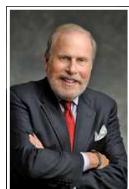
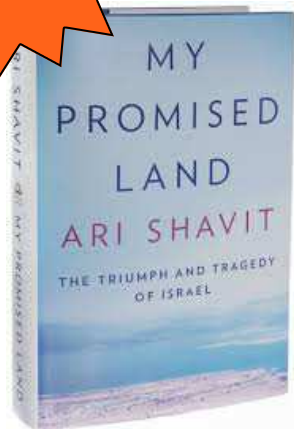




## JCSA Events

2013 Natan  
Foundation  
Book Award



## *My Promised Land*

A Conversational Interview  
of Israeli Author and Journalist

**Ari Shavit**



with **Dr. Jeff Solomon**  
President, Bronfman Philanthropies

January 9th 2:30pm EST / 11:30am PST

Register here:

<http://tinyurl.com/lx95bjj>

Order your copy today!

<http://tinyurl.com/c2fk624>

## PURSUING JUSTICE

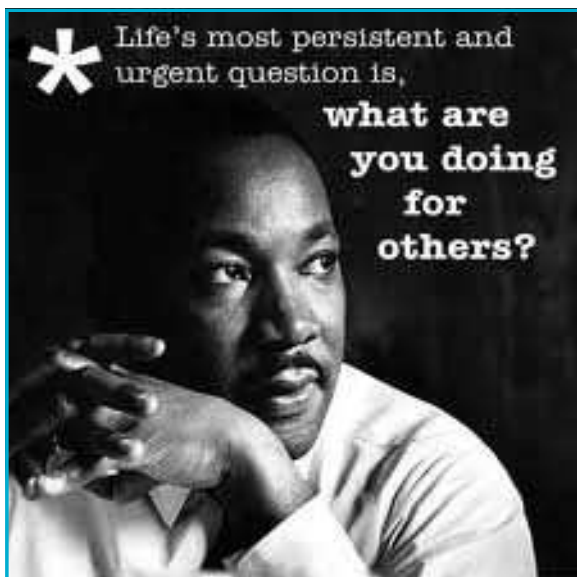
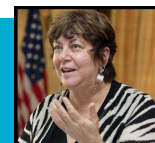
*Working toward economic security and helping those in need*



January 22, 2014

2pm EST / 11am PST

Register here: <http://tinyurl.com/kexvaav>



In Celebration of the Legacy of  
Dr. Martin Luther King, Jr.  
A Conversation on the  
Jewish Community and Social Justice  
with

**Alan Gill**

Executive Director, JDC

**Hannah Rosenthal**

CEO/President, Milwaukee Federation

**Rabbi Michael Paley**

Director, Jewish Resource Center,  
UJA-Federation of NY

# Journal of Jewish Communal Service

## Call for Articles on “The Changing Jewish Family”

The Jewish Communal Service Association invites the submission of articles on “The Changing Jewish Family.” The anticipated publication date for this issue of the *Journal of Jewish Communal Service* is Spring/Summer 2014.

### AREAS OF INTEREST INCLUDE, BUT ARE NOT LIMITED TO:

- Addressing the Unique Needs of the Aging Baby Boomer generation, an Aging Population, Services Provided to Elderly or their Caregivers, Grandparents
- Delayed Marriage, Starting Families Later in Life, Lower Birthrates
- Serving Singles, Divorced, Single-Parent Families, Blended Families, LGBTQ – all types of families, providing inclusive services
- Dual-Working Families & Family-Friendly Policies or Services, On/Off Ramps in Career
- Acculturation and Assimilation of Immigrant Families
- Inter-Ethnic, Interfaith, Multicultural Families, bi-/multi-racial families
- Infertility & Adoption, and Relevant Services Being Offered
- Mobility, Family Substitutes, Impacts on Support Systems on Aging Parents
- Needed and Inclusive Services for Families with Physical and Mental Disabilities
- Impact of Poverty on the Family

Much has been written about Jewish identity in the post-modern world, as well as about various social, economic, demographic and ideological trends that describe Jews and Jewish communities. The purpose of this issue of the *Journal of Jewish Communal Service* is to consider the conditions and patterns that are currently at work in terms of the Jewish family. Definitions and configurations have changed. Potential questions for consideration include:

- What are new methodologies and research on the changing families?
- What are the comparative/best practices on inclusion outside the Jewish community?
- What is the impact of providing inclusive services within and outside the Jewish community?
- How are welcoming/inclusive practices being introduced into existing organizational services?
- What changes in Jewish community institutions and organizations are anticipated or are already taking place? How are we approaching specific issues such as same-sex, disabilities, working women, aging, divorce, inter-ethnic?
- What are the workforce needs of the Jewish community in responding to rapid community demographic changes? Who and how should these needs be met?
- How are technology and social media shaping Jewish participation and community life?
- How can/will philanthropy and community resources respond to change?

VISIT <http://tinyurl.com/m7qw26l> FOR THE DETAILS AND REQUIREMENTS FOR SUBMITTING AN ARTICLE.

## Employment Opportunities

**Jewish Family Service of Bergen County and North Hudson** is seeking an Executive Director with creative vision to help craft new and innovative directions for the JFS world of philanthropy. Masters degrees in Social Work and Business are preferred. Please address cover letters and resumes to [jfssearch@gmail.com](mailto:jfssearch@gmail.com).



**The Jewish Federations**  
OF NORTH AMERICA

**The Jewish Federations of North America** is looking for talented, energized individuals to fill positions around the country including Assistant Director, Chief Operations Officer, Community Program Coordinator, Program Manager and Senior Director. For a full list of current openings, please visit [www.jewishfederations.org](http://www.jewishfederations.org).

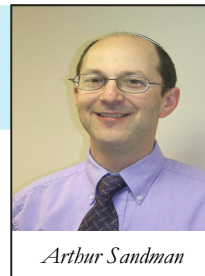
**Jewish Social Service Agency** seeks a full-time Employment Support Specialist with at least 3 years of proven experience providing job readiness training to individuals with disabilities. Bachelors or Master's degree in Special Education, psychology or other related and relevant course of study required. For more information, visit [www.jssa.org](http://www.jssa.org). Please submit the following application materials to [hr@jssa.org](mailto:hr@jssa.org): Cover letter including salary requirements, resume and contact information for 3 supervisory references.



[www.JCSANA.org](http://www.JCSANA.org)

# Giving Purpose to Our Work

By Arthur Sandman, Jewish Agency for Israel, Executive Vice President



As Bereishit, Genesis, draws near its close, we read of the death of Jacob in Egypt. “When Jacob finished his instructions to his sons, he drew his feet into the bed and, breathing his last, he was gathered to his people.” In keeping with the local custom, “the physicians embalmed Israel.” And in keeping with Jacob’s instructions, “His sons carried him to the land of Canaan, and buried him in the cave of the field of Machpelah.”

And then we read of the death of his son, Joseph, who similarly requested to be buried in the land of his fathers. But Joseph’s request will not be realized for generations, until Joshua leads the Israelites into the land of Israel. Bereishit ends with the words: “Joseph died at the age of one hundred and ten years, and he was embalmed and placed in a coffin in Egypt.”

Were we not so busy jumping up from our synagogue seats to yell *Chazak, Chazak, V’nitchazek*—be strong, be strong, and we will be strengthened—at the end of the Book of Bereishit, we might pause to appreciate the dread of its superfluous final word—*b’mitzrayim*, in Egypt. “He was embalmed and placed in a coffin *in Egypt*.” Of course it was in Egypt; we’ve followed the story. But the Torah artfully tells us that Joseph’s situation, his very location, is defective. In fact, the grammar of the final sentence permits us to read it as, “he was embalmed and placed in a coffin, in Egypt,” making “coffin” and “Egypt” metaphors for each other. Rather than being returned to his kin, the dust of his body reunited with the dust of the earth, his body instead lies trapped in a box, in a place that itself has now become a trap. And so it was to be for many generations.

Judaism focuses on life, not death. In describing the dispositions of their bodies, the Torah reflects the relationships Jacob and Joseph had with Israel. Both spent much of their lives—and the end of their lives—in exile from their birthplace. Ultimately, however, Joseph’s forced exile from Israel was a more profound estrangement.

I had the privilege last month to attend an extraordinary conference at which the Government of Israel and professional leadership across the world Jewish community explored how we might work in tandem to strengthen the connections of young Jews with their ancestral homeland. As we wrestle with the diverging Israel-identities of young Jews, the final scenes in the lives of Jacob and Joseph portray two possible futures. We fear the one in which the diaspora becomes a trap, a coffin. But our work is inspired by the belief that we will instead gather Jews to their people.

## Mazel Tovs

**Mazel Tov** to **Dr. Rela Mintz Geffen** at Gratz College, winner of the 2013 ASSJ Berman Service Award.

**Mazel Tov** to the JPRO St. Louis 2013 Honorees:

Career Achievement, **Rabbi Menachem Greenblatt** (Agudas Israel/ St. Louis Kollel), Chesed/Kindness: **Chana Novack** (Chabad on Campus), Dedication: **Gloria Schwartz** (Congregation Shaare Emeth), **Claire Wolff** (Aish Ha-Torah), Pillar: **Steven Rosenzweig** (JCC), Educator: **Leslie Wolf** (Congregation Temple Israel), Emerging Leader: **Mindi Mintz** (Torah Prep School), Mentor: **Rabbi James Stone Goodman** (Neve Shalom/Shalvah/JPO/JAMI), Visionary: **Cheryl Maayan** (Saul Mirowitz Jewish Community School)

**Mazel Tov** to the JPRO New Jersey 2013 Honorees: **Inna Kramer**, 2013 Nachshon Award, **Sara Sidman**, 2012 Brody Award, **Max Kleinman**, Saul Schwarz Distinguished Service Award.

**Mazel Tov** to JCSA Member Organizations **Advancing Women Professionals in the Jewish Community**, **Bend the Arc: A Jewish Partnership for Justice**, and **InterfaithFamily** for being recognized as Standard Bearers in Slingshot 2013-2014.

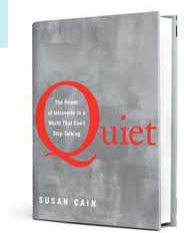
**Mazel Tov** to **Ask Big Questions**, a project of Hillel: The Foundation for Jewish Campus Life and **J’Burgh**, a project of Hillel Jewish University Center of Pittsburgh, recognized in the Slingshot Top 50 for 2013-2014.

**Mazel Tov** to the 2013 FECS staff award winners: **Rachel Cunningham**, **Tiffany Romano**, **Rebecca Slone**, **Stanley Bell**, **Leidy Mendez**, **Manuel Lugo**, **Llesensis Soto**, **Elizabeth McGowan**, **Andre Saintilien**, **Albina Ashkhatsava**, **Janil Charles**, **Lavitta Covington**, **Ester Giarald**, **Steve Healey**, **Carmen Holloman**, **Barbara Maloney**, **Yoka Moffatt**, **Katrina Pressley**, **Nikki Stewart**, and **Tanya Williams**.



# Book Review: Quiet: The Power of Introverts in a World that Can't Stop Talking

Book Review by Rachel Goldsmith, JCSA Graduate Student Intern



Susan Cain's Quiet: The Power of Introverts in a World that Can't Stop Talking is a great read for anyone who might work with or for an introvert, and definitely for anyone who thinks they might be an introvert. Introverts take more thought-out, calculated risks, and they prefer deeper conversations over animated entertainment. But instead of being embraced for their reflective approach, they are encouraged to act like extroverts — those assertive, outgoing types that love teamwork, brainstorming, networking and thinking out loud. This, Cain says, leads to a “colossal waste of talent, energy and happiness.” Studies show that introverts make up as many as one-third to half of the U.S. population, so it's probable that there's at least one introvert working in every office in the Jewish community. This book is a must-read not only for professionals in the Jewish community, but anyone who interacts with other people in their professional lives - all the more so for those of us who serve different kinds of personalities in our communities.

While extroverts are generally more congenial and better speech-makers, introverts are more “drawn to the world of thought and feeling,” and often are more in touch with, and bothered by, the needs of others. Certainly, each personality type can play a role in our professional and lay leadership spheres if we know how to bring out their strengths. If we chose the MLKs and FDRs of the world over their Rosa Parks or Eleanor Roosevelts (both introverts) counterparts, our community of professionals would clearly miss out on the natural balance that is created by different types of personalities.

Cain also points out that as Western culture has moved toward a glamorization of extroversion, our business values have changed, as well. Business guides of the beginning of the twentieth century idealized attributes such as citizenship, duty, work, honor, manners and integrity. In the 1920s, the celebrated qualities (which seem to still exist) became magnetism, attractiveness, dominance, force, and energy. Our Jewish values would clearly prefer the former qualities, so it's important that in our organizational cultures, we make a conscientious effort to not favor the latter qualities in our leaders. A renewed focus on being more reputable and highlighting our workplace values allows both personality types to thrive since these qualities are generally attainable for anyone and positive for everyone. More importantly, championing the highest character traits would certainly ensure that community leaders, lay and professional, remain deserving of such roles.

In our Jewish community, many organizations are struggling with their strategic direction; perhaps it's time to first revisit the fundamentals of our organizational cultures and learn how to benefit from a variety of individuals with different personal strengths and challenges. By reading Susan Cain's book, the reader will gain an appreciation of the strengths of the introverts around them. She suggests strategies for allowing introverted employees and volunteers to thrive, offering tips on bringing out the best in introverts and placing them in roles and environments where they can complement their more outgoing counterparts. Perhaps, with a few cultural adaptations, we can create an atmosphere where everyone in our community is able to speak up, especially those who are more hesitant - they undoubtedly have lots of good ideas to share.

## Graduate Programs

**Spertus Institute for Jewish Learning and Leadership** is pleased to announce the **Midcareer Fellowships**. With the generous support of an outside donor, Spertus is able to provide scholarships to qualified students who begin the **Master of Arts in Jewish Professional Studies (MAJPS)** program in spring and fall 2014. The full cost of the two year program is \$15,000. Midcareer Fellows will receive a tuition reduction of \$6,750, equal to 45% of the total tuition. When combined with the Spertus scholarship available to MAJPS students, the student's share of the remaining tuition for the entire program is \$4,500.

To apply, visit the <http://tinyurl.com/kevzkwd>.

For more information contact: Stacey Flint, Director of Enrollment Management,  
Spertus Institute for Jewish Learning and Leadership at 312.322.1707



### American Jewish University Presents The Colloquium Series

Wednesdays at 5:00 p.m. in Room 308, American Jewish University, 15600 Mulholland Drive, Los Angeles

December 4th – "*Client Diversity – Serving the Multi-Cultural Demographic*"

Saundra Bryant, Executive Director, All Peoples Community Center

December 11th – "*Human Tragedy – Sex Trafficking 101*"



# Events & Opportunities

**UJA-Federation of New York's Weiner Educational Center** Announces Fall Programming

- ◆ Community Study Conversations: The Changing Nature of Jewish Engagement, **Tuesday, December 10, 2013**
  - ◆ Measuring Success in Jewish Identity and Engagement, **Monday, December 16, 2013**
- For more information and registration, please visit the [www.ujafedny.org/workshops/](http://www.ujafedny.org/workshops/).



Missed UJA-Federation of New York's recent leadership forum on the Pew Research Center's "Portrait of Jewish Americans?"

Listen Now! <https://vimeo.com/album/2590413>

The recording begins with the introduction and Alan Cooperman's presentation of the findings and is followed by the panel discussion and Q&A Session moderated by Rabbi Deborah Joselow and featuring Jane Eisner, Rabbi Joanna Samuels, Rabbi Sharon Brous and Alan Cooperman.

The accompanying PowerPoint can be downloaded by following this link: <http://tinyurl.com/lrnfe9>

**The Forward** has recently released the e-book, entitled "Who Are We Now? Interpreting the Pew Study on Jewish Identify in America Today." This ebook is available through Amazon, Barnes & Noble and Apple's iTunes Store. Purchase your copy today!



**The Wexner Field Fellowship Program** is an opportunity for promising full-time Jewish communal professionals, without graduate training for Jewish communal work or in Jewish studies, who are seeking professional development. In partnership with the Jim Joseph Foundation, three Wexner Field Fellows will be accepted as part of incoming classes of the Wexner Graduate Fellowship/Davidson Scholars Program. These individuals will receive financial reimbursement toward professional development, while also benefitting from the cohort learning experience of the Wexner Graduate Fellowship/Davidson Scholars program. They will become part of a diverse professional community that encourages learning about one's self as a leader through interactions with others with different points of view, while also pursuing their own personal professional development plan. Being part of the Wexner Graduate Fellowship/Davidson Scholars Program extends well beyond the 4-year leadership program. Our extensive alumni network serves as a professional community throughout fellows' careers. To learn more about the eligibility requirements and awards, and to submit a pre-application for the Field Fellowship, please <http://tinyurl.com/mljwe44>

THE WEXNER FOUNDATION

## Graduate Programs Continued



### GET READY TO LEAD



The Jewish Professional Leadership Program (JPL) at JTS prepares students for careers in the Jewish community by providing them with the essential knowledge, skills, and experience to meet the challenge of building Jewish community in an increasingly complex world. Students may apply to JTS and Columbia University's School of Social Work (CUSSW), or Columbia's School of International and Public Affairs (SIPA). At JTS, students study Jewish history, tradition, and culture with JTS's esteemed faculty. At CUSSW and SIPA, students study non-profit management and leadership. In addition to JPL, there are many areas of specialization, including Jewish Art and Visual Culture, Modern Jewish Studies and the new Israel Studies Track, as well as the new Jewish Ethics MA program. **The Graduate School's priority application is March 1st.**

The William Davidson Graduate School of Jewish Education, the largest pluralistic school of Jewish education in North America, offers master's degrees in Jewish education with concentrations in Day School Teaching, Educational Leadership in Synagogues and Communal Settings. All students study pedagogy, experiential Jewish education and Jewish text and participate in hands-on training in their concentration area. Students are eligible for generous tuition fellowships of up to 100%. In-residence and online options, and full-time and part-time options are available for MA students. MA as well as non-JTS students may also apply for Keshet Hadash, The Davidson School's groundbreaking semester-in-Israel program. **The priority deadline for MA and Keshet Hadash application is March 1st.**

For more information on the programs and the application process, please contact Director of Admissions, Abby Eisenberg at [abeisenberg@jtsa.edu](mailto:abeisenberg@jtsa.edu) or (212) 678-8032.

**Deadline for news you would like to share in the January issue of the JCSA Newsletter is Monday, January 6, 2014. Contact [info@jcsana.org](mailto:info@jcsana.org).**

# Local Groups Events & Updates



Advancing Jewish Professionals of NYC Presents:

## “The Mentor-Mentee Relationship” Workshop for Jewish Professionals

*How to find a mentor, how to be a mentor, and how to make the most of the mentor-mentee relationship*

**Tuesday December 10, 2013 6pm-8pm EST**

at The Foundation for Jewish Camp 253 W 35th St, 4th Floor, (between 7<sup>th</sup> Avenue and 8<sup>th</sup> Avenue)

Facilitated by Sara Samuels and Mark S. Young, Board Members of AJP-NYC

RSVP <https://www.surveymonkey.com/s/TQ5Q8WZ>. Kosher refreshments will be provided.

## The Darrell D. Friedman Institute for Professional Development at the Weinberg Center

### Managing Up: How to Obtain the Best Results for You, Your Supervisor and Your Organization (Supervision Series)

**Monday 12/9 3:00 – 4:30 p.m.; Weinberg Park Heights JCC; Facilitator: Jamie Schiffman**

Professionals: Are you looking for tips on how best to talk with your manager(s) about your working relationship(s) and what needs to get done? Do you need help with juggling demands and your workload? The relationship between you and your supervisor is a critical one.

### The Pew Report and You!

**Wednesday 12/11 12:00 – 1:00 p.m.; Weinberg Park Heights JCC; Facilitator: Michael Hoffman**

What does the latest Pew Report of the American Jewish community tell us and how does it compare to Baltimore’s community study? How are we responding to the trends and how should we be moving forward as a community?

### Sleep Deprivation

**Thursday 12/12 12:00 – 1:00 p.m.; The Associated Krieger Building**

Session repeated on **12/17** at Weinberg Park Heights JCC; Facilitator: Dianne Frager

Explore the causes of sleep deprivation and implement a plan to get back on track!



### Develop and Deepen Your Career: If Not Now, When?

**Tuesday 12/17 8:30 – 10:00 a.m.; Jewish Community Services Building; Facilitator: Jennifer Rudick Zunikoff**

Young professionals: What tools do you need to develop your career? Join other young professionals in a conversation to determine an agenda of relevant topics for the year.

**For more information contact: Cindy Goldstein, [cgoldstein@associated.org](mailto:cgoldstein@associated.org)**

## JPRO Miami is hosting Learn to Use Storytelling to Share Your Passion, Mission and Values

with Dov Ben-Shimon, JDC Executive Director of Strategic Partnerships.

**Tuesday January 14, 8:30-10:30am. Greater Miami Federation.**

Free for Members, \$10 for Non-Members.

**To RSVP, contact Yaris Gonzales, [ygonzales@gmjf.org](mailto:ygonzales@gmjf.org) or call 786-866-8411.**

**Email [jpro@gmjf.org](mailto:jpro@gmjf.org) for more information.**

**J - Pro Oregon** and the Jewish Federation of Greater Portland are offering a six-session exploration of Jewish leadership for Jewish communal professionals. Join as they experience the journey of six leaders who paved the road to Jewish destiny.

They are delighted that Rabbi Motti Wilhelm will lead the course and will work to have guest presenters (leaders from the community) share their experiences at each session.

For more information email [marc@jewishportland.org](mailto:marc@jewishportland.org).

**The course dates are as follows:**

- \* **Tuesday -- December 17, 2013 \***
- \* **Friday -- January 24, 2014 \***
- \* **Tuesday -- March 4, 2014 \***
- \* **Friday -- April 4, 2014 \***



## 9th Annual JProStl Recognition Luncheon

**Thursday, January 30, 2014 11:30 am – 1:30 pm**

**JCC Staenberg Family Complex**

Free of charge for all Jewish communal staff (15+ hours week)

Visit [www.millstonestl.org/jpro14/](http://www.millstonestl.org/jpro14/) to register.

**Program Co-chairs:** Melissa Burgess (JCC) & Robert Colton (Shaare Emeth), **Awards Co-chairs:** Marci Diamond (Shaare Emeth) & Andrew Goldfeder (Holocaust Museum), **JProStl President:** Jean Cavender (Holocaust Museum), **JProStl Vice Presidents:** Phil Ruben (JCC) & Rabbi Levi Landa (Chabad), **JPro Special Events Chair:** Michelle Almengor (JCC), **JPro Professional Staff:** Karen Sher, Marci Mayer Eisen & Lauren Maul (Jewish Federation)

**For information, contact Marci Mayer Eisen**

# JCSA Benefit Plans

## FUTURE FUNDING OF YOUR RETIREMENT PLANS MAY BE AT RISK!

Have **YOU** insured future deposits to your retirement accounts as many of your colleagues have?

You insure your car and home but has the protection of future deposits to your retirement accounts fallen through the cracks, subjecting you and your loved ones to a potentially devastating exposure due to the inability to work as a result of an unexpected disability?

Hopefully you have secured Long Term Disability Insurance in order to protect your income from unexpectedly being unable to work but this **DOES NOT** cover and protect your ongoing deposits to your Tax Sheltered Annuity or IRA to continue if you are unable to work.

JCSA Benefit Plans has developed a most unique program which will continue your annual deposits into your retirement plan if you should suddenly be unable to work due to an accident or illness.

If you have never thought of what shape your retirement plans would be in if you became disabled, that time is **NOW!**

Please contact our Administrators for further information and details on our upcoming open enrollment period so you too can comfortably insure that your retirement will stay on course in the face of the unexpected.

**Call for further information!**

Contact our administrators for JCSA Benefit Plans, Brian and Irving Silberberg at:  
Telephone: 1-800-597-9245 E-mail: [bsilberberg@ceteraadvisors.com](mailto:bsilberberg@ceteraadvisors.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

Jewish Communal Service Association of North America

**JCSA**  
Connecting & Enhancing Professional Leadership

December 2013 Volume 12, Issue 4

25 Broadway | Suite 1700 | New York, NY 10004  
Phone: 212.284.6945 | Fax: 212.284.6566 | [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.

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

**Newsletter Staff** — Layah Blacksborg, Editor

Marc B. Terrill, 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!

[www.JCSANA.org](http://www.JCSANA.org)