



E-Lights: An IAJVS Publication for Executive and Professional Leadership

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IAJVS is a non-profit network of 27 national and international human service agencies throughout the United States, Canada, Israel, and Argentina. Our member agencies provide a vast array of services that have a direct effect on the lives of hundreds of thousands of people each year: career management, skills training, rehabilitation programs, health services, and home and community based services.

Message from the Executive Director and President

Excitement continues to build for the first-ever AJFCA-IAJVS Annual Conference to be held in New York City from April 15-17 2007. The conference theme *Strengthening our Communities Through Collaboration* sets the stage for the more than 40 workshops planned throughout the three day event. A sampling of topics include: *At-risk Youth, Achieving Ambitious Goals with Limited Resources, Addressing the Needs of the Disabled, Jewish Healing, Engaging and Embracing Generation X, JFS/JVS Collaborations and Partnerships, Holocaust Survivor Services, The President/CEO Partnership, Services to the Unemployed and Underemployed, Advocacy/Public Affairs, Caregiver Services, Refugee Family Strengthening Program, and Jewish Community Programming.* Our host agencies - JBFS, JCCA, and FECS - have planned a fabulous Sunday evening reception at The Frederick P. Rose Hall, Home of Jazz at Lincoln Center. Please check the IAJVS website in the next two weeks for more information and registration instructions. We hope to see you in the big apple!

IAJVS had another banner year. We continue to develop and implement North American employer partnerships and view these initiatives as exciting mechanisms for enhancing local capacity in placing and training mature workers. The IAJVS baby boomer North American Initiative is a work in progress and we have made great strides this year in the researching and developing of our agenda. We are confident that 2007 will see implementation of this project on many different levels.

We are most grateful to the Bank of America for its fourth year of funding IAJVS and its highly successful Train-the-Trainer initiative. This project to date has allowed more than 100 professional staff from our 29 member organizations the opportunity to build their professional skills and increase their's organization's capacity in serving our most vulnerable populations. Other professional development activities in 2006 included the participation of forty-eight staff members representing twenty-four agencies on four educational calls touching upon a variety of issues including *Effective Collaborations, How to Select Technology for your Agency, Change Management, and Volunteerism.* We hope all of the staff at our member agencies are taking full advantage of the timely and relevant resources IAJVS offers.

Wising you all a happy, healthy 2007 filled with prosperity and peace,
Genie Cohen
Executive Director

Karen Goldenberg
President

In Memoriam: IAJVS Remembers our Colleague and Friend, Ron Coun

IAJVS lost a great leader and friend with the death of Ronald I. Coun on December 24, 2006.

Ron recently retired as the Executive Director of the Jewish Vocational Service of MetroWest, NJ and was honored at the dedication of the Ronald I. Coun Center for Creative Maturity at the agency's headquarters. The Center will focus on helping seniors, the aging, retirees, preretirees, the frail elderly, and the healthy mature adult maximize and redefine their life's potential.

Friends and colleagues remembered him for his professional and personal gifts. Dr. Len Schneider, Ron's successor as Executive Director at JVS, called Ron "a teacher who helped his colleagues navigate the ever-churning waters of government, the organized Jewish community, and the world of philanthropy..."

"He was strong to the end," said Schneider. "His intellectual capacity and his energy and his lust for life were undiminished. Within the professional world, he was remembered and loved by many of the clients of JVS and, without question, the staff," added Schneider.

Ron held many leadership roles in professional associations, including serving as the President of the Association of Jewish Vocational Professionals and of Jewish Communal Service Association (JCSA). In recognition of Ron's leadership and friendship, IAJVS will pay tribute to Ron in a special forthcoming issue of the Journal of Jewish Communal Service.

Jay Spector, President and CEO of JEVS Human Services and the immediate Past President of JCSA,

gave one of the eulogies to Ron before an overflow gathering at the funeral. In his remarks, Jay said "as he fought for his life, at work he fought for the rights of the disabled, the disadvantaged, the aged, and those facing discrimination and anti-Semitism.

Because of his work thousands of people have been afforded the opportunity to live self sufficient lives— lives with honor, dignity and hope. Because of his work, hundreds of colleagues have benefited from his wisdom and friendship... For us that knew him as the consummate professional in our field, he quickly became a friend, a mentor, and just someone you wanted to be around."

Max Kleinman, executive vice president of United Jewish Communities of MetroWest, NJ, and a colleague of Coun's for 25 years, remembered Coun as an exemplary agency director. "He really took JVS to new heights by developing terrific partnerships with the state and federal government, leveraging the allocations JVS received from our UJA Campaign," said Kleinman. "He assured that the services offered by the JVS were first-rate. He was an advocate for the needs of the downtrodden and



Pictured above: Ron Coun.

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In Memoriam: IAJVS Remembers our Colleague and Friend, Ron Coun

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was a very innovative person at a very innovative agency.”

Kenneth R. Heyman, UJC MetroWest president and a former campaign chair, agreed. “Ron was very compassionate and very strong in his 100 percent commitment to JVS,” he said.

Ron died in his sleep, leaving his wife of 42 years, Dorothy; his daughter, Rachel of Manhattan; his sons, Jonathan of Midland Park and David of Brooklyn; and two grandchildren, Alex and Charlie.

He was buried Dec. 27 after funeral services at the Bernheim Apter Kreitzman Funeral Chapel in Livingston.

Contributions may be made to the Ronald I. Coun Center for Creative Maturity, c/o Leonard Schneider, 111 Prospect St., East Orange, NJ 07019.

For more information on the Ronald I. Coun Center for Creative Maturity, please contact Dr. Len Schneider at drlen@jvsnj.org.

The article above included excerpts/information from two articles published on Ron Coun. The first originally appeared in the JCSA January 2007 Newsletter, Volume 4, Issue 5. The second originally appeared in New Jersey Jewish News, written by Robert Wiener. They were both reprinted with permission.

“Because of his work thousands of people have been afforded the opportunity to live self sufficient lives- lives with honor, dignity and hope. Because of his work, hundreds of colleagues have benefited from his wisdom and friendship...”



Pictured above: Ron Coun accepts a plaque from JVS MetroWest Executive Director Len Schneider and JVS MetroWest Board President, Ruth Steckelman Popkin.

Fall 2006 IAJVS Board of Directors Meeting

The IAJVS Board of Directors (BOD) met in Phoenix, Arizona November 4-6 at the Arizona Biltmore Resort and Spa. The BOD reviewed the achievements and challenges of the past year and discussed an agenda for the upcoming year. This year, the primary focus of the meeting was developing a network-wide baby boomer initiative.

IAJVS was fortunate to have Mark Handelman, President, *Sector 3 Strategies*, LLC, as a guest facilitator at the meeting. *Sector 3 Strategies* provides management and program consultation services to non-profit agencies throughout the United States and overseas.

Mark was hired by IAJVS to research and assess what the IAJVS network offers now in terms of ser-

vices for the baby boomer age group. Mark shared his findings with the BOD during the Sunday morning session. The BOD then spent the Sunday afternoon session discussing and debating how IAJVS should market itself as the “go to” agency for baby boomers.

During the Monday session, the Board reviewed IAJVS’ many accomplishments from 2006. IAJVS received a \$75,000 grant from Bank of America to design and implement the Train-the-Trainer workshop at the annual conference in May 2006. Of the total grant, \$34,800 in stipends was provided to twenty-nine professional staff from affiliate agencies to attend the conference.

IAJVS was also awarded an unsolicited grant of \$1 million to provide employment and training opportunities for persons with disabilities in the financial services sector. JVS Los Angeles, JVS MetroWest, and JVS San Francisco are the participating affiliate agencies collaborating on the national initiative.

The 2006 IAJVS annual conference was held in Minneapolis, and brought together more than 125 executive and professional staff from North America and Israel to discuss, share, and debate critical issues facing our fields of service, with a particular emphasis on the growing maturing workforce.

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Pictured above L to R: Board members Len Schneider, Aryeh Sherman, and Barbara Nurenberg greet each other at a welcome dinner at the Biltmore.

Fall 2006 IAJVS Board of Directors Meeting

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Additionally, IAJVS secured \$4,750 in corporate sponsorships for the 2006 annual conference. This represents the largest amount raised and the most sponsors supporting the conference to date.

IAJVS has also moved forward on three important international employment partnerships with CVS/pharmacy, Schneider National Inc, and the US Department of Veterans Affairs.

For more information please contact Rachel Petru at (215)854-0233 or petrur@iajvs.org.



Pictured above from L to R: Carla Richert, Jennie Rothschild, and Howard Berger listen to facilitator Mark Handelman during the Sunday morning session at the Fall 2006 IAJVS Board of Directors Meeting.

IAJVS Professional Development Committee Hosts Call- *Volunteerism: Finding Them, Using Them, Managing Them*

The IAJVS Professional Development Committee (PDC) hosted a call on November 8th, 2006 titled *Volunteerism: Finding Them, Using Them, Managing Them*. The call was moderated by Dorothy Mantis, Volunteer Coordinator/Social Worker, JVS Detroit.

The objective of the call was to discuss how effective volunteer programs operate at different IAJVS member agencies. The call focused on volunteer programs at F·E·G·S, JVS Boston, and JVS LA. The call was meant to be a sharing and learning experience

for best practices and effective use of volunteer services.

Dorothy Mantis, call moderator, introduced each speaker. Participants on the conference call were able to follow along with each speaker's presentations by opening the PowerPoint slides developed by each speaker for the call. The speakers were: Stacey Rosenbluth, Program Manager, Student Internship Program and Volunteer Services, F·E·G·S; Nancy Karp, Manager of Alumni and Support Services, JVS Boston; and Jessica Fisher,

Volunteer Coordinator, JVS LA.

The PDC Volunteerism call was very popular with 47 participants representing 18 IAJVS agencies. The call provided a good beginning point from which the group can now address other issues related to volunteer programs.

For more information, please contact Rachel Petru at (215) 854-0233, or petrur@iajvs.org.

JVS Boston names Jerry Rubin as next President & CEO

Jerry Rubin has been named the next President and Chief Executive Officer of JVS Boston. Mr. Rubin, the current Vice President of Building Economic Opportunity at Jobs for the Future, will assume his new post in mid-January. Mr. Rubin was hired after a seven-month national search by the JVS Search Committee.

Mr. Rubin has an extensive background in economic development and workforce training. For more than a quarter century, Mr. Rubin has demonstrated an unwavering commitment to economic and social justice for low-wage workers and low-income individuals and families. He excels in managing organizations through an ever-changing external funding environment.

“Jerry Rubin is the exceptional, entrepreneurial leader who can pick up where Barbara Rosenbaum left off and help JVS continue to develop and implement a dynamic and highly effective strategic vision,” said Penny Garver, Senior Vice President of Sovereign Bank and Chair of the JVS Board of Directors.

During his tenure at Jobs for the Future, Mr. Rubin added innovative national programs, supported by major national and local foundations and federal funding, successfully doubling the size of the Building Economic Opportunity for Adults program to place and advance low-skilled adults in jobs in the health care, community college, and other key sectors.

“I am delighted and honored to be joining JVS as it embarks on this newest phase of its mission to bring economic advancement to Boston’s neediest individuals and their families,” Mr. Rubin said. “I look forward to leading the organization to innovation and continued success with the support of our Board of Directors and dedicated staff.”

Prior to joining Jobs for the Future, Mr. Rubin was Founder and President of the Greater Boston Manufacturing Partnership (GBMP), which provided manufacturing improvement consulting and workforce training solutions for small and mid-sized manufacturers and their employees. Before GBMP, Mr. Rubin was Chief of Staff and Director of Policy and Planning for the Economic Development and Industrial Corporation of Boston, the city agency responsible for economic development and workforce training. Mr. Rubin was also founder and first Executive Director of the Coalition for a Better Acre, a community development corporation in Lowell, Massachusetts. Mr. Rubin holds a Bachelor of Arts degree in Political Science from Clark University and received a master’s degree in City Planning from M.I.T.

For more information please contact Danielle Wachs at (617) 399-3128 or dwachs@jvs-boston.org.

The Healthy Families Program at Jewish Family & Career Services Atlanta

The Healthy Families Program of the Jewish Family and Career Services (JF&CS), recognized nationally as a “National Best Practice Model” by the Administration for Children and Families, has expanded its program. In October 2006, a new federal grant was awarded from the U.S. Department of Health and Human Services (HHS) in the amount of \$250,000 per year for five years. This has advanced the scope and reach of the program, increasing the capacity to provide services to more refugee communities.

The program is touching more lives and strengthening more families and communities than ever before. In addition to serving groups from Afghanistan, Kurdistan, Bosnia, Iran, Iraq, Ethiopia, Serbia, Sudan, Somalia, Togo, Liberia, Cuba, and Haiti, the program now provides customized marriage and family strengthening workshops to refugee couples from Vietnam and the former Soviet Union.

Additional professionals with expertise in program development and international refugee populations have been hired. Program experts are closely reviewing several marriage education models and adapting them to meet the needs of diverse refugee populations. JF&CS Healthy Families professionals also provide assistance and training to other federal grantees who are implementing refugee family enrichment programs, through an additional new grant funded by the HHS Office of Refugee Resettlement, operated by the Hebrew Immigrant Aid Society.

There has been an expansion of partnerships with more community organizations and subcontracting agencies. This enables the program to address the needs of families in more ethnic communities where they live. Enhanced community presence and partner relations helps emerging refugee communities identify their own assets and resources to strengthen their families.

Coalition staff and mentor couples are being trained to conduct groups in their local ethnic communities. Couples are recruited through a network of community organizations and leaders who have established relationships and trust within their communities. This promotes openness to the program and reduces many fears that are common in refugee populations. The community leaders are given ongoing training about group processes and issues as well as increased sensitivity regarding the context of refugees’ backgrounds and experiences, language, beliefs, and cultural norms. Classes are taught at convenient times and places with translated materials. Three groups have been successfully conducted so far and many more groups are beginning to launch. The goal is to provide services to at least 245 couples this fiscal year.

For more information please contact Paula Chandler, Director, Career & International Services, JFCS Atlanta, at (770) 677-9442 or visit www.jfcs-atlanta.org.

JVS Toronto Launches Employer Services Division

As JVS Toronto celebrates 60 years of service to the Greater Toronto community, the agency's mandate for "bringing people and work together" continues to be its driving force. Equipping clients with the skills, training and knowledge to succeed in the workplace is one side of the equation --- building trusting relationships with employers who value the agency's judgement to match their needs with the right candidates – is the other critical success factor.

Recognizing that JVS Toronto has developed core competencies in the areas of employment and career counselling, assessment and training – all with a focus on the "job seeker" - the Corporate Strategic Plan released in January 2006 identified *Employer Services* as a priority area and one of five strategic areas for JVS Toronto's future growth. Other key growth areas include: *Disability Services*, *Jewish Community Services*, *Newcomer Services*, and *Youth Services*.

At a time when all three levels of government are transitioning to a "pay-for-performance" funding model predicated on the delivery of job placement outcomes against targets, it is particularly timely that JVS Toronto has chosen to focus on building and strengthening its relationships with employers through a coordinated agency-wide approach that relies on interdepartmental collaboration to ensure its success.

In May 2006, an *Employer Relationship Management Task Force* was formed that identified the following core objectives for implementing an Employer Services Strategy: to position JVS Toronto as agency of choice to secure the right job placement; to secure repeat business and hence increase employer satisfaction and retention; to develop a greater pool of employers as sources for potential sponsorships and fundraising revenue; and to build an awareness of our fee-for-service business with select employers by offering JVS specialized skill sets (e.g. assessment services, coaching, training, mentorship) on a competitive basis.

Sam Cukierman, newly appointed VP, Employer Services and Marketing explains, "one of the key mandates for Employer Services is to harness the existing skills of JVS job developers, and integrate best sales practices developed in top sales organizations to ensure that we are perceived by employers as best in class at what we do." Account representatives will be assigned to high profile, national, multi-purpose or special accounts that for strategic reasons (e.g. Strictly Business, IAJVS partnership, multiple programs, employment equity targets, etc.) require special account management.

From an operational perspective, this translates into developing a well-trained outreach sales and marketing team who can build long-term relationships with employers, thereby earning confidence in the agency's capacity to meet their recruitment and placement needs. By expanding relationships with employers and by enhancing services that are provided to them through customized fee-for-service offerings, client employment outcomes will increase.

Employer Services is driven by the motto: "Your one-stop employment solutions shop." It is a win-win-win
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JVS Toronto Launches Employer Services Division

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situation for clients, employers and JVS Toronto as an organization whose funding is becoming increasingly tied to job placement and retention rates.

As JVS enters 2007, the following initiatives are already underway to support the successful implementation of our Corporate Employer Services Strategy: an initial one-day training session was held in December 2006 to share/ obtain feedback from front line job developers (approximately 35) on employer strategy and account management model; provide sales outreach training techniques and tips; assign account representatives; clarify roles/ responsibilities of job developers and account representatives; discuss sales outreach protocols; and table a draft on performance monitoring.

Quarterly Sales Outreach Meetings have been arranged for January, April, June and September 2007 involving all agency job developers.

Further customization of agency database (using Efforts-to-Outcomes software) to effectively track client and employer data through the full continuum of service from how many clients are sent to an employer, to how many are interviewed, to how many are placed and to how many remain employed. The ultimate goal being to successfully match clients to employers in a timely manner based on solid data about respective qualifications and business needs.

Development of training and support materials including the Employer Services Outreach Handbook (continuously updated with tips, techniques, marketing materials, etc.), the newly designed Employer Services brochure and soon to be released JVS Toronto Guide to Services 2007.

JVS Toronto will host of our fifth annual Strictly Business Luncheon (May 2007), an integral part of the corporate marketing strategy, providing a platform to showcase and acknowledge through special awards the talents of both the clients placed and the employers who hire and help them to succeed.

For more information about JVS Toronto's Employer Services, please contact Sam Cukierman, VP, Employer Services and Marketing at (416) 787-1151 ext. 216 or email scukierman@jvstoronto.org .

JEVS HUMAN SERVICES: What's in a *NEW* Name? Plenty!

Jewish Employment & Vocational Service is a name that has served us long and well. But when you think about who we are today, the name just seems so---*insufficient*. Too narrow, too skimpy---it doesn't really fit us any more. We'd outgrown it.

In 2007, our organization is a vast, multifaceted network that delivers a wide variety of services to an even wider diversity of consumers. While employment and vocational assistance is still a huge part of our work, we are now so much *more*.

JEVS Human Services, our new name, tells the whole larger story of who we have become. It communicates the broader scope of our capabilities and the greater extent of our versatility. It makes it easier for us to talk about JEVS' numerous programs and "explain" ourselves to others more effectively. In short, it helps us reach more of the people we need to reach, and do more of the work we do so well.

The expressive new tag line "*Making Hope Happen*" sums up that work in three little words, telling the world *exactly* what we do here each and every day. The phrase supports and expands our new name by adding an important emotional aspect to it. In advertising lingo, a tag is used to help establish "brand identity"---the image we project and the impression we make on people. Inspiring and definitive, "*Making Hope Happen*" is a warm, fresh way to say "*Helping People Help Themselves.*"

Our New *Human* Logo

A new name deserves a new look to go with it. While the old triangle graphic may have suggested

direction and focus, it now seems a little too structured and confined. The new logo design is "organic", free, and open. The little stylized person seems ready to fly---an individual for whom, clearly, JEVS Human Services has helped to make hope happen.

Creating our new name and logo design was an exciting and collaborative process. After identifying an outside firm to take us through the process, a series of focus groups and interviews with leadership and staff at various levels in the organization proved to be invaluable. What emerged was a clearer picture of *who we are* and what *we want others to know about us*---a platform on which to build our new brand mark and image. From there, a small team worked through various design and tag line options, keeping in mind the essential messages we hoped to convey to our constituents. With executive staff and Board leadership buy-in, the final "reveal" to the Board of Directors was a complete success.



Pictured above: The new JEVS
HUMAN SERVICES logo design.

For more information please contact Kristen Rantanen, JEVS Human Services, at (215) 854-1806 or kristen.rantanen@jevs.org.

Innovative F·E·G·S Programs Span the Ages, Reaching Seniors, Adults, and Youth

F·E·G·S Health and Human Services System has inaugurated five new programs that address a variety of needs for consumers ranging from senior adults to young people about to leave the foster care system.

NNORC: A New Social Demographic

F·E·G·S has launched *Project Independence*, the Neighborhood Naturally Occurring Retirement Community (NNORC) Supportive Service initiative, one of the first such programs in New York State. Modeled after an urban design, this program seeks to address the varied needs of the exponentially growing aging population.

Thanks to support from the New York State Office of the Aging, the F·E·G·S program enables seniors to remain with the greatest degree of independence possible in the homes and communities in which they have lived for most of their adult lives. *Project Independence* brings F·E·G·S together with the Town of North Hempstead, North Shore-Long Island Jewish Health Systems, Jewish Association for Services for the Aged (JASA), houses of worship, schools, other local organizations, and – most importantly – the residents themselves, to assess, develop, and provide a broad range of concrete, health, social, recreational and volunteer services.

A similar program, *Hands on Huntington*, works with support from the Town of Huntington, also on Long Island. F·E·G·S partners with the North Shore-LIJ Health System, the Suffolk Y JCC, other local organizations, and residents to provide health education, health screening, monitoring, case management, counseling, volunteer activities, educational and recreational resources, and even home maintenance and repair.

“A critical part of these programs is the involvement of the residents themselves in choosing the kinds of services they want and need. The first wave of baby boomers is now approaching the time where the need will increase for localized services to older citizens who are ‘aging in place’,” said Kathy Rosenthal, F·E·G·S Vice President, Long Island Regional Operations.

Helping Individuals Prepare for and Find Employment

Public assistance applicants and recipients benefit from the new F·E·G·S *Back to Work* program, supported by the New York City Human Resources Administration. Over the next three years, more than 70,000 individuals will participate in this innovative program, which combines practical work experience through internships with job readiness activities. Two days per week, participants attend F·E·G·S classes that provide a variety of job assessment and job readiness activities, including resume preparation, interviewing skills, computer classes, and more. Three days per week, consumers gain practical job experience through internships arranged by the City.

Another welfare-to-work program, *BEGIN*, provides adult literacy services for a public assistance population. The program combines internships and comprehensive job readiness services with an additional

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Innovative F·E·G·S Programs Span the Ages, Reaching Seniors, Adults, and Youth

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educational component for adults whose English skills may be limited. *BEGIN* provides up to one year's education and training in speaking, reading, and writing English. This special instruction will assist more than 14,000 individuals over the next three years. This program is also supported by the New York City HRA.

A third unique work preparation program, called *The Academy*, is aimed at young people over age 16 who are about to 'age out' of the foster care system. The program prepares young people for adult life by providing integrated, comprehensive and individualized educational, social, and workforce skills. Teachers work one-on-one with students in computer classes, GED preparation, and homework help, as well as career exploration, job readiness training, internship opportunities, mentoring, and counseling. This program, supported by a grant from the Heckscher Foundation is one of the only services specifically designed for foster care adolescents who so frequently fall between the cracks of traditional youth services programs.

For more information about FECS Health and Human Services System, please call (212) 366-8400 or visit www.fecs.org.

Shalom Denver / Jewish Family Service of Colorado Collaborates with the Jewish Disabilities Network

The Jewish Disabilities Network (JDN) in Denver, Colorado, provides services and coordinates resources to promote full participation of Jewish people with disabilities in the Jewish Community and the community at large.

The JDN is comprised of several Jewish organizations dedicated to addressing the needs of Jewish people with disabilities and their families. The Network promotes Jewish

identity and inclusion. It is a collaborative program of Jewish Family Service of Colorado, its SHALOM Denver work center, Allied Jewish Federation of Colorado, Keshet of the Rockies, and the Robert E. Loup Jewish Community Center (JCC). The Network is made possible through the generosity of Allied Jewish Federation of Colorado and the Jay and Rose Phillips Family Foundation.

In mid-November, a group of about 25 young Jewish adults with disabilities, sponsored by the JDN, participated in a recreational afternoon with members of BBYO, a Jewish teen leadership development program. The event was hosted by the Jewish Teen Center (JTC) in Greenwood Village, Colorado. Approximately 40 people in total attended the event. The JDN social group is comprised of young adults

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Pictured above: Heidi Kaufman with BBYO member Brandon Kaufmann.

Shalom Denver / Jewish Family Service of Colorado Collaborates with the Jewish Disabilities Network

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with disabilities who live throughout greater Denver. The social group includes eight residents of the JFS Group Home, a residence for adults with developmental disabilities. The activities focused on the inclusion of young Jewish adults with disabilities in everyday Jewish life, and included “schmoozing,” getting acquainted, participating in games, and just relaxing. Participants played pinball, video games and air hockey, enjoyed refreshments, and made new friends. Some exchanged hugs and phone numbers at the end of the afternoon!

Below is a recount of the event from BBYO member Daniel Smith, a 17-year-old junior at Rocky Mountain Hebrew Academy:

On an average Sunday, at around noon, I might be sleeping, eating pancakes, watching football, or spending some time with my family. That Sunday in November was not an average Sunday.

I spent that Sunday with some delightful young adults with developmental disabilities. Often, people are very uncomfortable around people with developmental disabilities. I know, because I share that feeling. I felt that exact same way that day, but it seemed to dissipate in a matter of minutes.

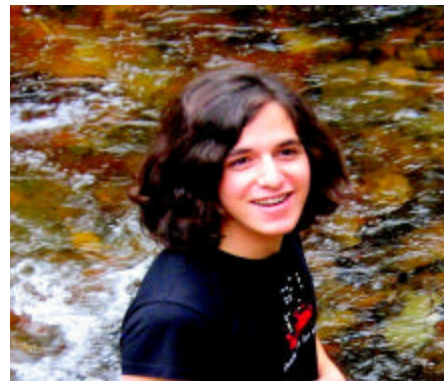
After shooting some pool, playing some air hockey, and participating in some genuine down-to-earth conversation, I felt quite comfortable with these young adults, who are more like me than I originally thought. I soon became comfortable enough to find myself smiling and laughing with these wonderful people. As the time progressed, I found myself wanting to simply engage in conversation with my new friends. I no longer wanted to talk about pool or air

hockey - I just wanted to talk as I would to old friends.

As each moment passed, I no longer felt like I was doing a mitzvah - rather, I was simply spending time with some friends. Although I still recognize differences between the people I spent time with last Sunday and myself, I feel less of a divide between us. With every tidbit that I learned about everyone, whether concerning work, school, big cities or TV shows, I began to feel a greater connection to my new friends. I think that I started feeling more human - more connected to who I am, and to who we all are.

The biggest thing that I drew from my experience that Sunday, is that people are people, and there is no condition that can ever come between people who want to connect.

For more information on the JDN, write or email:
Jewish Disabilities Network
c/o SHALOM Denver
2498 W. 2nd Avenue
Denver, CO 80223
Email: akrausz@jewishfamilyservice.org



Pictured above: BBYO member Daniel Smith, a 17-year-old at Rocky Mountain Hebrew Academy.

What's New at JVS Chicago

"There is nothing new under the sun" doesn't apply to the busy and ever-changing environment at JVS Chicago.

A new position of grant writer has been created at JVS Chicago to coordinate the myriad grants and contracts that are currently in-house, manage compliance, build relationships with funders and new prospects, and to identify and pursue grant opportunities. With our development agenda going full steam ahead, JVS just received two new grants: a three year \$100,000 grant from the Circle of Service Foundation which supports our e-Learning program for youth with disabilities and provides funds for expansion into a multitude of suburban counties; and the United Way Venture Health Grant, which promotes the development of curricula to teach non-English speakers how to effectively access health care services. Classes, which focus on communication skills and the language of health care medicine and emergency rooms, are being held at suburban schools where more than 35 native languages are spoken.

The Duman Microenterprise Center and Loan Fund has been looking at new dimensions of service, moving beyond providing micro-loans into more advanced technical training. Recently, the Center held two J-Women business courses targeted to Jewish women who are contemplating starting a new business or who are already established. Sixty-one women, from all traditions, ages and backgrounds, were taught business principles through the CORE FOUR program: success planning, operations, marketing and cash flow, and discussed how work/life balance issues impact themselves and their families. One woman who attended runs a kosher baking business and had no understanding of cost accounting. Through the course and staff mentoring, she realized that she was undervaluing her product. As a result, she readjusted her pricing, leading to a more positive bottom line.

The Jewish Employment Network (JEN) has been looking at new ways to help our congregational clients. A volunteer group of JEN executive clients launched a pilot training module called LEVEL EIGHT, an interactive training course and networking for displaced executives, drawing upon group knowledge to further enhance their job search effectiveness. The first group started on November 30 with 12 in attendance. The course will be evaluated, refined and tested with congregants from three synagogues as the first step in a newly reconfigured JEN effort.

The agency's English-as-a-Second Language Workplace Education unit has initiated a new marketing effort to promote our Effective Speaking training course. Group classes, which were successfully piloted at Walgreens, will be offered to companies to help limited-English speaking managers and professionals improve their basic communication skills and performance, and to increase overall workplace productivity and morale. As more foreign born workers are integrated into our workforce, as more customers are multi-lingual and as the global marketplace expands, this venture has great potential for success.

For more information please contact: Arlene Shafton, Coordinator, Community Relations, JVS Chicago, at (312) 673-3443 or arlen shafton@jvschicago.org.

Jewish Employment Montreal Creates a Partnership for Entrepreneurial Culture in the Jewish Day School System

ProMontreal Entrepreneurs, a program of Jewish Employment Montreal (JEM), recently introduced the Quebec Entrepreneurship Contest with Carrefour Jeunesse Emploi – NDG, a Quebec government program that promotes entrepreneurial culture in schools. The goal is to promote the development of entrepreneurship in Quebec by rewarding student entrepreneurship. The participating schools receive grants to support the development of these projects.

In 2006 there were four Jewish Day Schools, with a total of 270 students, from both elementary and high school, that participated in this initiative. Through various projects undertaken in class such as organizing plays, fund raising activities, and managing a mini-enterprise, students develop entrepreneurial attitudes, knowledge, and skills. Through these activities they learn to plan, define objectives, develop work strategies, share responsibilities, solve conflicts among themselves, work co-operatively, and interact. At the high school level they learn how to budget, raise capital through the sale of shares, and promote their products or services. Twenty-seven projects were submitted including a story book written by third grade students about Chanukah, a toy drive which raised funds for the Montreal Children's Hospital, and the design and creation of pajamas. Two projects from within the Jewish Day Schools came 3rd and 4th at the Montreal regional level.

ProMontreal Entrepreneurs, in partnership with local businesses, sponsored a private event to reward the winners and recognize their efforts. The main focus is to encourage the development of certain skills such as creativity, autonomy, responsibility, solidar-

ity, and leadership. Many of these skills are necessary when considering becoming an entrepreneur but are also important skills for hiring in today's job market.

Entrepreneurship can be learned at a very young age and is a means of developing skills and talent by providing young people with an opportunity to work on concrete projects they can link directly to real life. Planting seeds when the students are young allows them to have choices when they are older. Becoming an entrepreneur is not for everyone, it requires a certain personality, but having entrepreneurial skills can be learned.

For more information please contact Rachel Chemtob, Director, ProMontreal Entrepreneurs, Jewish Employment Montreal, at (514) 345-6419, or rachelchemtob@jemmontreal.org.



Pictured above: On the left is Cynthia Aboud, Senior Vice-President, Montcap Financial Services; far right is Rita Guindi, fifth grade teacher at Jewish Peoples & Peretz School (JPPS). The students are all fifth graders from JPPS.

JVS Detroit and the Michigan Prisoner Reentry Initiative

JVS Detroit is playing a key role in the Michigan Prisoner Reentry Initiative (MPRI) to help ex-offenders successfully reintegrate into the community. One of the primary goals of the MPRI is to protect public safety by reducing recidivism. Another is to help ensure the success of returning offenders through intense and collaborative service delivery systems.

MPRI has three phases: *Getting Ready*, *Going Home*, and *Staying Home*. JVS Detroit is operating the Work Option Reentry Center (WORC) to help returning offenders re-enter the workforce. By personally engaging individuals in an intensive orientation and reentry process, JVS Detroit is helping participants assess their employment options, vocational aspirations, educational objectives and career goals and implement personalized plans and goals. The agency also provides job development/placement services and referrals to other partners for support services.

WORC provides four employment options for participants, including *traditional employment* and support for individuals who received skills training prior to their release; *fast track employment* for those who do not have specific skills or interests but need to find employment as a first step to career discovery; and *career laddering* for individuals who have achieved 90 days of continuous employment who want to explore long term employment goals.

The Bureau of Justice Statistics indicates that over

50 percent of those released from incarceration will be in some form of legal trouble within 3 years. The MPRI is intended to point people in a new direction so rather than returning to a life a crime, they can enter the workforce and turn their lives around. The program is needed as approximately 95 percent of all incarcerated individuals will eventually be released from prison back into the community. In Michigan, nearly 10,000 prisoners are paroled from correctional facilities throughout the State annually. In addition to those paroled, there are hundreds more who are released after completing their sentences.

The Michigan initiative is a cooperative effort of the Michigan Department of Corrections, Michigan Department of Community Health, Michigan Department of Labor and Economic Growth, Michigan Department of Education, Michigan Department of Health and Human Services, the Governor's Office, and community stakeholders, including non-profit and faith-based organizations.

As a result of JVS' experience providing MPRI services in Detroit and the provision of comprehensive career development services out of the Oakland County office, a suburb of Detroit, the agency was recently awarded a second MPRI contract to service returning citizens in Oakland County.

For more information please contact Mike Reaume at (248) 559-5000 or mreaume@jvsdet.org.

JEVS Human Services Held the Official Groundbreaking For its New *Orleans Technical Institute* Facility.

Despite the threat of rain on September 13, 2006, JEVS Human Services held the official groundbreaking on the 6.5-acre site for its new *Orleans Technical Institute* facility on Red Lion Road (east of Roosevelt Boulevard) in Northeast Philadelphia. The 88,000 square-foot school, scheduled to open in July 2007, will feature larger, updated classrooms to enhance hands-on career training in building trades, court reporting and new programs.



Pictured above: Current building trades students marked the occasion of the groundbreaking with school director Jayne Siniari (middle).

The project will cost \$20 million, with at least \$5 million of the funding coming from private and public sources through The JEVS Campaign for *Orleans Technical Institute*. As of January 2007, the agency has reached 80 percent of its fund raising goal.

For more information please contact Kristen Rantanen, Vice President, Communications & Public Affairs, JEVS Human Services, at (215) 854-1806, or kristen.rantanen@jevs.org.



Above: Quick progress is made on the trades' wing of the new Orleans Tech facility.



Above: JEVS Human Services Board Chairman Ben Zuckerman, State Senator Mike Stack, Project Benefactor Jeffrey Orleans and President & CEO Jay Spector break ground on the \$20 million site.

JVS Boston Launches 2young2retire Program

For six weeks in November and December, 10 JVS Boston staffers participated in a pilot 2young2retire class for baby boomers who want to explore and take concrete steps in key areas of their lives: money, work, volunteering, health, and travel.

The class was taught by newly-certified 2young2retire facilitator, Martha Plotkin, the lead Career Counselor at JVS Boston. The content is based on the teachings of Howard and Marika Stone, co-authors of the book *Too Young to Retire* (Plume, 2004). Martha participated in a six-week teleclass taught by Howard Stone along with colleagues from JVS agencies in Philadelphia, Detroit and Minneapolis. Staff took part both to learn new skills/methodology in assisting boomers and also to as-

sess whether the IAJVS network should promote 2young2retire. Having quite a few "boomers" on staff, Martha decided to road-test her program in-house.

In the Boston pilot, "Rachel", a class member who had already decided to leave her position at JVS and to "semi-retire," used the class to explore an idea she'd been considering for some time: to develop a program for middle school kids teaching life skills via a curriculum that includes nutrition and budgeting. Rachel reports that when she signed up for the class she didn't realize how useful it would be. "The curriculum and homework assignments helped me articulate my thoughts and begin to take action. I have made a basic time line for doing my research, and I've set up some appointments

to speak with folks I think might be interested in my idea."

Another class member, far from retiring from JVS, expressed a desire to turn her love of boutique shopping into a future position as a buyer for these high-end specialty stores. Now she will begin to speak with store owners and managers and get some information on how to proceed.

IAJVS network colleagues are welcome to contact Martha Plotkin for more details at mplotkin@jvs-boston.org, or (617) 399-3110.

For more information on *Too Young to Retire* please visit www.2young2retire.com, or email Howard Stone at howard@2young2retire.com.

JFS Columbus' *Working Women in Transition* Program

Jewish Family Services in Columbus, Ohio is more than happy with having met the goals of its first quarter grant with the U.S. Department of Labor Women's Bureau in bringing helpful resources to *Working Women in Transition*. The agency secured \$4,000 for its successes and is looking forward to meeting its goals for the next quarter.

One of the components of the program for women over 40 offers is the opportunity to attend events that help them with job searching resources, resume writing, communication, money management and interviewing, and because of the grant, is cost free. To date, nine women have completed the program, successfully meeting their goal of finding full time employment.

"The program for these women does not end when they find work," said JFS Career Consultant April Walters, who is coordinating this program. "The women are still eligible to attend future informative events as well as continue to use additional resources that the program offers."

JFS Columbus Wins *Best Places to Work* Award for Second Consecutive Year

At a luncheon held at the Hyatt Regency November 9th, 2006, Jewish Family Services Columbus was one of 30 businesses and non-profit organizations to receive Business First's *Best Places to Work* award. The agency was rated number eight out of ten in the Small Company Category of organizations with 25 to 99 employees. Ten companies were also selected in both the Medium Company (100-499 workers) and Large Company categories (500 or more workers).

JFS Executive Director Chuck Weiden said, "Being named one of Central Ohio's *Best Places to Work* for the second consecutive year is a great tribute to a terrific staff. Everyday, every staff member at Jewish Family Services wants to do the most they can for every person who is truly making the honest effort to face life's challenges and improve their circumstances. When resources are limited, this award recognition is an affirmation of the meaningfulness to the work our staff performs daily."

Business First uses Quantum Market Research, a Kansas company that has conducted employment engagement studies for some of America's best-known corporations, to collect opinions from the employees of companies and non-profit organizations that become candidates for the Best Places to Work study. This is accomplished through a web-based questionnaire that workers fill out anonymously. Questions and statements on the survey were directed to such issues as, but not limited to Team Effectiveness; Alignment with Goals; Trust in Senior Leaders; Feeling Valued and Work Engagement.



Pictured from L to R are JFS staff members Marla Vucic, Fiscal Officer; Twyla W. Jones, Clinical and Outreach Services Director; Chuck Weiden, Executive Director; Beth Gerber, Associate Director / Director of Senior Services; and Jennifer Marshall, Director, Career & Workforce Development / HR.

Though 66 companies made it through this year's questioning effort, others were eliminated earlier because they could not meet a basic requirement, that a certain percentage of a company's work force answer the survey to arrive at a valid score.

For more information about Jewish Family Services programs and services, call (614) 231-1890 or visit the JFS web site at www.jfscolumbus.org.

What's New at JVS San Francisco

Over the last year, JVS San Francisco helped 1,967 clients make progress toward self-sufficiency through job placements and skills gains. The average wage at placement for adults was \$17.98, up from \$16.94 in 2004. The agency attributes this increase in part to employer engagement efforts, as well as increased focus on nursing, which has high starting wages.

Over the last year the agency continued to refine its sector strategy, targeting growth industries in the San Francisco economy, including health care and retail. JVS is developing several new allied health programs including: Clinic Assistant training, Medical Interpreter training and Medical Assistant Training.

The agency is also developing a Health Care Career Ladder Initiative for low-wage incumbent health care workers. This program builds on a successful model in the Boston area that has involved JVS Boston.

Two successful cycles of the new RN Refresher program for foreign trained nurses were completed, building on the 12-year success of the LVN Refresher course in partnership with City College of SF and local health care employers.

This past summer, JVS-SF completed two successful pilot programs of a Retail Skills Training program, in partnership with employers such as Macy's, Safeway, and Starbucks, to prepare participants for entry

level customer service and sales jobs primarily in the new San Francisco Shopping Centre. Thanks to JEVS and JVS Toronto for sharing their curricula!

JVS SF also developed a new workshop series, Career Dimensions, to provide job seekers with an educational opportunity to learn about employers and careers, improve job search skills, and network with employer representatives and other job seekers. The agency offers similar workshops and career advising services through the Jewish Employment Network, replicating many of the best practices of a similar program from JVS in Chicago.

The agency has continued to expand our transition services for youth with disabilities, including individual college admissions counseling and enrollment assistance; academic and career counseling. It also launched a New Directions Employment Program for youth with disabilities on active probation.

This past year JVS-SF implemented new intake and placement tools and reports to better measure progress toward self sufficiency and evaluate the sector strategy. Public/Private Ventures featured JVS-SF and our performance measurement systems in its recent publication, *Good Stories Aren't Enough: Becoming Outcomes Driven in Workforce Development*.

For more information please contact John Halpin, Deputy Director, Planning and Program Development, JVS SF, at (415) 782-6264 or jhalpin@jvs.org.

JVS Minneapolis Helps Low/Moderate Income Parents Access Childcare.

JVS Minnesota has been a leader in employment and career services for nearly 100 years. But for today's workforce, finding affordable, quality daycare is just as important as finding the right job.

Since July 2006, JVS has partnered with Hennepin County to help low- to moderate-income parents access affordable, quality childcare. JVS Grants Coordinator Sue Wallace says, "Hennepin County was looking for an agency with the capacity to effectively and efficiently manage this \$4.1 million program."

Taking on the BSF grant, the largest in JVS history, was accomplished by combining the skills and depth of knowledge of JVS and its parent agency, Jewish Family and Children's Service of Minneapolis (JFCS). JVS Division Director Larry Greenbaum explains, "Hennepin County was impressed with JFCS' strong administrative infrastructure, outstanding record of business ethics, and established corporate compliance program."

Once JVS began administering the program, it was apparent that all the skills of JVS and JFCS would be needed. Prior to JVS being able to ramp up the program, a backlog of administrative oversights needed to be corrected. Nearly one-third of the JVS staff stepped

in to get the program on track.

JVS also utilized the expertise of support, accounting, and technical staff from the JFCS Family Services Division. Going forward, JVS has hired three full-time staff dedicated solely to this program with more new hires to be added soon.

Through the BSF program, JVS provides assistance to more than 300 families in Hennepin County. JVS is responsible for making sure all parents in the program meet the eligibility requirements. Then, to stay eligible, parents must remain employed, or be conducting a job search, or attend an approved school program that will lead to employment. Using funds from the BSF grant, parents may choose any childcare provider who is registered with Hennepin County.

Funding for each family is based on their income and family size. As parents advance in employment and earn a higher wage, they work toward graduating from the program. JVS strives to assist each family as they work to achieve self-sufficiency and create a bright future.

Since July, JVS has served as the county's sole partner in providing childcare assistance services. Currently, the need for childcare assistance is so great that Hennepin County is considering awarding

JVS an additional \$2 million to expand program services.

In the future, projects that benefit children and families will remain an integral part of the JFCS service and program mix. JVS has been asked to manage small funds for other childcare services, including local community college funds and community development block grants. JVS also looks forward to developing projects to help BSF parents enhance their careers through JVS' outstanding career services. The Family Service Division's newest child-oriented program is the Parent-Child Home program, which prepares young children for school success. Through these programs and services, both JFCS divisions will help individuals further their careers and family lives.

As Larry Greenbaum looks to the future, he predicts the trend in grant funding is toward fewer, but larger, grants. This will require that agencies have extensive resources and capabilities. "I think JVS organizations will succeed by looking at the full spectrum of resources available by partnering with sister agencies. In this way, agencies will be able to compete for, and win, large projects," says Greenbaum.

For more information please contact Sue Wallace at (952) 417-2130 or swallace@jvsmn.org.

Louisville JFVS Announces One Stop Career Center

Jewish Family & Vocational Service (JFVS) Louisville has launched a One Stop Career Center in partnership with Career Resources Inc. (CRI). Under Kentuckiana Works auspices, CRI is the federally funded One Stop Career Center operator for the metro Louisville area.

JFVS has provided a wide range of career management and college advisement services to the entire Louisville community for nearly a century. JFVS Career Services Division works with both individuals and organizations for more effective career, school-

ing, and performance decisions. Through their local one stop system, CRI offers a variety of services designed to promote career guidance, employment counseling, and related career search assistance to all segments of the community.

The CRI One Stop at JFVS provides an east end access center that should enhance delivery of services to all nearby clients including the international population with which JFVS has long worked. The One Stop facilities located at the corner of Dutchmans and Cannons Lanes include a computer lab

which provides consumers with up to date job information.

Cynthia Moliga is the new Career Resource Specialist stationed at JFVS. Cynthia has several years experience promoting career development initiatives as well as extensive knowledge of the one stop system. She will be available on Tuesdays and Thursdays for client consultation and general assistance.

Both Bob Tiell, Director Career Services at JFVS and Michael Ashcraft, CRI President & CEO, expressed “excitement”

with this new collaboration and the belief that all consumers especially those residing in the east end of our community will benefit from this new workforce development initiative.

For more information, contact Bob Tiell, Director Career Services, JFVS at (502) 452-6341 x230 or rhtiehl@jfvs.com.

Milestones: IAJVS Honors Retiring Execs

Barbara Rosenbaum, JVS Boston

After 25 years of visionary and dedicated leadership, Barbara Rosenbaum retired from her position as President and CEO of JVS Boston in October 2006. Since 1981, Barbara has helped JVS serve tens of thousands of individuals and thousands of employers, pioneering new approaches to workforce development, and exceeding funders' performance expectations. Barbara now intends to pursue project consulting and volunteering within the Jewish community.



Pictured above: Barbara Rosenbaum.

Barbara is responsible for several innovative programs in Boston including the first Microenterprise training and loan program and the first Family Literacy program that enabled limited English speaking parents to teach and learn with their children. Working with a consultant from the city of Boston, Barbara also designed and wrote the business plan for the first competitive one-stop career center in Boston, The WorkPlace.

Barbara is best known for establishing the Center for Careers and Lifelong Learning in 2000. This demonstration project was designed to take the working poor "from first job to next job" through collaborations with employers, colleges, and support service providers. Employers were engaged in the project in its earliest stages to help develop sector-specific training and customized worksite education. Barbara lead the development effort that raised public and private funds to support the project, secured multi-year grants from national foundations, and recently, governmental funding.

Throughout her career, Barbara served on a number of policy-making boards and committees; built personal relationships with policy makers and legislators; and secured federal and state contract and earmark dollars for important agency initiatives. Her outstanding professional contributions were recognized with IAJVS' "Executive Director's Award" in 1999.

For more information please contact Danielle Wachs at (617) 399-3128 or dwachs@jvs-boston.org.

Irene Stolzenberg, JVS Middlesex

The following is an excerpt from an article that originally appeared in the New Jersey Jewish News, written by Norm Oshrin. It is reprinted with permission.

On Dec. 22, 2006, Irene Stolzenberg spent her last day as executive director of Jewish Family & Vocational Service of Middlesex County remembering how far the agency has come in her 26 years on the job. Sitting in her well-appointed office on the second floor of the JFVS' Plainfield Avenue building in Edison, Stolzenberg said it was a far cry from the "dinky little agency" of a quarter-century ago, operating out of a one-room office in Menlo Park.

In the years that followed, the agency's annual budget grew from \$30,000 to \$2.6 million, and from a staff of one to 53. Stolzenberg's departure, which becomes official on Dec. 31, 2006, comes at a time when JFVS is poised for additional growth, buoyed by its upcoming move to a larger facility and its consolidation with Jewish Family Service of Southern Middlesex County.

"The agency is at a crossroads and it's time for a new direction," she said. The head of the newly merged agency will be Jeffrey Lampl, who served as Executive Director of the Jewish Family Service of Bergen County. He is set to begin on Jan. 8. Stolzenberg

told the JFVS board of her plans to retire two years ago, according to JFVS president Marc J. Bressler. She leaves with a long list of accomplishments and an equally long list of admirers.

Bressler calls Stolzenberg "the spirit and guiding light of Jewish Family and Vocational Service." That assessment was echoed by Bert Goldberg, president of the East Brunswick-based Association of Jewish Family & Children's Agencies, who called her "one of the foremost professionals in the field, a guiding light, a leader in the forefront of change in New Jersey."

Stolzenberg earned an undergraduate degree in sociology from Brooklyn College, and Masters degree from Rutgers School of Social Work. She worked in Newark with victims of family violence and child abuse, and went into private practice. From 1976 to 1980, she was the senior social worker at Jewish Family and Children's Service of Monmouth County.

Then Jewish Family Service of Middlesex County beckoned. "You would have to be deaf, dumb, and blind not to hire her," said Rhoda Grossman of Metuchen, the agency's founding director. "When she walked into the

room and started talking and asking questions, we said, 'That's it,'" Grossman recalled. "We were all very, very impressed. She knew what we needed and where we were going to go."

She got the job. Her first days, however, were frustrating. "The phone doesn't ring," she complained to Grossman. Stolzenberg decided to spread the word about the agency. "I decided to visit homes, synagogues, Hadassah, and to speak to any group that would have me." It paid off. The agency began to grow. Clients came calling. Stolzenberg was encouraged by "the commitment of the board to the agency...its open-mindedness to new ideas, programs."

On October 1st, 2006 the agency took a major organizational step: consolidating with Jewish Family Service of Southern Middlesex County. "I am proud of the work I have done for the agency," said Stolzenberg. "I am satisfied with what I have accomplished for our community. I have had a good run with JFVS. Now it is time for me to pursue other avenues."

For more information on JFVS please contact Assistant Executive Director Mary Jean Weston at (732) 777-1940.

Linda Zamer, JVS MetroWest

Linda Zamer was employed by the Jewish Vocational Service of MetroWest, New Jersey, from 1985 to 2006, first as Coordinator of Placement Services, and since 1989 as Director of Career Counseling and Placement Services. In addition, she directed *Maturity Works*, a program of specialized career counseling, placement, and volunteer services for individuals aged 45-70+.

Prior to joining JVS, Linda directed a college women's center, directed the admissions and placement departments of a business school, and served as an adjunct instructor in career transition and career issues at Kean University, Morris County College and local adult schools. She holds a B.A. degree in English and Psychology from Rutgers University and a Masters degree in Counseling from Kean University. She is licensed by the State of New Jersey as a Professional Counselor.

Linda has been active with the Morris County Chamber of Commerce and the Regional Business Partnership since 1985, most recently serving as the JVS representative to the *Why Maturity Works* committee of the Morris County Chamber's Council for Strategic Initiatives. A White Paper developed by this committee, highlighting the assets of hiring mature workers while documenting the changing demographics of the U.S. workplace, has been distributed to hundreds of businesses throughout New Jersey. Under Zamer's direction, this committee also developed a training manual on interviewing techniques for the mature jobseeker and has sponsored "train the trainer" instructional workshops on this topic.

Zamer has been an active member of AJVSP since 1986 and was the Vice President of the Public and Private Counseling Agencies' Accrediting Board of the International Association of Counseling Services from 1999-2004.

Her future plans include traveling, spending time with four out-of-state grandchildren ranging from three months to two years, part-time career coaching and attending local university classes.



Pictured above: Linda Zamer.

Mort Schwartz, JVS MetroWest

Mort Schwartz began his professional career as a Vocational Counselor at the Kansas City JVS in 1961 working with people with disabilities and with refugees. He joined the staff of JVS MetroWest as a Vocational Counselor in 1962, working with these same client populations. He was promoted to the position of Director of Émigré Resettlement in 1979, and assumed additional responsibility as the Director of Welfare to Work Services in 1997. He served in this combined position until his retirement in December 2006 after 44 years of service. Referred to as the “Dean” of Émigré Resettlement in the state, Mort is highly regarded by his professional colleagues in the public and nonprofit resettlement community.

Mort was very active regionally and nationally in the Soviet Jewry movement and was an active member of B’nai B’rith.

Mort earned his B.S. in Human Relations at Boston University and his M.S. in Rehabilitation Counseling from the City College of New York.

He and his wife, Marsha, have three children and five grandchildren.



Pictured above: Mort Schwartz at work in his office.

Birth Announcement: Naava Chana Hartstein

Born: November 13, 2006 in Manhattan

Weight: 6 lbs

Height: 19 inches

Parents: Ruth and Dan Hartstein

Ruth Hartstein was employed at IAJVS from 2000-2003 as the executive assistant. She now lives in New York City with her husband and new daughter.

Their address is 632 West 238th Street, Riverdale, NY 10463.

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WHO WE ARE: The International Association of Jewish Vocational Services (IAJVS), a not-for-profit membership association, links 27 social service agencies in the United States, Canada, Israel, and Argentina that provide a wide range of educational, vocational, and rehabilitation services.

WHAT WE DO: Through our member agencies, individuals seeking to improve their lives gain access to a vast array of services such as career management, skills training, rehabilitation programs, and health services. Each year, the IAJVS family of agencies—with a combined budget of over \$395 million—serves more than 350,000 individuals from across the social strata, including persons with disabilities, dislocated workers, people changing careers, recent college graduates, welfare recipients, refugees, older workers and the elderly. Since its founding in 1939, the IAJVS network has assisted over 16 million individuals, from both the Jewish and non-Jewish communities.

OUR MISSION: The International Association of Jewish Vocational Services strengthens the capabilities and capacity of its member agencies to increase economic self-sufficiency, independence and build a productive work force of its constituent clients.

**SAVE THE DATE!
AJFCA-IAJVS
Annual Conference
Roosevelt Hotel
New York City
April 15-17, 2007**