

# Network of Jewish Human Service Agencies



**The International Association of Jewish Vocational Services (IAJVS) and Association of Jewish Family & Children's Agencies (AJFCA) have been meeting for over two years to form what is now called the Network of Jewish Human Service Agencies (NJHSA).**

**NJHSA Update  
January 13, 2017**

## **First NJHSA CEO Named**

The Network of Jewish Human Service Agencies Steering Committee is thrilled to announce the appointment of Reuben Rotman as its inaugural Chief Executive Officer.

The Network's mission is to become a leading voice for human service organizations - the go-to place for best practices, research, innovation, and partnerships. The Network will focus on the needs of its members and help elevate the profile of each agency as well as the profession as a whole. The Network's over-arching goal is to strengthen and empower those who seek services from us.

One of the forward-looking innovators who helped envision the Network, Reuben brings expertise in strategic thinking, planning, and implementation with a deep understanding of the current challenges facing human service agencies. Under his leadership, the Network will bring great value to member agencies through inter-agency collaborations, creative partnerships with diverse business and non-profit sector groups, expanded revenue sources, and more.

Reuben's commitment to the field of Jewish communal service has been unwavering and has included operations and professional leadership experiences in Federation and Jewish Family Service organizations in Detroit and New York, as well as a board member of J-Pro New Jersey. Most recently, Reuben served as the executive director of Jewish Family Service of MetroWest NJ, where he oversaw significant revenue diversification for the agency, resulting in marked growth in both annual operating and endowment support, along with an expansion of populations served. At JFS MetroWest NJ, Reuben worked with a 38-member board of directors and two separate affiliated boards with over 60 trustees. Reuben's extensive and rich career is supported by two master's degrees, one in human service management and the other in Jewish communal service.



Reuben expressed his excitement about establishing the Network as both a thought leader in the human service field and as an organization that makes a difference for its members and the communities they serve. He noted that he is eager to "move the agenda forward for vocational, family, healthcare and all other Jewish human service agencies. As a leading-edge association with an international network, we have the opportunity to impact our field broadly. I am excited to begin working with a stellar group of leaders to build even greater partnerships."

As we start the New Year, Reuben and the Network Steering Committee look forward to your input as we work together to build the new organization. We will share more details as he transitions from his current position into his new role of CEO of the Network.

Please join us in congratulating Reuben Rotman and welcoming him to his new position.

**NJHSA Update**  
**December 13, 2016**

The steering committee is excited to announce that the NJHSA "Launch" Conference will take place in Chicago at the end of April 2018. There will be much more information to follow, and we will need lots of help planning this conference, so stay tuned for more information. Thanks to Paula Goldstein, CEO of Jewish Family and Children's Service in Philadelphia, for chairing the Launch Conference Committee and to Howard Sitron, CEO of Jewish Child and Family Services and JVS in Chicago, for hosting.

In a similar vein, NJHSA will be hosting a meeting October 28-30, 2017, for Agency Executives, at the Arizona Biltmore. This will be the first formal time for all 140+ Executives to gather. While there will be serious networking for all, there will also, of course, be compelling content. Stay tuned for more on this.

Last, many AJFCA Executives, who are on Facebook, have enjoyed the AJFCA Member Agency Executives (closed) FB page. Execs post questions or thoughts for others to see and respond to. (The latest was, "I just had an interesting call with a colleague who is doing very forward thinking strategizing and coalition building and supporting around the issue of what is next vis a vis a change in the executive administration. His good point/question is where is NJHSA on this. My agency has barely done anything. Have others done things to gather people, reassure, assess, etc.?".) This has been a quick and easy way to communicate and share resources and ideas and concerns to further our work and network. This now is an NJHSA Member Agency Executives (closed) FB page. If you're on Facebook and want to be part of this group, go to the page (<https://www.facebook.com/groups/ajfcaexecutives/>) and request to "Join Group." And then...use it!

**NJHSA Update**  
**November 23, 2016**

**Update from the Network of Jewish Human Service Agencies Steering Committee**

The members of the Network of Jewish Human Service Agencies Steering Committee are excited to report that much progress has been made in its CEO Search and we are hopeful that an announcement regarding the Network's new CEO will be forthcoming shortly.

The AJFCA membership vote took place on November 14<sup>th</sup>. Over 70% (of 125 members) of the membership was represented. It is our pleasure to report that the resolution to ratify the merger between AJFCA and IAJVS passed overwhelmingly with no opposition and two abstentions. Please remember that this is a merger as a legal matter only. The reality is that the IAJVS Board, the AJFCA Board and now the AJFCA membership have voted to create the new Network of Jewish Human Service Agencies. This action clears the way for the Steering Committee to file the necessary legal documents with the Attorney General's office of the State of New York, where both agencies are incorporated.

Last, in joining forces to create the new Network, the Steering Committee wants to reassure this readership that the finances of both associations have been examined and each have been deemed to be in solid financial shape, making it easier, financially, to move forward.

**NJHSA Update**  
**November 8, 2016**

**AJFCA & IAJVS Boards Vote "Yes"**

Many IAJVS and or AJFCA members are wondering about dues for next year and moving forward...  
*A large part of the impetus for the Network of Jewish Human Service Agencies has been the reality that dues paying membership associations are becoming anachronistic. Toward creating a modern association that is not (as)*

*dependent on dues, much discussion has happened and much activity still needs to happen. The NJHSA wants to create revenue streams, within its collective areas of expertise and experience, in order to provide valuable service and gain revenue from these, e.g., it's possible that the NJHSA will sell market rate strategic planning services. Further, the NJHSA wants to form partnerships with entities in the for-profit world, creating win-win situations, e.g., a drugstore chain might partner with the NJHSA to provide geriatric care management for its customers. These are just two illustrations of what is possible. At this time, however, this is aspirational, and will be worked on, in full force, during 2017. For the time being the Steering Committee is asking all agencies to budget neutral for the next year, i.e., whatever you paid (or will pay) for 2016 is what the NJHSA will need for 2017. After 2017, it is fully anticipated that dues will be somewhat alleviated by alternative revenue streams.*

Lots of people have wondered what will be happening to the current Boards of Directors of IAJVS and AJFCA... These Boards have worked hard, have been kept apprised of the NJHSA's progress at regular intervals, and met on October 30th to approve the creation of NJHSA. Once NJHSA is officially/legally formed, both Boards will be sunsetted and can celebrate their accomplishments. The NJHSA interim Board of Directors will be comprised of the current Steering Committee members. However, soon after its creation a new Board will be formed (per the NJHSA's bylaws) and will look different than either of the current Boards of Directors of IAJVS and AJFCA. While there may be some executives and or lay leaders from our agencies on this Board it will also want/need to include other interested stakeholders, e.g., professional staff from interested foundations, business leaders whose businesses are interested in the work of the NJHSA, etc. In order for NJHSA to be much more than the sum of IAJVS and AJFCA, its Board needs to be populated by new thinkers who come from different places, backgrounds and industries, and who care deeply about the agencies where we all work.

Finally, on October 30, the IAJVS and AJFCA Boards met separately and both ratified the proposal to officially create the Network of Jewish Human Service Agencies. Of course both Boards have greenlighted the activities over the last two years that have led to this momentous decision, but this makes it (almost) final. As the AJFCA is a member association, there needs to be a member vote, which will be happening on November 14. Pictured are members of both Boards. It's really happening!



### **Network of Jewish Human Service Agencies (NJHSA) Update October 14, 2016**

NJHSA - The new VIBRANT association to assist Jewish Human Service Agencies serve our constituents more effectively, through collaborative initiatives and collective impact.

Thank you for responding to the recent survey. We appreciate your time and input. We plan to address some of the key issues raised in the survey in our next few bi-weekly newsletter emails.

1. What is the plan is for the spring conferences that each association holds annually?

*With NJHSA launching in early 2017 and with a new CEO coming on board around the same time, it was agreed that we will not be holding a spring conference in 2017. We are hoping to hold Regional Meetings in the fall of 2017. Stay tuned for the official announcement of the inaugural NJHSA conference in the spring of 2018.*

2. What will happen with the existing activities and opportunities that currently exist in each of the associations?

*The steering committee has been working through issues such as how best to communicate with members, managing the legal transition to the new entity, assessing the financial viability of the new entity and beginning to research alternative revenue streams. At this time, we plan to continue all of the activities and opportunities that member agencies currently receive. This includes activities such as networking, learning, professional development, best practices, sectoral issues, etc. We want to maintain the wealth of knowledge and sharing across the organizations. We will review all activities during our first year of operating the new association to determine what will stay, what will go, what will transition, what will be new. Your input along the way will be crucial.*

3. What are the legalities of the process?

*For legal purposes we are merging the two associations, however, what we are doing in practice is creating something brand new. We have a new name, a new vision and mission. We will be open to many other agencies besides members of IAJSV and AJFCA. Legally we are being practical, organizationally we are excited about our new beginning.*

## **Network of Human Service Agencies Update September 23, 2016**

Tremendous progress has been made in the last few months developing the Network of Jewish Human Service Agencies (the Network). From this point forward there will be updates, reporting on subcommittees' progress, as well as answering questions and concerns that many have brought up in response to the recent survey. To start:

**Fundraising:** Potential donors are beginning to take notice. The Lodestar Foundation has recently awarded the Network a \$50,000 2:1 matching grant, and we are well on the way to obtaining the \$100,000 match from other sources. These monies, and other grants from funders with whom we are now engaged, will help build new programs and greater value for our members, as well as allow us to develop permanent revenue streams that will eventually decrease reliance on dues.

**CEO Search:** The search for a CEO of the Network is continuing. Thank you for all of your referrals. Those referrals and responses to our posts on Jewish Jobs and Bridgespan garnered a wide variety of applicants, representing great diversity in background and experience. As we move from an initial candidate screening to more in depth candidate interviews, we are very confident that we will be able to hire the best of the best to lead the Network.

**Transition:** Both AJFCA and IAJSV will hold Board meetings the last weekend in October to vote to create the new organization. AJFCA member agencies will also be called upon to approve the new entity by an email vote. We are currently working closely with our attorneys to manage the organizational and legal matters. The plan is to have the Network begin operations early in 2017. In the meantime, we are continuing to integrate the day-to-day work of the two Associations.

## September 2016

The NJHSA will not be a merger but instead the creation of a vibrant international association to help all Jewish Human Service agencies to serve their constituents more effectively. In order to help accomplish our task, you guessed it, we've created lots of committees and subcommittees that are doing the heavy lifting. To guide the whole ship we have a Steering Committee comprised of:

1. Kim Coulter, President & CEO, JVS, Toronto
2. Paula Goldstein, CEO, Jewish Family and Children's Service, Philadelphia
3. June Gutterman, Co-chair, CEO, Jewish Family Service, Columbus
4. Judy Halper, CEO, Jewish Family and Children's Service, Minneapolis
5. Danielle Hartman, CEO, Rales Jewish Family Service, Boca Raton
6. Jim Kahn, Co-chair, Immediate Past President AJFCA and Jewish Family and Children's Service, Philadelphia
7. David Marcu, CEO, Israel Elwyn
8. Perry Ohren, CEO, Jewish Family Service, Detroit
9. Larry Reader, President AJFCA and Past President of Jewish Family and Children's Service, Houston
10. Leah Rosenbaum, CEO, JVS, Detroit
11. Jerry Rubin, CEO, JVS, Boston
12. Howard Sitron, CEO, Jewish Child & Family Services, Chicago
13. Judy Freundlich Tiell, Executive Director, Jewish Family & Career Services, Louisville

The Steering Committee has been working very closely with consultants from Conscient Strategies, Hannah Romick and Nancy Kaplan. And all of us have working very closely with Genie Cohen, Chief Executive Officer, IAJVS, and Irv Katz, Interim Chief Executive Officer, AJFCA.

There are subcommittees in the following areas, most of which are currently working, some of which are done and some which will begin their work in the near future:

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| 1. Launch Conference                   | 9. New Members                            |
| 2. Communications and Member Retention | 10. Advocacy                              |
| 3. Executive Search                    | 11. Revenue Research and Modeling         |
| 4. Finance                             | 12. Legal                                 |
| 5. Fundraising                         | 13. Name                                  |
| 6. Programs                            | 14. Location                              |
| 7. Organizational Culture              | 15. Structure, roles and responsibilities |
| 8. Governance and Board Structure      |   |

These groups are populated by Steering Committee members along with executives from other IAJVS and or AJFCA member organizations. There's a lot of activity going on in almost all areas, specifically CEO Search, Launch Conference, New Members, and Fundraising. We are pleased to report that we are on schedule to be operational in 2017. We will be reporting progress every other week as well as answering questions and concerns that arise.