

September 2018

Elul 5778

Dov's Fourth Annual Letter

Dear Federation leaders,

This summer I finished my fourth year as CEO of our Jewish Federation.

Call me biased, but I believe that it's been the best year we've had in a very long time. Our Annual Campaign is up, our outreach efforts have massively expanded, and our Foundation is stronger than ever. I'm proud to present this report on our successes and challenges, and a look ahead to the coming year. I want to thank my colleagues in our Senior Management Team¹ for their input and ideas on this report, and in general for their efforts and achievements this past year. I'm deeply grateful to all my professional colleagues, our inspiring Board, our supporters, and to our Federation President, Scott Krieger. Scott has been a true friend, guide and leader for me this past year, and I have seen his thoughtfulness, character, and deep caring throughout the year.

In the end though, the responsibility for this report lies with me, so here's what we're going to do. We'll review how we've raised funds, then we'll examine how we've raised community, and then we'll sum up how we've raised Federation. Then we'll take a quick look at what the plan is for the year ahead. Remember, this isn't the Federation's annual report² and it doesn't replace our regular blogs,³ social media updates,⁴ and Access emails.⁵ Think of this report more as the chief executive officer's report on the professional orientation of the Federation, where our focus has developed, and the shape of things to come. And check out the endnotes for all the people I want to thank, and extra bits of useful information.

With me so far? Ok, let's go...

1. Raising Funds

The 2018 **United Jewish Appeal (UJA) Campaign** year was a major step forward, raising \$20.6 million, some \$300,000 ahead of the previous year, and an additional \$2.9 million (also ahead of last year) in directed giving. This was the first time in *ten years* that our UJA Annual Campaign increased from one year to the next!

We're in the third year of a multi-year strategy, to completely reshape and reframe how Federation sits in the community. Practically, this has involved huge new areas of outreach and engagement, creating an entirely new way of connecting to people in the community. We used to



frame most of our outreach from a perspective of first and foremost asking for a UJA gift, and that can be a very alienating and intimidating prospect for someone who's never had a real relationship with us or with the community.

So a lot of the success of last year comes from new ideas and a lot of new energy.⁶ At the 2018 Major Gifts event, for example, we introduced 'text to pledge' at the event and asked donors to increase their gift by \$1,800.⁷ Women's Philanthropy (WP) was laser-focused on recovering lost Pomegranate and Lion gifts, engaged women in our work from Vienna to Budapest to Horfeish, and trained them locally in a sold-out wait-listed 'Borinsky' leadership class. WP maintained positive gift for gift increases in *every* giving category and was ahead in pace from the start of the campaign year – and they *doubled* the number of new or recovered Lion gifts!⁸ The Tzedek Society – our new program for donors who reach the \$1,800 giving level – *tripled* gifts from some fifty donors!!⁹

Our community campaign efforts for donors giving \$1-\$999 were targeted, creative and included result-producing emails, letters, hand written notes and calling. We put together a comprehensive plan to touch our donors every month throughout the year and I'm proud to share that we increased the amount of funds

raised from direct mail and telemarketing by 36% in 2018! New ideas included an ‘anniversary’ mail campaign, with an appeal to donors in the month that they gave the previous year, a parlor meeting initiative that ran ten parlor meetings for several hundred people, and a “Just Say Yes” email campaign. Oh, and permit me one personal *kvell* ... our incredible Federation Professionals UJA Campaign closed virtually 100% of all of our pros, with a 22% card-for-card increase, raising over \$76,000. That’s amazing.¹⁰



This past year, our **Jewish Community Foundation (JCF)**, saw a significant growth in assets under management, from \$395 million to \$460 million. The bulk of the increase occurred at the end of 2017 after Congress passed new tax rules. We capitalized on those changes and used them to attract 46 new

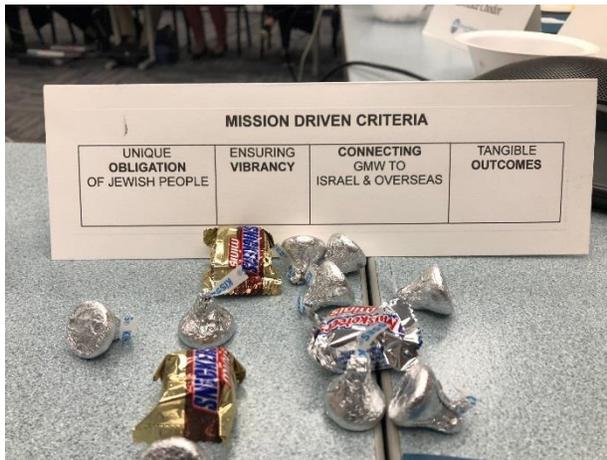
Donor Advised Fund (DAF) holders!¹¹ We created the Center for Strategic Philanthropy (CSP) to identify new major donors, helping them engage, train, and advise future generations in continuing their family tradition of supporting causes and programs; and we energized the Ner Tamid Society, reconnecting with UJA donors who have contributed to the UJA Annual Campaign for 25 years or more.¹²

Our Create a Jewish Legacy (CJL) program has helped train, coach, and support 19 Greater MetroWest organizations to achieve more than 935 legacy gifts! That’s a total future value of \$26.5 million for community synagogues and agencies!¹³

Finally, the Wexner Class of 2017 has set up an innovative fund to foster meaningful Jewish connections for people who feel less engaged or included within the Greater MetroWest community. This initiative will target single and/or married individuals (21-45 years of age) who don’t have children, interfaith couples, and the LGBTQ community. We’ll match the donations two dollars for every dollar raised from the group through our JCF funds and show our support for this great idea.

2. Raising Community

It's no surprise that we're continually thinking and rethinking the roles and responsibilities of our Jewish Federation in a community as dispersed, diverse and dynamic as Greater MetroWest. With five counties, over fifty towns, ninety synagogues and at least fifty separate Jewish organizations and agencies, there are clearly issues and challenges that we can only tackle adequately through a strong Federation presence. And you've seen several responses in these areas in the past year – a new and strong emphasis on such issues as communal security, synagogue management and effectiveness, impact assessment and measurement, communal leadership development, and more.



This last year we successfully allocated \$19.6m through our **planning and allocations** process, shifting our dollars into impact areas identified by our community partner agencies as areas of significant challenge.¹⁴ This means support for individuals with special needs, the elderly and those in need of emergency support services. As part of this process, we allocated funds to the Houston and Puerto Rican Jewish

communities after their natural disasters, and over \$400,000 to organizations and programs in Israel that support Religious Pluralism and Israel-Diaspora Relations. We spent significant time and energy on the issues of shared society, diversity and tolerance in Israel, and we're not done yet.¹⁵

Here in New Jersey, we awarded security grants to twenty synagogues, and we ran over fifty security consultations with dozens of institutions throughout the community to increase their level of site-security. Our community security initiative is a growing commitment to safety-awareness. I think it's one of our most important assets, because it's yet another example of something that only a Jewish Federation can provide.

GMW ABLE instituted programming around mental health awareness and training to begin to address the alarming increase in suicide and individuals experiencing mental health distress in our community. And GMW CARES spent considerable time collecting data around the needs of our senior community and is now working with our partner agencies to develop programming based on this data. Meanwhile, an astonishing 94% of homebound seniors visited by our Seniors at Home Chaplains want the Chaplain to come back and visit again (and again)! Our 11 Federation Chaplains and dozen part-time clergy reach over 15,000 individuals. Every year! One homebound senior told our Chaplaincy, “Nobody understands. You made me feel better just talking to you.” I must tell you – this makes my heart soar.

CRC took a delegation of 25 people to Washington DC for the first time in many years where we met with Senators and Congressmen to advocate on behalf of our community. We held a common-sense gun rally that brought out over 2,500 members of our community¹⁶ and we harnessed the passion of our next generation to lobby legislators in Trenton in advance of a series of gun-control bills going through the State Legislature.¹⁷

Did you hear all that puffing and panting around Morristown the other month? Our Tour de Summer Camps Inaugural Bike Ride saw over 200 riders, raising more than \$430,000 for our One Happy Camper. In 2018 we granted out 235 One Happy Camper Grants and \$151,814 in needs-based scholarships to 92 campers!



Our Gottesman Fellow: Jewish Cultural and Educational Liaison to Newark has helped to teach over 2,000 students in Newark about the Holocaust and the Jewish history of Newark. We’ve developed a curriculum that’s used in every Newark high school, and we’ve provided intensive Holocaust education training to a small group of Newark high school teachers as well. It’s part of our ongoing commitment to our history and legacy in the city of Newark. Similarly, some 8,000 local students had face-to-face encounters with a Holocaust Survivor and heard their stories through our Survivor Speaks Program.¹⁸

With me so far? Let's talk a bit about **outreach and engagement** highlights.¹⁹ This last year we held 36 separate outreach events, with 1,107 participants (655 repeat attendees, 452 new ones) and 69 organizational partners. Programs like Challah Bakes, packing and delivering Passover food packages, cooking programs for empty-nesters, and more, allowed us to get to a 92% positive rating from participants. Let's be honest here: getting a 92% rating in community work is pretty much unprecedented and says a lot about the quality of the programs we offered, as well as the dedication of our lay and professional leaders. Part of this huge shift in what we've achieved this year is reflected in the massive recruitment and planning process for the October CommUNITY mission, the largest and most impressive community mission we've ever planned and implemented. More on this in a bit.



NextDor, our affinity group for 22-45 year olds, had another robust programming year.²⁰ With 18 events in total, including three intimate social events and three Jewish learning events, NextDor's Latke Vodka brought in record numbers (375 participants) including 98 first timers. To increase the focus on

giving, two invitation-only "Lunch with a Legend" programs were held for younger up-and-coming leaders. Not only were these events inspiring for the participants in attendance, they were invigorating for the hosts, showing our leadership development efforts.

We held six Synagogue Leadership Seminars last year, attracting a total of 144 participants. These were in addition to a huge array of meetings with rabbis, synagogue executive directors, and synagogue presidents. We've received terrific feedback from our synagogue partners on these outreach efforts.²¹ And on a personal note I'll tell you that these meetings, when we gather rabbis or other leaders together from many of the dozen or so streams and denominations in the community, are among the most inspiring and moving I get to host.

Given that smaller, more intimate events are often more effective at creating connections, we held three Winter Volunteer Boot Camps this year (in addition to our historic and successful Summer Boot Camps). 60 individuals participated in three different hands-on service activities. Volunteering is a key strategy for our outreach efforts and creates meaningful pathways for further engagement.

Last year we merged the Partnership for Jewish Learning and Life into Federation. This last year, with a commitment to preserving our unique Jewish educational mission, all programs that were formerly under The Partnership have been integrated into federation departments. This integration allowed us to develop new initiatives under our **Chief Jewish Learning Officer**. Our aim here is to enhance Federation as a great Jewish place for volunteers and professionals, to imbue our work with relevant Jewish content, and to cultivate and steward prospects and donors. We reintroduced ‘Live & Learn!’ which attracted 200 people to enjoy 30 Torah sessions offered by 16 clergy and other educators. We ran 15 unique classes and programs, including parlor meetings to introduce what Federation does to couples who are intermarried, and we convened discussion groups on what Jewish voices say about Sexual Harassment and Discrimination in an original workshop, the contents of which have been requested by and shared with other Federations. Federation has deepened its commitment to Torah study, with weekly short videos, a regular “Torah with Dov” study session wherein you can join me and a local rabbi for learning, and a series of blogs and articles and teachings on Jewish topics.²²

The issue of sexual harassment in the Jewish community and protecting those who work and volunteer in our community, has highlighted an area of weakness – and a potential way forward. We know that our community isn’t immune to this issue, and we also know – from dozens of conversations with community leaders, rabbis, agency execs, volunteers and professionals, that nearly all our agencies, synagogues and institutions lack the resources to grapple with this problem by themselves. Nor should they.

So we’ve worked to protect our employees in several ways from potential harassers and abusers. We ran a compulsory sexual harassment training program for every single employee, and we created a concept paper outlining what a Jewish Federation response to harassment in the wider community could look like. We’re

the only Jewish federation and Jewish community thinking along these lines: this is a proactive response to a reactive challenge. We know this is a problem in the Jewish community, and – unpleasant as it may be to type these words – it seems all too likely that we’ll learn of more cases of harassment in the Jewish community. If we do unfortunately reach that point, we need to be in a situation in which we’ve done the right thing and respond in the right way.

3. Raising Federation

What are we aiming for? In the words of Peter Schutz, former CEO of Porsche, “*hire character; train skill.*”²³

We worked hard this past year to continue to hire the right character, train the right skills, and make Federation a better workplace.²⁴ We lowered the healthcare premium share for employees, eased benefit enrollment waiting periods and increased our **HR** efficiencies. Just as importantly, we rolled out a series of benefits on vacation policies, summer schedules, and held several awesome staff appreciation events. Did you see our desert island artwork from one of these events? It’s all over the Whippany campus offices – and it’s terrific. That’s in addition to the lovely new artwork provided from our friends at JSDD in the Klinghoffer Lounge.

I’m proud to tell you that in health and wellness, we provided chair massages for all employees (paid for by Cigna), trained on Attention and Time Management, and Meeting Management, and we created a new “Room for New Moms.” Our 13 new employees this past year experienced a new welcoming orientation process.

But think about this aspect of raising Federation: it’s (relatively) easy to measure things like Campaign success. There are tangible and measurable items like dollars, donors and events that we can point to, to show progress or challenges. It gets much harder when you try to point to intangible concepts like ‘engagement’ or ‘experience.’ How do we know that we’re on the right lines? Our **Impact Assessment and Learning initiative** is a massive change in that kind of organizational culture. And it essentially boils down to three main areas.

First, we used data to help decide where dollars go. "Using data to make funding decisions is a *shehecheyanu* moment for us," one Board member told us.²⁵ This year, for example, our Strategic Priorities Council gathered information from all local funding areas. The findings revealed our spending in the areas of seniors and individuals with disabilities isn't enough to meet the growing needs for these populations over the next decade. So we'll have to face this in the near-future, but now we can do so with data and not guesswork.

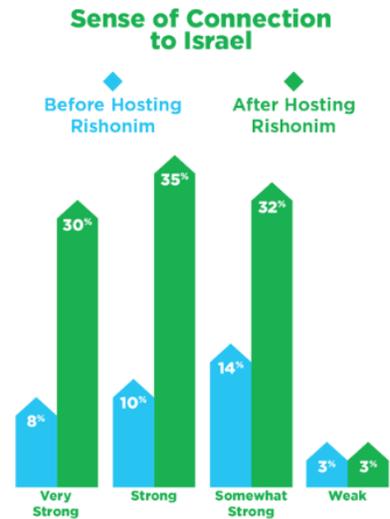
Second, we created tools to better communicate our impact with impact fairs (think science fair but trifold with Federation data), dashboards (like the one here, on our *mishlachat* of Israeli emissaries), and impact Cards.²⁶

And third, we taught evaluation to our partner agencies and others through 'Impact University,' with a series of workshops to teach our agencies evaluation skills, like "what are my goals?" "How do I measure my goals?" "How to write a good survey," "What does this data mean?" "How to tell my data's story so others 'get it,'" and more. A newly hired evaluation professional at Jewish Federation of Metropolitan Chicago told us, "I hope to follow in GMW's footsteps."

On an outward-facing level this past year, we've worked hard to improve our **marketing and communications** efforts, focusing on three primary areas: brand, technology, and collaborations. We launched a solid brand and style guidebook, making sure that Federation's impact and participation is consistent in our emails, flyers and content. Second, we moved to a new domain/registration platform, far more flexible and able to accommodate our diverse needs. And third, we developed greater collaborations: a monthly giving opportunity online for the first time in NextDor; peer-to-peer fundraising support for the BigGive; our new Bit of Torah weekly video. We've worked hard on web technologies for the Jewish Women's Foundation, JCF, and a responsive micro-site for the commUNITY Mission. For Campaign, we built the first-ever integrated campaigner's toolkit that

MISHLACHAT

Each year, Federation brings a *mishlachat* (delegation) of *rishonim* and *shlichim* (young Israeli emissaries) to our community to increase Americans' and Israelis' knowledge of and connection to each other. Each *rishon* lives with a family in Greater MetroWest. We are measuring the effects of having an Israeli live in your home for 6 months and we're learning these relationships have the potential to be powerful and long-lasting.



 A family's connection to Israel becomes even stronger after hosting a *rishon*.

united fundraising tactics and information with a new case for giving. Meanwhile, Women's Philanthropy was given a modern and powerful look. Our fundraising response to Hurricane Harvey was fast and furious.

All in all, the marketing team provided support for over 200 events and worked on over 1,300 planned pieces of collateral, not including press releases, statements, new websites and web pages, NJJN print ads, and last-minute jobs that come up over the course of the year! To produce the magnitude of work we have reflects the vibrancy, diversity and vast array of Federation's programming.²⁷

Our **Finance** Department worked hard this year, changing payroll vendors and converted payroll time and attendance reporting from a manual system to electronic. Overall, we've introduced a wide range of operational efficiencies like improving check and wire transfers, conserving energy costs and sharing vendors.²⁸

In the spring, Michelle Sobolewski lost her battle with cancer. She was a true example of strength and spirit, and her positive and warm attitude were an inspiration to many of us. We'll miss her kindness and friendship. There's a lovely tree in her memory (alongside the tree planted in memory of our colleague Edie Lopez) at the entrance to Federation's main campus in Whippany.

4. Looking ahead

We're well-positioned for the coming year. We have a highly motivated professional team, a clear mission and brand, and excellent communal relations with our synagogues, agencies, and organizational partners.

In the coming year I believe that you'll see the following emphases:

- (1) A new ***community relations*** review on interfaith outreach and dialogue. For many years now, we haven't invested time with our non-Jewish neighbors in an organized and strategic manner. There are some important and localized efforts, and we want to support those however we can. In the next few

months, CRC will be extremely focused on political and communal dialogue with candidates as we approach the midterm elections.²⁹

- (2) You're going to see a renewed emphasis on *protecting our most vulnerable community members* – whether it be on the issue of sexual harassment in our institutions and organizations, or remembering that there are tens of thousands of Shoah (Holocaust) survivors who still depend on us every day for their basic needs.
- (3) The *Annual Campaign* will go wider as it goes deeper. Remember what we discussed at the beginning of this essay, how we're in the middle of a long-term strategic restructure? We're still in the middle of this process. And even though I'm optimistic and I believe that my awesome professional colleagues and our inspiring lay volunteers can raise even more funds this year, I'm also mindful of the fact that we also need to connect to more people. It's not a zero-sum game, true. And as we continue to deepen the integration of the educational content platforms into our outreach database, you'll begin to see hundreds more new families connecting with us. What does that mean? On the one hand, a larger number of smaller gifts. And that's a somewhat nerve-wracking thought, on some levels – we can't lose sight of the responsibility we've been given to raise significant sums for all those who depend on us. But we must balance that with our responsibility for those who aren't yet fully seated around the table, and I'm proud that as we start off the 2019 Campaign we've already secured several brand-new Major Gifts donors, with more to come.
- (4) Foundation will reinvigorate the *Professional Advisory Network* (PAN), attracting wealth managers, insurance brokers, and estate attorneys through a three-part training session focused on intergenerational family values. Our goal is to establish working relationships with qualified professionals who will promote and recommend JCF and Federation to their clients as part of their estate planning.
- (5) Our *Global Connections platforms* will continue to advocate for a decent, civil, pluralistic, tolerant, safe and secure Israel. We'll work to further strengthen the grassroots activists, civil society leaders, pluralistic

movements and NGOs, building new coalitions and working alongside our partners on the ground. And we'll deepen our commitment to public education and awareness among Jewish Israelis that American Jewish principles of decency, tolerance, respect and equality are good for Israel too. There's a new discussion, that we may examine further, to work with partners and allies to create an advocacy and engagement tier that focuses on the top decision-makers in the Knesset and centralized ministerial bodies to share our perspectives, articulate our principles and give out public grades on behaviors and votes.

(6) We'll develop further our commitment to **Jewish learning**, offering more content, more opportunities and more programming. This will include an expanded commitment to all Jewish communal professionals – in our synagogues, agencies and organizations – for their learning, networking, and safety, as well as a deeper focus on Jewish communal learning in the community.

(7) The *CommUNITY mission* to Israel this October is going to be amazing. Incredible. Seriously. Awesome. We've never done anything like this. Never. You read that right. And it won't just be a life-changing experience for the 500 participants – the mission will change our leadership, communal orientation, energy and direction in many, many ways.³⁰

I never cease to be grateful for the opportunity to serve this community, its leadership and its values.

Thank you, again for this privilege and responsibility.

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- ¹ They are Amy Biloon – Chief Community Engagement Officer; Mark Gordon – Chief Marketing Officer; Robert Lichtman – Chief Jewish Learning Officer; Jessica Mehlman – Chief Planning Officer; Rebecca Pollack – Vice President of Campaign; Howard Rabner – Chief Financial Officer; Lauren Silverstein – Director of Impact Assessment & Learning; Bonnie Sterling – Vice President, Human Resources; Stanley Stone – Executive Director, Jewish Community Foundation.
- ² You can see that here: <https://www.jfedgmw.org/annual-report-2016-2017> and the next one will be out in a few months.
- ³ They're here: <https://www.jfedgmw.org/blogs>
- ⁴ You can follow me on Facebook at www.facebook.com/dovbenshimon , on Instagram at www.instagram.com/dovbenshimon and Twitter at www.twitter.com/dovbenshimon and you can read past documents and see videos at www.dovbenshimon.com
- ⁵ Sign up for those here: <https://form.jotform.com/JFedGMW/access-federation-opt-in-form>
- ⁶ The drive to try new initiatives is a result of the incredible leadership of Ira Steinberg, Campaign Chair, Rebecca Pollack, Campaign Director, our Major Gift co-chairs Terri Friedman and Zev Scherl, Rebecca Gold, Women's Philanthropy President and our Major Gift event chairs Debbie and Wayne Zuckerman and Gail and Jeff Toll.
- ⁷ Through this effort we secured more than 90 gifts, totaling over \$100,000 and for the first time in memory not a single gift was reduced from its previous level! Text to pledge made an appearance again at our LIVE365 event and was utilized during the BIGGIVE.
- ⁸ New Lions increased from 12 last year to 30 this year. This included 21 brand-new Lions, some of whom became Lions through our innovative, new Step-Up program. We also added Step-Up Pomegranate-level donors, bringing us to a grand total of 41 new or recovered Pomegranates at the \$1,800+ giving level (up from 30 last year). I'm grateful to Diane Bakst, our new Director, and WP President Rebecca Gold.
- ⁹ Under the leadership of Tzedek Chairs, Jonathan Liss, Shari Brandt and Mindy Kahn, we *tripled* gifts from fifty donors who gave at that level. General UJA Campaign donors don't usually have a level to aspire to until they reach Major Gifts, so these giving-levels often remain flat for years. With a matching gift opportunity from the Gary O. Aidekman Family Foundation, for every increased gift that reached \$1800 or above, \$360 was added to the annual campaign. This effective match moved the needle in the middle segment of our campaign, and donors will receive a special certificate celebrating their new giving level and generosity. Over three campaigns these donors represented \$40,000 to the Annual Campaign and this year with the new giving level this group's giving represented \$120,000 to the Annual Campaign.
- ¹⁰ Here's the awesome team that did it: <https://www.facebook.com/dovbenshimon/photos/a.1953235088229498/2176013139285024/?type=3&theater>
- ¹¹ That's compared to seven new DAFs the prior year. So that's awesome. JCF has flourished under the direction of Stanley Stone, Director, and Bob Kuchner, President.
- ¹² CSP was created thanks to a special grant provided by the Gottesman Family Supporting Foundation and the Herb & Milly Iris Family Foundation. On Ner Tamid, see <https://jcfmetrowest.org/ner-tamid> Led by Joan Schiffer Levinson, we established an advisory council to connect with lead prospects, provide general outreach, and educate them about the importance of legacy giving to the Federation.
- ¹³ And *kol hakavod* to Gary Botwinick, Chair, and Karen Secular, Director, for their efforts here.
- ¹⁴ I'm deeply grateful to Maxine Murnick, Chair, and my colleague Jessica Mehlman and all their professional and volunteer teams hard at work here.
- ¹⁵ See, for example, <https://www.jfedgmw.org/news/federation-board-votes-to-support-declaration-on-religious-pluralism> and <https://ejewishphilanthropy.com/its-time-to-advocate-for-religious-pluralism-in-israel/>
- ¹⁶ See, for example, <https://www.jewishlinknj.com/community-news/essexunion/23673-students-rally-for-gun-control-in-livingston>
- ¹⁷ Here's a terrific piece about it: <https://njewishnews.timesofisrael.com/young-lobbyists-urge-passage-of-gun-control-bills/>

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- 18 I'm grateful for our Gottesman Fellow, Ilyse Shainbrown, and for Barbara Wind, Director of our Holocaust Council.
- 19 Chaired by Sheryl Pearlstein and directed by Amy Biloon.
- 20 Under the leadership of Seth Cohen and Lisa Buber, and directed by Rena Abrams.
- 21 I'm grateful to my colleague Sarah Segal and our Chair, Mariela Dybner, for helping us help our synagogues explore common issues, concerns and trends, and to strengthen their programs and institutions.
- 22 For all these, I'm grateful to our Chief Jewish Learning Officer, Bob Lichtman.
- ²³ There's a really striking obituary of Schutz, a Holocaust survivor and German-Cuban Jewish refugee, here, which is well-worth reading: <https://www.nytimes.com/2017/11/01/obituaries/peter-schutz-dead-american-chief-executive-of-porsche.html>
- ²⁴ I'm grateful for the direction of Bonnie Sterling and leadership of Leslie Dannin Rosenthal for our HR work; and to my Kitchen Cabinet, including Leslie, Scott, Lori Klinghoffer, Gary Aidekman, and Jonathan Liss, who guide, support and advise me.
- 25 *Shehecheyanu* mean being thankful for new experiences, traditionally. And I'm thankful for Leslie Dannin Rosenthal, Chair, and my colleague Lauren Silverstein, Director.
- ²⁶ See, for example, <https://www.jfedgmw.org/impact-assessment-dashboard>
- 27 And the dedication and hard work of our marketing department, directed by Mark Gordon.
- 28 I'm grateful to our Budget and Finance Chair, Scott Newman, and our CFO Howard Rabner, and our dedicated budget and finance department. And let me point out, in addition to my personal gratitude to all my professional colleagues in the departments mentioned above, our thanks to our maintenance and security professionals, who keep us safe and organized here in the campus every day.
- ²⁹ Hold the date https://www.jfedgmw.org/crc/election-2018?utm_source=access-082118&utm_medium=newsletter&utm_campaign=election2018
- ³⁰ I'm excited. Jane Wilf (Chair), Amy Biloon (Director), Erica and Steve Needle, Steve and Beena Levy, and Alan and Debbie Janoff (Vice Chairs) are rock stars. Just look at this awesomeness: <https://www.communitymission.org/>