Notowich**, Bais Yaakov, Award Recipient "Dedication" Category: **Toby Cremer**, JF & CS, Award Recipient "Life Achievement" Category: **Stephen Cohen**, Jewish Federation, Award Recipient "Mentor" Category: **Esther Zimand**, CAJE, Award Recipient "Adult Educator" Category:

Jody Rubin, JCC Early Childhood Center, Award Recipient "Child Educator" Category. Back Row (L-R) **Sarah Rubinson**, Shaare Zedek, Award Recipient for "Emerging Leader" Category: **Debbie Warshawski**, Jewish Federation, Award Recipient "Visionary" Category: **Rabbi Larry Glestein**, JF & CS, Award Recipient Chesed "Caring" Category.



March is Professional Development Month!



This year, JCSA's Programming Committee is launching a major new initiative - **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 2007. If your local group or organization already has a fabulous program planned for that month, great. If not, we will be happy to work with you to provide topics and resources so that 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 take this opportunity 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.

Mazal Tov!

Mazal Tov to **Fara and Hunter Gold** on the birth of their Daughter, Riley Emma on December 5, 2006. Fara is the Professional Development Specialist for the Partnership for Jewish Life and Learning in Rockville, MD and Hunter is the CEO of Capital Camps and Retreat Center, also in Rockville.

Employment & Educational Opportunities

The Kanfer Family Enterprise, headquartered in Akron, Ohio, seeks a **Chief of Staff for Philanthropic & Jewish Affairs**. For more information about applying for this position, contact Marcella Kanfer Rolnick: rolnickm@gojo.com

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

Gratz College Distance Learning Program is offering two new courses for the Spring Semester! **Marketing & Promoting the Jewish Organization** and **Synagogue Management**. Contact Ronni Ticker, Director of Online & Distance Learning, for more information and to register for these courses, specifically offered to Jewish Communal Professionals. Ronni can be reached at 800-475-4635 extension 115 or rticker@gratz.edu.

Next Newsletter Deadline: January 26th!

Interested in advancing the field of Jewish Communal Service? Consider joining the **JCSA Newsletter Committee**. This new committee has been charged with facilitating communication and networking among Jewish communal professionals, educating the field, showcasing the talents and thinking of Jewish communal professionals, and assuring the design and publication of the monthly JCSA newsletter. Meetings will be held through phone conferencing, so geography is not a barrier to participation. This is a great way to become involved in JCSA and to help promote the field of Jewish communal

Notes from Bert Goldberg, JCSA Insurance Committee Chair

Now is the time to act on your New Year's Resolution! Apply for the New JCSA Group Long Term Disability Plan
There is a lot depending on your paycheck. That's why Disability Insurance is so important.

The new JCSA Disability Insurance Plan Features:

- Short 1 page application
- Coverage for 60% of your salary (to a maximum benefit of \$6,000. per month)
- Flexibility: This Group Plan provides a choice of premium rates, based upon the selection of a 90 day or 180 day elimination period.
- Portability: There is no need to file a new application for coverage if you move to a new employer within 31 days of leaving prior position.

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@lfsemail.com

Website: www.jcsabenefitplans.com

JCSA Benefit Plans offer:

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