

Inside this issue:

Upcoming JCSA Events	2
Giving Purpose to Our Work; Mazal Tovs	3
Employment Opportunities; Repair the World	4
Journal of Jewish Communal Service Call for Articles; Natan Fund Book Proposals	5
Local Group Events & Updates	6
Fellowship Opportunity; Book Review of <i>Relational Judaism: Using the Power of Relationships to Transform the Jewish Community</i> By Ron Wolfson	7
Events & Opportunities; Graduate Programs	8
JCSA Benefit Plans	9

Work Above the Bull: Let's Get the Full Story

Brenda Gevertz, JCSA Executive Director

In December, The Forward published its annual survey of salaries of American Jewish leaders and, as predictable, it created a storm of reactions. I truly admire The Forward's innovative, intelligent and gutsy Editor, Jane Eisner, and she is doing a remarkable job bringing important topics to journalistic scrutiny. Now it's time for The Forward to investigate and write a very different article, this time focusing on the salaries and benefits for newer career and entry level positions.

Jewish community agencies and boards *operating with fiscal responsibility and accountability* should compensate their professional leadership appropriately to attract and retain exemplary talent. These executives are the face of their organizations and work extraordinarily grueling schedules. If we attract the best talent because we pay better than other organizations, it is to the benefit of our community. In general, the problem is not that we pay our executives too much, it is that we pay our entry and junior staff personnel too little.

We are not keeping pace with other sectors and we are not nourishing the development and retention of earlier career professionals financially or in other ways. We are currently attracting wonderful young talent, in part because of programs such as birthright and Masa. As the economy recovers, will we see these exceptional young professionals leave the field? Are we paying them sufficiently to participate in the Jewish communities they help to sustain? We expect young workers to be available during evenings and weekends, yet many of our agencies do not offer compensatory time off, supervision or insights into career growth.

While appropriate salaries and benefits should be on everyone's desirable list, there are other supportive ways to help professionals in our field. Establishing a data bank of salary levels with accompanying skill and knowledge requirements would begin to set benchmarks for achievement. Certification would also be a major step forward to firmly establish our professional attributes. Guidelines for organizations to provide supervision, professional development and career growth would help all career professionals. Recognition and awards for exemplary service, such as our JCSA Young Professional Award, are important ways to acknowledge the contributions talented professionals are providing. Let's showcase and applaud the organizations and agencies that are moving ahead with these initiatives.

Yes, our Execs earn their salaries, and they are supported by team members who are also deserving of appropriate compensation. Now it is time for The Forward and our Jewish communal organizations to look at the totality of professional compensation, not only from the top down, but at all levels.

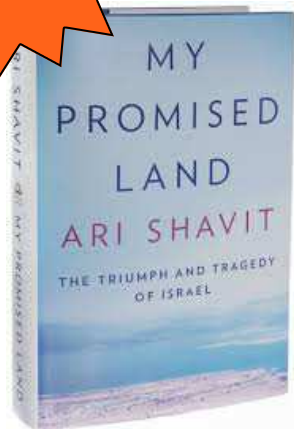
For The Forward's article of "The Salaries of American Jewish Leaders" go to: <http://forward.com/articles/167238/>



Ensure that you receive the next *Journal of Jewish Communal Service* by renewing your JCSA membership today!
 Visit <http://tinyurl.com/mfanva9> to renew
 Contact the JCSA office for more information: info@jcsana.org or 212-284-6945

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

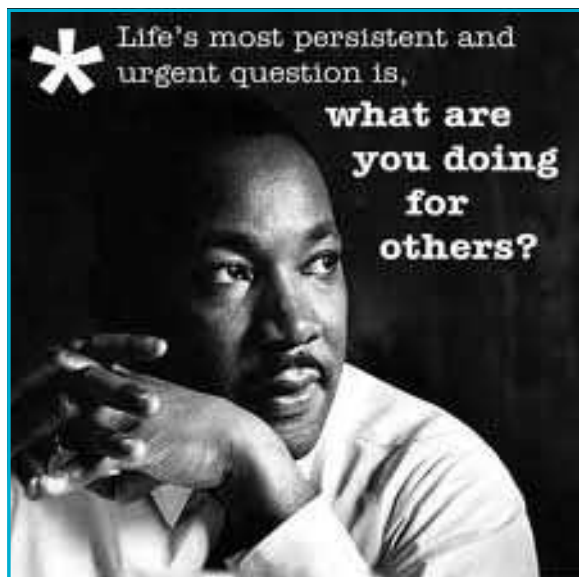
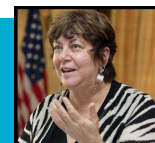
Working toward economic security and helping those in need



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

Giving Purpose to Our Work

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



My mother was my Hebrew school teacher as I grew up in North Carolina in the late 60's and 70's. She had been a child raised in Brooklyn on the dreams of the *Chalutzim*, the pioneers in Palestine. She and my father would speak in Hebrew when they didn't want us to understand something—that is until her first trip to Israel, when she tried out her Brooklyn Hebrew on Israelis. They asked her to speak English; so she did, ever after. She sang the songs of the *Chalutzim*, and I recoiled in horror as she described forcing her tour bus to stop so that she could sing *Al Sfat Yam Kinneret* as the lake came into view. But the worst of her Zionist atrocities I associate with Tu B'Shvat.

Bokser. St. John's bread. Carob. The fruit of the Holy Land shipped in its dried-out and malodorous glory to religious school kids around the world. Jaw-breaking mortal combat with a foul-tasting object that could certainly not be classified in any known food group. Just so we could recite *Sbechyanu*. Thanking God that we had been brought to this day? You've got to be kidding. Let it be over!

My mother would tell us that, when fresh from the tree, bokser was "as soft as a banana." I remember years later walking with my sister in Jerusalem, when she knelt to pick a piece of fallen bokser—just as we'd remembered it growing up—from the sidewalk. She beat the unyielding stalk loudly against the cement, declaring, "See? Soft as a banana. Soft as a banana." Today, people speak of Tu B'Shvat seders. The fact that I'm not a fruit person is not what deters me from wishing to participate. No, it is the post-traumatic stress of being forced to eat bokser.

On the other hand, my mother-the-Hebrew-School-teacher also made sure we bought trees from JNF on Tu B'Shvat. Collecting quarters for months before on a coin collection card. Or adding stamps with each week's contribution. Whatever marketing gimmick JNF had come up to make the greening of a distant land enticing to a grade-schooler. And in those weeks, we would discuss in whose honor or memory I could plant my tree. And hear stories of how Israeli school children would go to the fields on Tu B'Shvat to plant my tree for me. All leading up to the big day on Tu B'Shvat, when the coveted certificate would be issued. I never confronted the painful thought that, perhaps, the tree I planted was a carob tree. Gosh, I hope not.

Tu B'Shvat was a yearly ritual that eventually ignited an understanding that I, myself, could have a part in building a land and a future for the Jewish people. For me, the tree-planting was a far more powerful influence (for the good) than the bokser (for the bad). But that's me. And I can't fully explain why. Like an uncle of mine who fled a yeshiva education as a child because he hated the spinach they served for lunch, I've got to imagine that there is someone out there whose connection to Judaism was irredeemably severed by a bad bokser day.

At the level of communal policy, we speak of forging the Jewish identity of a next generation in terms of day and supplementary schools, Israel trips, camps, and other educational and experiential frameworks. But as Jewish communal practitioners, we must bear in mind the potential consequence of a tree certificate or a piece of bokser.

Mazal Tovs

Mazel Tov to **Jonathan D. Sarna**, Chair of the Hornstein Program and **Joseph H. & Belle R. Braun**, Professor of American Jewish History at **Brandeis University**, elected as the 18th president of the Association for Jewish Studies at its annual meeting in December.

Mazel Tov to **Cara Unowsky** on her recent engagement.

Mazel Tov to **Layah Blackberg** on the birth of her baby girl, Miriam Tova Blackberg.

Employment Opportunities

Jewish Federation of Greater St. Paul seeks a Director of Finance to oversee the financial structure, policies, accounting practices and investments of the federation and affiliated agencies. Requirements: Bachelors or Master's degree in Accounting or Finance, minimum of five years of financial management experience in accounting firm or non-profit environment and also not required but preferred, knowledge of the Jewish community and a CPA. If interested contact Sandra.Leshaw@JewishFederations.org

The Jewish Federations of Las Vegas is looking for a Planned Giving/Major Gifts Officer. The candidate will promote long-term/legacy giving and manage a portfolio of prospects and donors. In addition, s/he will staff the Federation's Planned Giving Committee. Requirements: Bachelor's Degree with minimum five years experience in a fundraising role, including management. Strong sales skills and management abilities preferred. All inquiries contact Sandra.Leshaw@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. Please submit the following application materials to hr@jssa.org: Cover letter including salary requirements, resume and contact information for 3 supervisory references.

Greater Miami Jewish Federation seeks a Senior Planning Associate that understands trends in the field related to human services and Jewish identity initiatives; will manage committee processes related to local agency relations; gather and analyze data to assess impact of Federation investments; oversee financial reports; and ensure ongoing communication. For more information, contact mlabgold@gmjf.org.

Repair the World Communities is diving deep in **Baltimore, Detroit, Philadelphia and Pittsburgh**. It is a movement designed to contribute to the work of local organizations to expand their impact. Led by a Director for each city, and a team of full time fellows, Repair the World's mission is to seek change on some of the most challenging issues facing communities such as education inequality and food injustice. There are opportunities to volunteer, become a fellow or to attend a Workshop. For more information, go to www.werepair.org.



We understand your unique Jewish audience.

Pushke Studio is a marketing agency created for the individual needs of Jewish non-profits. With years of experience and familiarity, we create innovative and modern marketing strategies and materials that capture the particular needs of your Jewish audience for maximum interaction and response.

We can help you with:
marketing strategy | creative consulting
branding | graphic design & printing
email & web marketing | website design
social media and event marketing.



Contact us today for a free marketing assessment.

Call 954.790.6730
Email info@pushkestudio.com
Visit pushkestudio.com

Paid Advertisement

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.

Natan Fund Book Proposals

Call for Proposals: 2014 Natan Book Award

The **Natan Fund**, a giving circle of young philanthropists supporting Jewish and Israeli social innovation, is now accepting applications for the 2014 Natan Book Award. The Natan Book Award catalyzes new conversations about Jewish life. This groundbreaking new literary award supports the writing and distribution of a new nonfiction book on Jewish themes, with a total of \$50,000 split between a cash award to the author and funds dedicated to a customized publicity and distribution strategy that leverages Natan's networks across the Jewish, nonprofit, and philanthropic communities. The aim of the award is to support a writer as he or she is creating an important new work, while also ensuring that broad and diverse audiences engage with the finished book in a substantive way. The 2013 winner of the Natan Book Award was Ari Shavit's instant New York Times bestseller, [My Promised Land: The Triumph and Tragedy of Israel](#). For more information, go to www.natan.org.



Local Groups Events & Updates

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 or call 786-866-8411.

Email 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.

The course dates are as follows:

- * 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/ 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

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

Rescheduled for Tuesday January 14, 2013 6pm-8pm EST

at The Foundation for Jewish Camp 253 W 35th St, 4th Floor, (between 7th Avenue and 8th 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.



Jewish Community Professionals of Southern California is partnering with Presentense LA for a TED-style evening on “What’s So Jewish About Changing the World?” It will take place on **Wednesday, January 22, 7pm PST**, \$10 for the general public, free to JCPCS members. RSVP to jmoss@jewishla.org.

JCPCS is hosting Dr. Ron Wolfson, author of Relational Judaism: Using the Power of Relationships to Transform the Jewish Community on **Monday, January 27th, 7:30pm PST**. Email jcpscla@yahoo.com for more information.

The **Darrell Friedman Institute for Professional Development at the Weinberg Center, Baltimore, MD** presents:

Managing Up: How to Obtain the Best Results for You, Your Supervisor and Your Organization on **January 9, 2014** by **Jamie Schiffman**, Director of Professional Development, Hillel: The Foundation for Jewish Campus Life.

Building Motivation and Morale at Work on **January 23, 2014** presented by **Denia Kramer**, EAP Program Manager, Business Health Services. Come explore the principles of motivation and determine how to boost workplace morale.

Making the Committee Process Work presented by **Donna Schwartz**, Program and Planning Consultant/Facilitator/Speaker, myjewishcoach.com. On **January 30, 2014**, learn to establish clear committee expectations, guidelines and responsibilities.

Deadline for news you would like to share in the February issue of the JCSA Newsletter is **Monday, February 3, 2014**. Contact info@jcsana.org.

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 visit <http://tinyurl.com/mljwe44>

Book Review: Relational Judaism: Using the Power of Relationships to Transform the Jewish Community

Reviewed by Rabbi Arnold Samlan, Executive Director of the Center for Advancement of Jewish Education at the Greater Miami Jewish Federation

A number of years ago, I moved with my family to a new community. As committed Jews, one of our first tasks was to explore our new neighborhood to find a synagogue that would work best for us. We spent a few Shabbat mornings at the synagogue that had become the most popular choice of those moving into our area. To our surprise, one evening a gentleman from that particular congregation appeared at our door. We invited him in and sat with him. Without so much as a question as to whether we had an interest in the congregation, he launched into a speech about membership dues, high holiday tickets and more. He concluded his pitch by telling us about burial plots in the synagogue's cemetery (Note to synagogue membership chairs: parents with young kids do not want mortality waved in their faces, even if burial plots are a privilege of membership). I was totally disgusted, and this visit became the final insult that sent me to the "other" shul.

Fast forward to recent times: We are now in the process of relocating to another part of the country. This time, we explored synagogues before we decided where to live. The front runner: a congregation in which the rabbi, seeing me, a newcomer, practically ran off the *bima* to greet me. What's more, when I extended my hand to shake his, he instead hugged me. That's right, *hugged*. And looking around, that was indeed what every person was doing when greeting others.

And that is the point of Ron Wolfson's game changing book: that connecting Jews to synagogues, Jewish organizations, and to Judaism itself is all about relationships (or what I have called connectedness in my work). Relationships between Jews, between Jews and others, between Jews and Judaism, between Jews and God, and more. Theology, programs, and gimmicks don't drive Jews to connect. Nor does an interest in "joining" a particular organization. Perhaps these things were once powerful, but not today.

The author presents examples of organizations that "get it" and successfully use relationships to connect Jews to institutions, community, and Judaism: Chabad, Next Dor, independent *minyanim*, some very highly in-novative synagogues, and more. He also mentions some of the people, lay and professional, who are leading these various organizations and initiatives.

Relational Judaism has already moved to the front of the reading list of many rabbis, Jewish educators, and Jewish communal professionals, and with good reason. Whether you're a Jewish professional, a community leader, or simply someone concerned about the future of the Jewish community and its organizations, this is a book that will get you thinking about the changes that need to be made in order to assure the future of the Jewish people. The next questions, and I hope and expect the author to address this further in future works, is how to retrain current professional and volunteer leaders to lead in a relationship-centered Judaism, and how to best develop the pipeline of new leaders imbued with a passion for relational Judaism.

Reprinted from the Jewish Book Council.

For more reviews by Rabbi Arnold Samlan, please go to <http://www.jewishbookcouncil.org/book-reviewer/arnold-d-samlan>

Events & Opportunities

My Jewish Coach Webinar: How to Deal with Impossible People

****Special Pricing for JCSA Members and Supporters****

Date: Wednesday, January 15th, 2 pm EST/11 am PST

Whether you live, work or volunteer with impossible people, chances are you find yourself wishing they would just get a clue, get with the program and change their behaviors. Learn how to cope with others behavior and create a more conducive and collaborative office environment. The Webinar will be presented by **Deborah Grayson Riegel**.

You can register as an individual for \$36 or bring the whole office for \$99.

Use the code "JCSAFriend" to receive a special member discount of 25% off the webinar.



Graduate Programs

Are you interested in completing your graduate education and becoming a top-notch professional in the Jewish communal world? Or do you know a motivated and talented person who would be interested in pursuing a career in the Federation system? The application is now open for the **FEREP (Federation Executive Recruitment & Education Program)**

Graduate Scholarship Program. Funded by the **Jewish Federations of North America Mandel Center for Leadership Excellence**, the program recruits, supports and develops future professional leaders for the North American Jewish Federation System. The FEREP program awards up to \$40,000 over two years for specified areas of graduate study in return for a minimum two-year paid work commitment in a North American Jewish Federation. FEREP also provides supplemental

professional and cohort development opportunities, and assists students with the placement process leading to a Federation position. The application deadline is Friday, February 14, 2014. To learn more and apply, visit www.ferep.org or email FEREPscholarship@jewishfederations.org.



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,



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 or (212) 678-8032.

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 Website: www.jcsabenefitplans.com

JCSA Benefit Plans offers the following plans and services to our members on an individual and agency basis:

- ◆ Long Term Disability
- ◆ 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

January 2014 Volume 12, Issue 5

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

Newsletter Staff — Emily Welikson, Editor

Marc B. Terrill, President Brenda Gevertz, Executive Director

To subscribe directly to this newsletter simply go to www.jcsana.org, enter your email address in the space provided and click "go".
Your e-mail will be automatically added to our listserv through Constant Contact. It is free, fast and easy!

www.JCSANA.org