

## March is Professional Development Month!



March is JCSA Professional Development Month! With this issue's publication of Lyn Light Geller's article, below, we complete our series on the importance of professional development. The opportunities to learn and grow--professionally and personally--are enriching and fundamentally important. Professionals and organizations committed to life-long learning and professional development are our most exemplary. Innovation, best practices and

commitment flourish in environments which seek to further individual and agency knowledge and skills. We are proud to list the numerous professional development programs which are being held in local communities across North America. We hope they will inspire you to implement similar programs in your own agencies and communities. JCSA can assist you in developing a local group or in planning professional development opportunities. Congratulations to all of the professionals who have planned these professional development programs and who are dedicated to outstanding Jewish communal leadership!

*Audra Berg & Larry Nathan, JCSA Program Committee Co-chairs*

## Making the Case for Professional Development, Part Two

*This article is the last in a three-part series dedicated to professional development. The first two articles can be found in the January & February Newsletters*



By: **Lyn Light Geller**, Executive Director, Educational Resources and Organizational Development, and Director of the Wiener Educational Center, UJA-Federation of NY

Today's world is fast-paced, hectic, and hard-wired. The work place setting is no less so. In many ways, the work force of today has more advantages as well as more stressors than previous generations. Current research often discusses the impact of this type of environment on the workplace setting. Just as important is the impact on the individual. It is all too easy to get caught up in the rush. The need to do more, produce more. It is too easy to lose focus and rush towards the goal without giving any thought to how one ought get there.

In such an environment, two things are clear. 1. Most successful professionals need to learn how to adjust to and succeed in this type of environment. 2. It has become even more important to push the pause button – to step outside of this setting in order to reflect, tool up, to challenge our assumptions, to develop supportive networks.

Of course it is easier to do so when your supervisor or your workplace practices encourage you to take time out for professional development – but ultimately, it is your own responsibility to make this a priority. If your agency or local Jewish community offers these opportunities, seize them. If they do not, seek them out elsewhere or take a role in organizing them.

Why bother? In the HR industry, much has been written about the organizational advantages of professional development programs. Last month, Debbie Riegel presented the case in these pages. For the individual practitioner, professional development has the potential to help one in ways that go way beyond the obvious ones of learning a new skill, enhancing one's effectiveness and increasing marketability.

Taking time out for professional development has the potential to replenish your soul- stoke your

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# Professional Development

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creativity-reconnect you to the passion that brought you into this work. It can expose you to new thinking and different perspectives than you access in your daily setting.

Just the act of stepping outside of your normal routine and environment provides the space that enables you to reflect on your own practice. (The real challenge is to learn how to bring that into your daily practice, but that is a different article.) To reconsider how you use yourself – the role you play—related to any specific assignment that you are focused on.

Taking time to learn-whether it is about new methodologies, skills, management development, increasing content knowledge related to ones specific job, increased understanding of self, or Jewish learning- allows us to stretch to new capacities and provides opportunities for growth that can either complement those provided in the work place setting or make up for those lack of opportunities.

Time after time, participants in professional development programs cite the networks and relationships formed as two of the most important benefits of these types of programs. Whether this learning takes place within your agency or in a broader setting, forming a learning community in a safe space spawns strong long-lasting relationships that can have impact well beyond the boundaries of the specific program. These relationships and networks are precious and can become the support system that you carry with you for years.

And did I mention the value of teaching in a professional development program or mentoring others? For those who have a skill to teach or knowledge to share, this process is enriching in numerous ways. Often it is difficult to find the time to do so, but I rarely meet someone who has taken this on who does not admit to learning more than the participants in the program.

As I write this, the Torah readings of this month have a profound message for us in this regard. There is Moshe, who has just lead the people out of Egypt and is poised to receive the Torah, taking a pause in order to organize and train the leadership for effective implementation of the laws which will now govern behavior. Even at this powerful moment of revelation we are reminded of the importance of stepping back, rethinking and regrouping.

Although they may not have told us this in kindergarten, to be effective, we must all look at ourselves as life-long learners. Seizing the opportunity to learn is a part of exercising leadership for yourself – which is an integral part of exercising leadership for your own agency and for the Jewish communal sector. For our own sakes, and for the greater good, I urge each of us to take this on.

## JCC Association Event: Baltimore, MD

JCSA local groups are invited by JCCA to join with the JCSA Board of Directors for a Professional Development Month Program:

### Generational Marketing

with **Chuck Underwood**, founder and president of The Generational Imperative, Inc.

At the JCC Association 2007 Professional Conference Plenary  
**Tuesday March 13th, 8:30-10:00 AM** at the Hyatt Regency of Baltimore

Please RSVP to [info@jcsana.org](mailto:info@jcsana.org) if you are planning to attend. We look forward to seeing you there.

Jewish Communal Service Association of North America

**JCSA**  
Connecting & Enhancing Professional Leadership

March 2007 Volume 4, Issue 7

520 Eighth Avenue | 4th Floor | New York, NY 10018  
Phone: 212.532.0167 | Fax: 212.532.1461 | [info@jcsana.org](mailto: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](http://www.jcsana.org)

Ellie Aronowitz, 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!

## Ann Arbor, MI: J-Pro Ann Arbor

Ann Arbor JPros are meeting at the JCC, **Thursday, March 8th at 8:30 a.m.**, where there will be a showing of the film “The Tribe” followed by a discussion of the movie. Contact: [ellisha@jewishannarbor.org](mailto:ellisha@jewishannarbor.org) for more information.

## Baltimore, MD: Kehillah



### Building Relationships with facilitator, Adam Rosenberg

Learn how we can better engage, cultivate and share the relationships we all have with lay leaders, committee members and volunteers in order to enhance our boards, committees and organization's mission.

**March 21, 8:30-10:30 am** at the Weinberg Park Heights JCC, Community Room

Contact [info@baltimorekehillah.org](mailto:info@baltimorekehillah.org) or visit [www.baltimorekehillah.org](http://www.baltimorekehillah.org) for more info.

## Chicago, IL: Jewish Communal Professionals of Chicago

### The Benefits and How-To's of Networking

With Featured Speaker: Mark Harris

Harris Development Group, LLC, [www.harrisdevgrp.com](http://www.harrisdevgrp.com)

This interactive workshop will provide you with valuable information, new skills and strategies to be more effective in understanding, building and maintaining your network!

**Monday, March 19th, 11:30am-1pm** at the Jewish United Fund-Jewish Federation of Metropolitan Chicago. **\$10 includes lunch** and discounted parking is available.

RSVP by March 14 to [jpcpc@juf.org](mailto:jpcpc@juf.org)



## Los Angeles, CA: Jewish Communal Professionals of Southern California (JCPSC)



### Straight Talk! Philanthropic Partnerships: The Donor's Perspective

with Moderator: Marvin Schotland, President and CEO of the Jewish Community Foundation of Los Angeles. This event will be held at the Hillcrest Country Club on **Wednesday, March 7th from 5:30-7:30pm.**

This event is **SOLD OUT!**

Contact [jcpscla@yahoo.com](mailto:jcpscla@yahoo.com) for more information or visit [www.jcpsocal.org](http://www.jcpsocal.org)

## Miami, FL: J-Pro Miami



### Spirituality in the Workplace: A Challenge to Jewish Professionals

How can we unlock a sense of joy and meaning in our careers, our families and our lives?

Join fellow Jewish communal professionals for an enlightening program with **Dr. Nathan Katz**, Professor of Religious Studies at Florida International University (FIU), and Founder and

Director of FIU's innovative Center for the Study of Spirituality. We will explore ways to connect our inner lives with our work roles.

When: **Monday, March 26, 11:30-1:30** – Lunch will be served

Where: Greater Miami Jewish Federation

This event is **free for JPRO Members!!** (Membership is \$18 per year)

RSVP: [jpro@gmjf.org](mailto:jpro@gmjf.org) or Kathie Yuz at 305-576-4030, x136

# New York: Advancing Jewish Professionals

## Diversity and Multidimensional Jewish Leadership in the 2000 Era

**Yavilah McCoy**, Executive Director of **Ayecha** & **Monica Rodriguez**, a young professional and Ayecha Facilitator, will talk about the impact of diversity on the leadership of Jewish communal professionals, with a special focus on what young professionals can do to address the issue.

**Wednesday, March 14th, 6:30 pm** schmoozing, Program begins promptly at 7 pm.

Where: JBFCs: 120 West 57th Street

Refreshments will be served.

Contact: [info@ajpnyc.org](mailto:info@ajpnyc.org) or visit: [www.ajpnyc.org](http://www.ajpnyc.org)

# Philadelphia, PA, Southern NJ & Delaware: Tri-State Jewish Communal Professional Association (JCPA)



## JCPA & University of Pennsylvania School of Social Policy & Practice

Present

### Spiritual Transformation: How it Informs Our Practice

**Friday, March 2, 2007, 12-2 p.m. University of Pennsylvania Hillel**

**Featuring Dr. Roberta Sands**, professor at UPenn, discussing the findings of a study conducted with Dr. Rivka Ausubel Danzig z'l, "*Baalei Teshuvah's Spiritual Transformational 'Soul Work'*," and the implications for Jewish Communal Work.

**Cost:** (including lunch) \$18 for Tri State JCPA members and University of Pennsylvania Faculty and Students \$25 for non members

Contact Beth Razin: [brazin@philafederation.org](mailto:brazin@philafederation.org), for more information

# St. Louis, MO: JPro St. Louis

One of JProStl's major goals for 2007 is to reach a more diverse population of professionals. In addition, JProStl wants to create a communication vehicle that allows JProStl to promote its efforts while acting as an advocate to meet its employees' needs.

On **March 6**, JProStl invites professional leadership from across the St. Louis community to participate in a **lunchtime roundtable** discussion. They will explore how to grow and sustain this very important group in St. Louis. They will begin their meeting with a D'Var Torah with the theme of "**Taking Care of the Caretakers**". Members of JProStl believe that since we are the ones who take care of the Jewish community, we also need to take time to care for ourselves.

For more information, please contact Shelly Chanitz, Professional Excellence Project Manager, Jewish Federation, [schanitz@jfedstl.org](mailto:schanitz@jfedstl.org)

# Washington, DC: J Pro DC

## You Call Yourself a Jewish Professional... what does that mean?

Featuring guest speaker: **Avi West.**, Education Officer of the Partnership for Jewish Life and Learning

How can we celebrate Jewish Professionals and help in their development if we are not sure who is a Jewish Professional? Join us as we explore what a Jewish Professional is and does. We will have light refreshments and networking opportunities.

**Thursday March 22 , 4-6 pm (Young Professionals "break-out" from 5:30 pm-6:00 pm)**

B'nai Israel Congregation-Rockville

*This event is free, however reservation is required. Please RSVP by March 20 to*

[events@jprodc.org](mailto:events@jprodc.org)



## JCSA Member Agency Spotlight: JCRC of Greater Washington

By: Nina Ravick,  
JCSA Student Intern

It is beneficial for the Jewish people and the general public to live in and help sustain a free society that is just and equal. As American Jews, our values hold us responsible for affecting the social and political issues and policies that protect those freedoms. The Jewish Community Relations Council of Greater Washington (JCRC of GW) is doing just that as the organized face of the Washington Metropolitan area Jewish community for issues of government relations, Israel advocacy, and social justice. As the area's public affairs and community relations arm, the JCRC of GW, formerly the Jewish Community Council of Greater Washington, works to secure funds for local Jewish agencies and establish partnerships with other groups and organizations in the community.



Ron Halber, who leads the JCRC of GW's efforts as its Executive Director, was awarded the Ted B. Farber Award for Professional Achievement in 2006 for his excellence in community-building. Halber and the JCRC of GW secured almost 8 million dollars of government funding for local Jewish agencies and synagogues in 2006. The success resulted from the use of the different levels of government to get federal, state, and local funds.

In January of 2007 the JCRC of GW joined with the National Association for the Advancement of Colored People (NAACP) to establish the King-Heschel Award to honor strong moral courage and tremendous work towards equal rights. The award is named for Martin Luther King, Jr. and Abraham Joshua Heschel, who marched together in the Selma Civil Rights March in 1965. In addition to the NAACP, the JCRC of GW partners with many interfaith organizations and social service and advocacy groups. With the use of web-programming, the JCRC in conjunction with a number of other agencies has developed a Web Site to advocate for changes in the grant application decision process in Montgomery County Maryland ([www.mycaringcoalition.org](http://www.mycaringcoalition.org)).

As one of 122 local partner agencies of the Jewish Council on Public Affairs (JCPA), the JCRC of GW is one of few remaining independent Jewish Community relations agencies. For more information on this accomplished organization, please see the JCRC of GW Web Site [www.jcouncil.org](http://www.jcouncil.org).

## Workshops & Employment Opportunities

### **Effective Business Writing: Think, Write, Edit**

\*For Professionals & Administrative Assistants: **Thursday, April 19, 9:00 am - 5:00 pm** UJA Federation of New York

\*For Executive Staff and Managers: **Thursday, April 26, 9:00 am – 5:00 pm** UJA-Federation of New York

With **Ora Shtull**, President of MAXIMA Communication Ltd., brings twenty years of experience in marketing communication and executive coaching and training.

**Fee:** \$100. The cost for 3 or more staff members from the same organization is \$80/person. Please copy this form and mail it along with your check payable to **UJA-Federation/Wiener Center**.

**Reservation:** **Your reservation will be held without payment until April 12, 2007.** Contact [maraminskyf@ujafedny.org](mailto:maraminskyf@ujafedny.org) for a reservation form and more information.

For more job listings, visit [www.jewishjobs.com](http://www.jewishjobs.com)  
For jobs in the Federation system, visit [www.ujc.org/jobs](http://www.ujc.org/jobs)

# SAVE THE DATE!

## JCSA's Annual Program is MAY 16th!

# Member Agency News

The Wiener Educational Center of UJA-Federation of New York is pleased to announce the third cycle of the **Muehlstein Institute for Jewish Professional Leadership**

to begin in late August 2007. The Muehlstein Institute offers formal, experiential, and self-directed learning opportunities specifically tailored to the experiences, concerns, and needs of emerging professional leaders in Jewish communal agencies in the five boroughs of New York, L.I. and Westchester.

Over the course of 18 months, the institute includes a not-for-profit management curriculum taught by top faculty from Columbia University's School of International and Public Affairs, a career management curriculum led by experts in the field of career development, and a Jewish communal service curriculum taught by leading academics and practitioners in the Jewish communal service field. Components include a mentoring program, a "salon" series with key leaders in Jewish communal life, an overseas seminar, and a resource library. Opportunities for fellows to customize their learning are provided through electives, continuing learning grants, and group action learning projects.

### Who should we be thinking of nominating?

Muehlstein Fellows will range in age from 25 - 40 (the upper range allowing for alternate track individuals and others re-entering the work force). Candidates, identified as emerging professional leaders, must have approximately two to seven years work experience in Jewish communal service and have completed at least one full year in their sponsoring, hold a bachelor's degree and, in some cases, a master's degree.

To request a brochure and application, contact:

Andrea Hendler, Program Manager, Muehlstein Institute for Jewish Professional Leadership, E-mail: [muehlstein@ujafedny.org](mailto:muehlstein@ujafedny.org)

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Date: Starting January 2007

Location: At Your Computer

Registration: FREE

Receive a Monthly Email of the "Workshop Proceedings" by Registering for the Virtual Conference at [www.drgnyc.com](http://www.drgnyc.com)

### The Workshops

- Leading Change: Opportunity at the Edge of Peril
- Board Chairs and CEOs: The Challenge of Sharing the Leading
- Leading Fund Development in Philanthropy's New Era
- Generation Next: New Styles of Leading in Philanthropy
- Leading in a Different World: Moving from the Business Sector to Nonprofits
- Teaching How to Lead: Preparing Tomorrow's Nonprofit CEOs
- Foundations and Philanthropists: Leading Innovation and Change

Outstanding Practitioners, Thought Leaders and Scholars discuss these subjects with a team of DRG writers. Articles from these discussions will be automatically emailed when you register for free at [www.drgnyc.com](http://www.drgnyc.com)

Information about conference panels and writers can be found at [www.drgnyc.com](http://www.drgnyc.com)

DRG's virtual conference also features downloadable audio file interviews with our panelists and a BLOG for participants to share experiences and ideas related to our workshops.

**REGISTER TODAY; IT'S FREE** [www.drgnyc.com](http://www.drgnyc.com)

# 2007 Exemplar Awards

[The Jewish Communal Service Association](#) and the [World Council of Jewish Communal Service](#)  
in cooperation with AJAS, AJCOP, IAJVS, JSSPA and NAASE, announce  
[The 2007 Ted Comet Exemplar Awards](#)

In recognition of his extraordinary career and leadership dedicated to World Jewry, the **TED COMET EXEMPLAR AWARDS** have been created to honor Ted and recognize the contributions of Jewish Communal Professionals who are now striving to further international understanding and cooperation benefiting the Jewish People. **Five Exemplar Awards** will be presented to North Americans. The Awards include **complimentary registration** for the World Conference of Jewish Communal Service, to be held in Jerusalem, Israel, June 24-26 2007, and a **\$1000 travel stipend**. The awards will be presented at a plenary of the Conference.

## Selection Criteria:

- Honoree shall have provided exemplary service to his/her community for at least 5 years.
- Honoree shall have exhibited outstanding leadership and skill in unifying and strengthening the Jewish community.
- Honoree shall be 40 years of age or younger before the Quadrennial, June 24, 2007.
- Honoree shall have exhibited commitment to and concern for the global Jewish community, professionally and personally, and shall be interested in continuing a career in Jewish communal service.

To nominate someone for the 2007 Exemplar Award visit [www.jcsana.org](http://www.jcsana.org) and download a nomination form

# Taglit-birthright israel Trip for Jewish 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](mailto:info@jcsana.org). Spaces are limited.

**REGISTRATION WILL BE OPEN FEBRUARY 15th-MARCH 8th**

# Next Newsletter Deadline: March 28th!

If you have news, events, mazal tovs, job announcements or other information you would like us to share in the April edition of the newsletter please send an e-mail to [info@jcsana.org](mailto:info@jcsana.org) by Wednesday, March 28th.



# World Council of Jewish Communal Service 11<sup>TH</sup> QUADRENNIAL CONFERENCE

June 24 – 26, 2007

Regency Jerusalem Hotel, Israel

*Theme: Building a Strong Jewish Future in a Changing World – The Role of the Professional*

JOIN YOUR PROFESSIONAL COLLEAGUES FROM  
AROUND THE WORLD TO DEVELOP A GLOBAL APPROACH  
AND MEET GROWING CHALLENGES!

The Quadrennial will give you and your colleagues a platform to discuss:

\*Key issues: **Human Services, Community Building, Professional Development & Women's Advancement, Career Paths, Jewish Education**

\* Engaging the Next Generation, Educating for Jewish Peoplehood, and other critical challenges

\* How professionals can make a difference

**REGISTRATION:** For more information and to register online, please visit:

<http://www.wcjcs.org/summer2007Q.htm>.

Registration Fees include: participation in Quadrennial sessions, field visits, meals, reception, and conference program book.

**WCJCS Presidents:** Max Kleinman (USA) and Howard Weisband (Israel)

**Conference Chairs:** Jacob Solomon (USA), Alan Hoffmann (Israel), Marc Cohen (Europe)

**Overall Professional Track Chairs:** Alisa Rubin-Kurshan (USA), Dvora Blum (Israel), Andrée Katz (Europe)

Main Office

Tel. (212) 687-6200

E-mail: [ted@jdcny.org](mailto:ted@jdcny.org)

Israel Office

Tel. (972) 2-675-6995

E-mail: [assaf@wcjcs.org](mailto:assaf@wcjcs.org)

## Notes from Bert Goldberg, JCSA Insurance Committee Chair

### Understanding Long Term Disability Insurance:

If a disability prevents you from earning income, how will you handle your mortgage, auto, and tuition payments and save for retirement? A disability means loss of income, family security and independence. It can happen to anyone at any age.

Long Term Disability Insurance replaces a portion of your income if you are unable to work because of an injury or illness. It is income protection insurance and it can provide you with the financial protection you need during a difficult time. Health insurance helps cover medical costs but does not replace income loss. The Long Term Disability benefits check is made payable to you. This means that you can have money coming in during your time of need.

**There is a lot depending on your paycheck. That's why Long Term Disability protection is so important.**

**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](mailto:bsilberberg@lfsemail.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
- ◆ 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