

## Work Above the Bull: *And Justice for All*

*Brenda Gevertz, JPRO Network Executive Director*

I am writing to you from Kibbutz Kamim,, near Be'er Sheva as I accompany our Bernard Rodkin and 2014 Young Professional Award winners on a study seminar in Budapest and Israel. Kibbutz Kamim is a unique community of secular and religious Jews devoted to promoting tolerance and to advancing a sustainable Negev region. This kibbutz is a relatively new community, in part financially sustained through rental of beautiful guest cottages. The real sustenance comes in their ideological commitment to tolerance.

Across the world we seem to have lost that moral grounding which instructs that we should treat others as we wish to be treated. Where we see efforts to reverse this trend we applaud them. It may be the efforts of a lone individual questioning the impact of bigotry or any number of organizations in the Jewish community that work on social justice. For many years, Jewish Community Relations Councils have worked to promote tolerance through dialogue groups and ongoing relationships with other ethnic communities. When particularly difficult situations emerge, these years of work provide valuable channels for communication. Our Rodkin Fellows heard Jewish groups in Budapest also express their support for the Roma community as an important agenda item in building alliances.

In St.Louis, after many years of social justice work, Rabbi Susan Talve has been able to build on her well established relationships to reach out to the Afro-American community. Similarly, Bend the Arc has also established its credibility as an organization devoted to social justice. We hope you will join us on January 22nd when our Annual Martin Luther King Seminar will explore the topic And Justice for All: Black Lives Matter. Rabbi Talve will be joined by Rabbi Kimelman-Block of Bend the Arc as these front line rabbis talk about their efforts to support and sustain the Black community in Ferguson and suggest ways in which you can also affirm a commitment to racial tolerance.

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Deadline for news you would like to share in the February issue of the eNews is Friday, January 30, 2014.  
Contact [info@jpro.org](mailto:info@jpro.org).

**AND JUSTICE FOR ALL:  
JEWISH COMMUNITY RESPONSES TO BLACK LIVES MATTER**  
*Webinar in Commemoration of MLK*

Date: Thursday, January 22, 2015

Time: 3:00pm EST/Noon PST

Register here: <http://tinyurl.com/pf88zdf>

**A Conversation on the Jewish Community Response  
to Black Lives Matter:**

**Rabbi Susan Talve**

Central Reform Congregation



**Rabbi Jason Kimelman-Block**

Bend the Arc



Please contact JPRO with any questions at: [Info@jpro.org](mailto:Info@jpro.org) or at: 212-284-6945.

**Knock Knock It's Uncle Sam with A Potential Tax Break**  
*By Brian Silberberg, JPRO Benefit Plans Administrator*



Opportunity may only knock once if you or your loved ones are nearing retirement age. If this is the case, your Broker or Advisor should be advising you of the IRS rules regarding longevity benefits which were finalized in July, 2014.

At age 70-1/2, funds that continue to grow in a tax qualified plan are subject to a Required Minimum Distribution calculation which is based on the IRS tables. You may now have an opportunity to defer a portion of your Required Minimum Distribution amount to a maximum age of 85. The goal is to be able to provide both tax and longevity benefits as people live longer than the generations before them.

In the past, we have discussed outliving your income in retirement. If this is a concern, a Qualified Longevity Annuity Contract (QLAC) may be a viable alternative.

Please see **Page 3** for details.

The information provided is not meant to be legal, tax or accounting advice. You should consult with your professional accounting, tax and legal advisor before making any decisions or action.

## JPRO Member Opportunity



**JPRO** has partnered with **GetInsured** to make Health Insurance available to JPRO members.

There is now a single, easy to navigate resource that will enable you to find the plan that best fits your family's needs and be able to apply for tax credits if eligible under the Affordable Care Act.

General Open Enrollment period for the Affordable Care Act will end on **February 15, 2015** unless you have an eligible life qualifying event.

For assistance with comparing and securing Health Insurance or any of the following additional coverages:

- ◆ Major Medical
- ◆ Short-Term Medical Insurance
- ◆ Dental Insurance
- ◆ Accident Insurance



**DEADLINE TO ENROLL IS  
FEBRUARY 15, 2015**

**CALL TODAY!**

**Telephone** 866-899-0458 **E-mail** [bsilberberg@ceteraadvisors.com](mailto:bsilberberg@ceteraadvisors.com) **Website** [www.getinsured.com/jpro](http://www.getinsured.com/jpro)

## Employment Opportunities

**Synagogue Council of Massachusetts (SCM)** is seeking an Executive Director that will supervise and coordinate SCM programs, provide leadership to SCM, oversee office management, budget and finance, fundraise, act as SCM's ambassador to the community, work with the support officers, Board and volunteers, and collaborate with other Jewish agencies. For more details, please go to <http://tinyurl.com/n8mfgzx> or to apply, send a resume and cover letter to Fred Cohen at [SCMsearch15@gmail.com](mailto:SCMsearch15@gmail.com).

**Bend the Arc** is looking for an Administrative Assistant of Programs, a Development Officer, and a National Organizer to join their team. Qualifications and responsibilities vary based on position. Bend the Arc helps to bring Jews together from across the country to advocate and organize for a more just and equal society. Their headquarters are in New York, and they have offices in Washington, D.C., Los Angeles, San Francisco, and Boston, with chapters organizing nationwide. For more information about the open positions, please contact [jobs@bendthearc.us](mailto:jobs@bendthearc.us).

**Hillel** is looking for top executives, educators and engagers that want to make an impact on the future of the Jewish people. Positions are available around the county. Please check out [www.jobs.hillel.org](http://www.jobs.hillel.org) or contact Aviva Zucker Snyder, Talent Recruiter at [asnyder@hillel.org](mailto:asnyder@hillel.org), to find out more!

**The Mandel Center for Leadership Excellence at the Jewish Federations of North America** is looking for candidates for open positions across North America. To learn more and apply, visit [www.jfna.org/mandelcenter](http://www.jfna.org/mandelcenter) or email [personnel@jewishfederations.org](mailto:personnel@jewishfederations.org).

**RespectAbility** is seeking a Development/Operations Associate that will maintain the database, facilitate relationships with high capacity prospects, create a donor pipeline and host fundraising events. Candidates must have strong commitment to the mission and vision of the organization, keep information confidential, be detail oriented, have data entry experience, be proficient in Microsoft Office, have excellent writing and communication skills, work in a fast-paced environment, have a Bachelor's degree, and have web skills. For more details and the job description, contact Jennifer Laszlo Mizrahi at [jlm@laszlostrategies.com](mailto:jlm@laszlostrategies.com).

## Employment Opportunities *Continued...*

The **JCC Association** is looking to hire candidates for open positions for JCC overnight camps for Summer 2015. Candidates must be creative, dynamic educators who understand the value and power of overnight camp and can help facilitate thriving Jewish learning environments. To apply, send a cover letter and resume to Matt Abrams Gerber at [mabramsgerber@jcca.org](mailto:mabramsgerber@jcca.org).

**Yad Chessed** is seeking an Executive Director that will manage internal operations, fundraise, perform outreach, and manage Media and Board relationships. The ideal candidate will be committed to Yad Chessed's mission and will have a proven history of leading teams, be an effective fundraiser, be a manager and be knowledgeable of poverty and other social service areas. The position requires evening hours and some weekend hours. For more information, contact Sandra Fisher at [sandrafisher@rcn.com](mailto:sandrafisher@rcn.com).

## Local Groups

### AJP-NYC

#### An Introduction to Ideation & Design Thinking

**Date & Time:** Tuesday, January 27, 2015; 6:00—8:00 PM EDT

**Location:** TBD



Join AJP for a workshop on design thinking, a paradigm-breaking tool that can help you and your colleagues find innovative solutions to workplace challenges. Facilitated by PresenTense, this training will introduce you to different ideation techniques including idea generation, empathy, and rapid prototyping. Network with colleagues from across NYC, learn powerful tools to deepen and harness your creativity and bring back useful information to your work teams!

For more information, go to <http://theajpnyc.org/>.



### JPro New Jersey

#### The Annual Bier Seminar

**Save the Date!**

**Date:** Friday, March 13, 2015

**Location:** Jewish Federation of Greater MetroWest in Whippany, NJ

The Saul Schwartz z"l Award will be presented at the Seminar. Please check back at a later date for details.

### JPro St. Louis

#### 10th Annual JPro St. Louis Recognition Luncheon

**Date & Time:** Thursday, January 29, 2015; 11:30 AM—1:30 PM

Mazel Tov to the Honorees!



**Career Achievement**—Tova Greenblatt (Esther Miller Bais Yaakov)

**Chesed/Kindness**—Jill Grossman (JCC)

**Dedication**—Peggy Landsbaum (JCC)

**Mentor**—H. Lee Rosenberg (Congregation United Hebrew)

**Pillar**—Patty Bloom (Saul Mirowitz Jewish Community School)

**Emerging Leader**—Lee'at Bachar (Jewish Federation) and Amanda Radman (Congregation Temple Israel)

Special Recognition of **Karole Green** and the **Lubin-Green Foundation**, a supporting foundation of the Jewish Federation of St. Louis, for their ongoing support of JPro and professionals throughout the St. Louis Jewish community.

For more information, go to <http://www.millstonestl.org/millstone-initiatives/jprostl/>.

### DFI—The Darrell Friedman Institute for Professional Development at the Weinberg Center; Baltimore, MD

#### Collaboration: Preparing Yourself for Relationship Building: Interpersonal Styles and Executive Presence

**Date & Time:** Wednesday, January 7, 2015; 8:30 AM—11:45 AM EDT

**Location:** The Weinberg Park Heights, JCC Community Room

**Facilitator:** Dena Schoenfeld, VP of TBF Consulting

Program 1A: Interpersonal Styles 8:30—10 AM EDT

Program 1B: Executive Presence 10:15—11:45 AM EDT



#### Fundraising—High Level cultivation and Solicitation Skills

**Date & Time:** Tuesday, January 13, 2015; 8:30 AM—10:30 AM EDT

**Location:** The Weinberg Park Heights, JCC Community Room

For more information, go to <http://thedfi.org/workshops/>

# Giving Purpose to Our Work

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



There are good days. But no matter how relevant and meaningful our work, and regardless of how satisfying the details of our job situations, there are bad days too. I come to this deep insight because I'm having a bad one today. I draw enormous fulfillment from my work; I enjoy the professional challenges and the personal relationships. But, gosh, stuff happens, and you gotta deal.

One approach is to turn to our sources, our heritage, and our values, to reaffirm the importance of what we do. This is God's work on earth. That should be enough to get us through a bad day. But not really. We ought not simply imagine our emotions away. Another approach—the one I prefer in my present state of mind—is to turn to our sources to see what they tell us about coping with adversity in our work. And since our January Torah readings take us through the period of servitude in and escape from Egypt, perhaps there are some ready lessons to be drawn.

So let me begin by questioning my opening premise—that there are good days. I've long observed that there are those in our field for whom there never seem to be good days. They are perpetually unhappy about their work—their boss, working conditions, pay, clients, whatever. Our January *parshiyot* deliver an important message for this (hopefully small) demographic: Get Out! We were slaves in Egypt, but we are no longer. If there really is no fulfillment and enjoyment in your work, if you feel trapped in your current situation, read these *parshiyot*. Like the Hebrews in Egypt, we are not always prepared to change our circumstances. After repeatedly plaguing Egypt and stiffening Pharaoh's heart, God prepares for the final plague, the slaying of the first born, telling Moses "after that, he will let you go from her; indeed when he lets you go, he will *expel* [emphasis is in the Torah text—*garesh yigaresh*] you from this." And when the moment for departure comes, "the Egyptians urged the people to hurry in their ejection from the country, for they said, 'we will all die.'" God knew that the pull factor—the dreams of freedom and of a land of their own—would not suffice to cause the Hebrews to embark from Egypt. And so He engineered the push factor. We do not require miracles and divine intervention to lead us out of servitude; we are in a position to exercise free choice.

But for most of us, I hope the bad day is the occasional day. Moses had some of those at the office. In fact, it began before he even took the job. "Who am I that I should go to Pharaoh," complained Moses at the Burning Bush. After more *kvetching*, "The Lord became angry with Moses," but He assigns Moses' brother Aaron to assist him. So Moses took the assignment; he demanded of Pharaoh, "Let my people go." It did not go well. Not only did Pharaoh refuse, but he demanded that the Hebrew slaves meet their brick quotas but stopped supplying straw. So the people *kvetched*, and so Moses *kvetched* more: "Lord, why did you bring harm on this people? Why did you send me?" God assured Moses "Now you'll see what I will do to Pharaoh," and charged him with reassuring the Hebrews. He failed. So God told Moses to revisit Pharaoh. Moses remained skeptical. "The Children of Israel didn't listen to me; why would Pharaoh." Ten times God sent Moses back to Pharaoh. Finally, first born die. Hebrews leave. Pharaoh reconsiders and sets out to recapture his slaves. The Egyptian army approaches, and the people *kvetch* again, accusing Moses of leading them to their deaths. This time, we think Moses has mastered the bad day. He boldly addresses his people: "Don't be afraid! Stand and behold the Lord's deliverance!" But no; there is something the Torah neglects to tell us, because God then says to Moses, "Why do you cry out to me?" Apparently, Moses was still having trouble dealing with a bad day.

Our final Torah vignette of the month is Moses, yet again having a bad day. The Amalekites attacked. Moses, having figured out that holding his staff aloft was a useful trick, does so, and the Hebrews begin to prevail. But not fast enough. Moses grows weary holding his staff. The Torah focuses us on poor Moses, whose legs and arms hurt. Such a terrible thing; never mind the Israelites who have been wielding swords in frantic battle hour after hour. And so Joshua and Hur, his adjutants, sit him on a rock and support Moses' arms. Jews win.

Having a bad day. The Torah is telling us to talk to the boss, accept the help of our family, and rely on the support of the people with whom we work. It's still a bad day, but we can prevail.

## Mazel Tovs

**Mazel Tov** to **Scott Brown**, Vice President for Leadership Coaching on being approved by the International Coaching Federation as an Associate Certified Coach (ACC).

**Mazel Tov** to **Kim Kaplan**, on assuming the role of interim Board Chair of Advancing Jewish Professionals (AJP)-NYC.

**Mazel Tov** to **Julie Finkelstein**, AJP-NYC Board Member on her recent appointment of Senior Program Manager for the Foundation for Jewish Camp.

**Mazel Tov** to **Rebecca Leibowitz**, AJP-NYC Board Member for six years, on her new role as the Assistant Director of the Jewish Federation of Charleston, SC.

**Mazel Tov** to **Jesse Ulrich** on his recent appointment of Content Manager at JewishBoston.com.

## Berman Jewish DataBank American Jewish Year Book Discount

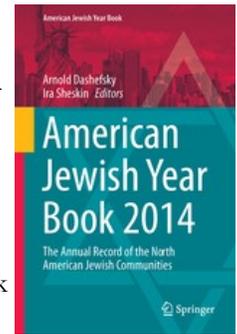
JPRO Network is pleased to partner with the **Berman Jewish DataBank** in offering JPRO Network members a significantly discounted price for the American Jewish Year Book 2014. The DataBank has arranged for the discounted price with Springer International Publishing AG, the Year Book's publisher.

For decades, the American Jewish Year Book has been an important and valuable resource for academic and other researchers; professionals and volunteers at Jewish institutions, organizations and foundations; the media; and educators and students.

Now under the editorship of Professors Arnold Dashefsky and Ira Sheskin, the 2014 Year Book features a forum on the Pew Research Center's Survey of U.S. Jews, in addition to articles on gender in American Jewish life; national Jewish affairs; Jewish communal affairs; Jewish population in the United States; the demography of Canadian Jewry; and world Jewish population. It also contains up-to-date listings of Jewish communal organizations and agencies, academic programs, research resources, and the media. More details on the Year Book's contents are provided [here](http://tinyurl.com/nwkn58n) (<http://tinyurl.com/nwkn58n>).

The discounted price of \$77.95 per copy represents a 72% reduction from the list price of \$279. To order, please carefully follow the directions on the order form (<http://tinyurl.com/nwkn58n>). Orders will be accepted if postmarked by January 15, 2015. Delivery of the Year Book will be made directly by Springer.

If you have any questions about this offer, please contact the Berman Jewish DataBank at [info@jewishdatabank.org](mailto:info@jewishdatabank.org).



## Graduate Programs

**Spertus** officially launched the Center for Jewish Leadership on October 26, 2014, with an impressive symposium titled Entrepreneurship, Innovation, and Jewish Leadership. Leaders from both the US and Israel were brought together. There was a panel of presenters that shared their insights on entrepreneurship, innovation, and Jewish leadership.

In 2015, the Center for Jewish Leadership will present new master's classes and workshops, leadership lectures, community mentoring, an awards program for Jewish communal innovation and collaboration, and a range of new professional certificates. Applications are now being accepted for the Spring 2015 cohort of the Certificate in Jewish Leadership, offered jointly by Spertus Institute and Northwestern University, as well as for the new Certificate in Jewish Arts Education. For more information, visit their website: <http://tinyurl.com/p4ct9f8>.



**The University of Michigan's Jewish Communal Leadership Program (JCLP)** is accepting applications for Fall 2015 on a space-available basis. Earn an MSW degree and Certificate in Jewish Communal Leadership in 20 months. JCLP is for emerging leaders committed to helping Jewish communities meet 21st-century challenges while also addressing broader social concerns. Dual-degree options and coursework in community organizing, management, intergroup dialogue, and therapeutic interventions. Field placements locally, nationally, and internationally through a partnership with University of Haifa. For more information, visit their website: <http://ssw.umich.edu/offices/jewish-communal-leadership-program> or contact Andrea Siegel: [ansiegel@umich.edu](mailto:ansiegel@umich.edu).



## **The Jewish Theological Seminary of America Jewish Studies and Social Work Program**

The Jewish Professional Leadership (JPL) Program is the umbrella for the two dual-degree programs through The Graduate School of JTS and Columbia University. Students in the JPL Program participate in an integration seminar which allows them to explore the intersection of their two masters as well as other relevant issues in the Jewish community. Go to [http://jtsa.edu/Academics/Registrar/Academic\\_Bulletin/AB\\_Jewish\\_Studies\\_and\\_Social\\_Work.xml](http://jtsa.edu/Academics/Registrar/Academic_Bulletin/AB_Jewish_Studies_and_Social_Work.xml) for more information.

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The Jewish Professional Leadership (JPL) Program is the umbrella for the two dual-degree programs through The Graduate School of JTS and Columbia University. Students in the JPL Program participate in an integration seminar which allows them to explore the intersection of their two master's as well as other relevant issues in the Jewish community.

Students study simultaneously at both schools and are awarded two degrees: Master of Arts in Jewish Studies (JTS) and Master of Public Administration (Columbia). At The Graduate School, students take twenty-four credits. In order to fulfill prerequisite requirements, a student may need to take additional Jewish studies and Hebrew courses prior to graduation. An additional six credits toward the degree are transferred from SIPA. Go to [http://jtsa.edu/Academics/Registrar/Academic\\_Bulletin/AB\\_Jewish\\_Studies\\_and\\_Public\\_Administration.xml](http://jtsa.edu/Academics/Registrar/Academic_Bulletin/AB_Jewish_Studies_and_Public_Administration.xml) for more information.



## Events & Updates

### AJAS

#### 2015 Annual Conference

**Dates & Location:** February 22-25, 2015, Hilton La Jolla Torrey Pines, San Diego, CA

The theme of this year's conference is "Strength in Membership—United in Mission". The conference will consist of keynotes, breakouts and roundtables. There will also be a new concept introduced, AJAS Speaks. This session will include five-15 minute presentations by selected speakers on inspiring topics. There will also be a Boot Camp series that will focus on

Development/Fundraising and Marketing. The conference offers great educational value and

numerous networking opportunities.

For more information, go to <http://tinyurl.com/plk8czu>.



### The Wiener Educational Center at UJA-Federation of NY

The Wiener Education Center has announced its upcoming workshops for professionals working in Jewish nonprofits, synagogues, and day schools. January, 2015 workshops are listed below.



For details and registration, go to: <http://www.ujafedny.org/workshops>.

#### Leading Change Through Influence and Persuasion

*For all professionals responsible for leading change efforts*

Wednesday, January 21, 2015, 9:00 AM—4:30 PM

#### Fundraising for Non-Fundraisers-FULL

*For managers*

Thursday, January 22, 2015, 9:00 AM—4:30 PM

#### Program Budget Management

*For managers with budget oversight*

Thursday, January 22, 2015, 9:00 AM—4:30 PM

Other Workshop topics include: Fostering an Energized Workplace (2/3/2015), Leading Green: Creating a Sustainable Future for the Jewish Community and Beyond (2/10/2015), Strategic Storytelling to Recruit and Inspire Donors and Volunteers (2/12/2015), Communicating with Challenging People (2/24/2015), Created Equal: Men, Women and The Ethics of Shared Leadership (3/3/2015), Leader as Facilitator (3/9/2015), Executive Presence for Women in Leadership (3/24/2015), Introduction to Strategic Planning (5/6/2014), and Managing Priorities: Your Time and Your Work (5/14/2015)



**BunkConnect** is an easy way to find great summer experiences for first-time campers, at special rates. They match eligible families with available overnight camp sessions, priced from 40-60% off. For more information, go to [www.BunkConnect.org](http://www.BunkConnect.org).

To learn more about **BunkConnect** or partnering with Foundation for Jewish Camp, contact Rebecca Kahn, Program Director at [rebeccak@jewishcamp.org](mailto:rebeccak@jewishcamp.org).

#### LifeHacks From My Grandparents

**Big Tent Judaism** presents a new service that enables individuals and families to share Jewish values.

LifeHacks From My Grandparents, reimagines the lessons of the Torah as modern life hacks that people can implement to improve their own lives. Visit [www.JewishLifeHacks.com](http://www.JewishLifeHacks.com) to read the latest hack, and to sign up to receive weekly emails.



## Scholarships

### FEREP (Federation Executive Recruitment and Education Program) Graduate Scholarship

(Deadline to apply: **February 6, 2015**)

The FEREP Graduate Scholarship Program recruits, supports and develops future professional leaders for the North American Jewish Federation System. Funded by the Jewish Federations of North America Mandel Center for Leadership

Excellence, FEREP awards scholarships of up to \$40,000 to individuals who meet eligibility requirements and are committed to working in the Jewish Federation system following graduate school. To learn more, visit [www.ferep.org](http://www.ferep.org) or contact

[FEREPscholarship@jewishfederations.org](mailto:FEREPscholarship@jewishfederations.org).



## Fellowships and Scholarships *Continued...*

### JCC Association Graduate Scholarship

The scholarship application for the 2015-2016 school year is open.

The scholarship is intended for applicants interested in working in a JCC after graduation. Scholarships up to \$20,000 for two years of study are available. Tuition Assistance is also available for current Full Time JCC Professionals who are attending Grad school part time.

For applications and more information, please visit [JCCWorks.com](http://JCCWorks.com).

Deadline for application submission is **February 1, 2015**.



### The Jewish Federation of Greater Washington Tomorrow Fellowship

Are you a mid to upper level manager working in a Jewish agency, organization or synagogue? Do you feel the urge to explore ways to advance your professional skills for the betterment of the local Jewish community? Are you hoping to meet and network with professional peers and leadership experts?

The **Tomorrow Fellowship** is an innovative and exciting leadership development training opportunity designed specifically for Jewish professionals.

The **Tomorrow Fellowship** program includes:

- A series of interactive classes, workshops and meetings to learn critical professional skills
- The opportunity to network with like-minded professional peers
- A day-long interactive training by one of the premier leadership training organizations in the country, The Ritz-Carlton Leadership Center at the Ritz-Carlton in Georgetown;
- The opportunity to work with **Orlee Turitz**, certified coach and leadership consultant
- An open dialogue with local and national agency executives about the issues they face and the challenges and opportunities we have as a community.

For more information and eligibility requirements, go to <http://tinyurl.com/pf2tels>.

Application Deadline is **January, 19, 2015**.



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#### Mission

The JPRO Network 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.jpro.org](http://www.jpro.org)

**Newsletter Staff** — Emily Welikson, Editor

Jacob Solomon, President Brenda Gevertz, Executive Director

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Your e-mail will be automatically added to our listserv through Constant Contact. It is free, fast and easy!