

court experience and its severe limitations (too often as a first resort rather than a last one), the use of training schools and other forms of isolation, and probation.

Instances of involvement of volunteers as part of the "helping hands" program are cited. The final chapter

appropriately includes specific recommendations which are included in an NCJW handbook called "Children's Rights."

In this undertaking, the National Council of Jewish Women is fulfilling the *mitzvah* stated in Deuteronomy, "Justice, Justice Shall Thou Pursue".

National Conference of Jewish Communal Service Annual Report for the Program Year 1974-1975

MATTHEW PENN

Executive Director

For NCJCS and our membership, this year will stand out as a year of deepening commitment on our part as Jews and professionals serving the Jewish community. The initial shock and trauma of the 1973 Yom Kippur War have been replaced by a more sober and realistic appraisal of the major issues and problems facing Jewish life everywhere — in Israel, in Soviet Russia, in the world at large, here at home, and within ourselves as individuals and as members of the profession.

History has been our best teacher and Jewish heritage our greatest strength. We have learned from the past that a Jew in distress anywhere distresses us all and a Jew in need anywhere becomes the responsibility of all of us. We are a people with a rich and ancient heritage which has sustained us throughout centuries. It is a heritage that is future oriented and has as its goal the creation of a world society based on freedom, peace, and justice for all. Each Jewish generation must preserve, strengthen, and add to this heritage — and pass it on to future generations.

As professionals in Jewish communal service, it is our responsibility to see to it that our generation contributes to the enrichment of our heritage and to the strengthening of Jewish life. As a profession, we know where we stand. We have deep commitments to Jewish life, to its survival, to its quality, to its growth and enhancement and our responsibility is to move forward towards the achievement of these long range goals.

While we are only one of many forces

concerned with the quality and continuation of Jewish life, we do have a unique and important function. The Jewish community has entrusted us with giving direction and leadership in the efforts to attain these objectives. It is a serious and grave responsibility and requires of us dedication and commitment, a deep knowledge and understanding of our heritage, and the professional ability to translate goals into program and practice.

As a professional organization, this year NCJCS has taken some important steps in these directions. Our prime focus has been on how we can prepare ourselves to be of more effective service to the Jewish community — as individual professionals — as members of each discipline within Jewish communal life, and as members of the broad field of Jewish communal service as represented by the Conference. This year particularly we have started to explore, design, and develop into practice extremely significant aspects of our work. Among the highlights, the following are indicative of the seriousness of our intentions to deal with key issues.

1. We have embarked on an ambitious plan for establishing local continuing Jewish study programs for all professionals in order to undergird the profession of Jewish communal service with a tradition of constant scholarship and study of our Jewish roots and heritage. We hope that within three years this continuing education project will become standard operating procedure in all Jewish communities. The Committee on Continuing Professional Study is responsible for this area of work.
2. We have started to work closely and cooperatively with Jewish faculty of

schools of social work and with the Council on Social Work Education with a view towards improving the level of professional graduate students entering the field of Jewish communal service. We would like to see greater stress on the Jewish cultural factors in training of social work students, equivalent to the needs of other minority groups in schools of social work. Our Committee on Faculty and Schools of Social Work is responsible for this area of NCJCS work.

3. We are beginning to examine and study, with the intentions of ultimately presenting recommendations, the quality and quantity of participation by individual Jews in all facets of Jewish community life. Participation is broadly defined to include affiliation, being active in the program, giving and helping to raise funds, and being involved in the various levels of planning and decision making. This area of concern has not been sufficiently researched in the past, and if properly developed, in cooperation with key national organizations and academic institutions, and properly funded, may be one of the great contributions to Jewish community life. The Committee on Participation in Jewish Communal Life is coping with this area of NCJCS work.
4. We have changed our Membership Committee into the Membership Policy Committee which is now concerned with the issues of who is eligible for membership in NCJCS, what is a professional and how does one remain a professional. This portends improved standards and qualifications, the need for continuing professional development, and ultimately and inevitably the question of certification will require exploration.
5. The future of the profession of Jewish communal service and of the Jewish community will be significantly affected by the quality and the commitments of the people attracted professionally to our field. We need to bring into the field and retain in the field outstanding people. To do this, the Jewish community will need to provide good personnel standards and practices and security on the job and upon retirement. We must also not lose the full contribution of women in the field by limiting

their professional opportunities. The committees concerned with the broad field of personnel needs have been particularly active this year. They include the newly created Committee on Personnel, The Committees on Insurance and on Insurance Evaluation, the Committee on Retirees, and the Committee on Opportunities for Women in Jewish communal service.

These are some of the highlights of the current emphasis within NCJCS. From the perspective of its modest budget and limited staff (one part-time professional, one full-time and one part-time secretary) it would seem that its accomplishments must indeed be limited. However, NCJCS provides a large and growing service to the Jewish community. Our individual membership is approaching the 2500 mark and we now have 284 agency memberships consisting of national and local organizations. Affiliated with us are seven Associate Groups, representing practically every field of Jewish communal service. We function through 17 NCJCS committees with a total of over 400 committee members, all of them professional workers serving as volunteers. What organization in America is blessed with this wealth of Jewish professional talent, of ability, and of devotion?

Relationship With Associate Groups

We continue to have excellent rapport with all the Associate Groups. The relationship is close, warm, and cooperative. It is built on the principle that strong Associate Groups and a strong NCJCS are mutually desirable and necessary. Important steps have been taken during the past three years to bring about this relationship.

1. NCJCS Officers and Presidents of Associate Groups have been meeting regularly to discuss issues of relationships, joint efforts, and new directions.

2. New NCJCS election procedures have resulted in broadened representation by Associate Groups on the NCJCS Executive Committee.
3. Part of the proceeds of the conference registration fees are disbursed by NCJCS to the Associate Groups to assist them with their financial needs.
4. The membership policy of NCJCS requires co-joint membership in NCJCS and Associate Groups.
5. NCJCS has encouraged per capita system payments by Associate Groups, rather than individual membership payments to NCJCS. Five of our Associate Groups are now under a per capita membership system.
6. The NCJCS Executive Secretary and his counterparts in the Associate Groups work together in close cooperation and consultation. They are kept informed of all NCJCS developments.
7. Space in *Concurrents* has been provided for Associate Group presidents to communicate with their members and to describe their programs.
8. To the extent possible, it is the practice of NCJCS to request formal representation of Associate Groups on NCJCS functioning committees, thus reflecting in its program the broad interests of the membership.

The Annual Meeting of NCJCS

Our annual meetings of NCJCS and the Associate Groups have continued to grow in registration, the quality of sessions, in the number of interdisciplinary and joint sessions, and in the actual over-all number of con-

ference sessions. If there is any justified criticism, it is with our efforts to accomplish too much at each meeting in too short a time. This is a perennial complaint. Either we add a day to the meeting or reduce the number of sessions.

This year our theme has been particularly significant: *translating Jewish commitment into practice - if not now, when?* stresses our need to put into practice what we preach.

The Conference meeting program covers all issues affecting Jewish life today. Outstanding speakers will address the Conference, and ample opportunity has been provided for full discussion and exchange of views in smaller group sessions. Two special innovations to the Program this year may turn out to be a traditional element of future conferences. These are "Models of Jewish Practice" featuring outstanding programs stressing the Jewish component of our work, and a chance for students and newer workers to meet with an outstanding communal service scholar-in-residence.

Implementation of the Recommendations of the Commission on Structure, Function and Priorities of the Organized Jewish Community

For over two years NCJCS was seriously involved in a study of the structure, function and priorities of the organized Jewish community. A number of major recommendations were included in the final Report of the Commission and approved by the membership at the Annual Meeting in June 1974

An Ad Hoc Committee on Implementation, chaired by Charles Zibbell, held an all-day meeting in October 1974 which established goals, principles, and organizational guide-lines.

The primary functions for implementation were then divided between two newly created committees. (a) The Committee on Continuing Professional Study and (b) The Committee on Participation in Jewish Communal Life. Other committees will be established in the future as needed.

Committee on Continuing Professional Study

A number of major recommendations were included in the final Report of the Commission and approved by the membership. Among the key recommendations was "that the NCJCS endorse the principle that continued Jewish education and professional practice training is an integral component of the Jewish communal worker's job responsibility, for which agency time and funds must be allotted"... (and within NCJCS)... "to create a task force for the purpose of designing programs of education and training, which will enhance Jewish knowledge, practice and commitment of the Jewish communal worker — such programs to be utilized as guidelines by each community according to its needs."

It was agreed that inherent in Jewish life and axiomatic to the profession of Jewish communal service is the concept of life-long study. It was felt that the time has come for the field of Jewish communal service to institutionalize that concept into profession practice.

The national program envisaged is that of continuing professional development towards the enhancement of Jewish practice of all workers in Jewish communal service. The aim is to undergird the profession of Jewish communal service with a rich tradition of constant scholarship and study of our Jewish roots and heritage in order to become more effective instrumentalities in carrying out the objectives of the Jewish community.

The long range tasks are to establish local programs of continuing study for professionals in Jewish communal work throughout the United States and Canada. The immediate steps are to create a series of pilot projects in a number of communities, which would then serve as guidelines for broader application in all Jewish communities.

Principles of Implementation

1. A variety of models of continuing professional education will be developed nationally and made available to communities to be adapted for local use.

2. The continuing professional training will stress Judaic concepts and knowledge generic and applicable to the broad field of Jewish communal service, as well as more specific concepts and knowledge unique and relevant to specific fields. Thus the continued education programs will enhance professional practice in the entire field and each separate discipline.

3. Courses of Jewish study should be established in each community as permanent features of continuing Jewish education for professional workers, who should be encouraged to participate on an ongoing basis from year to year.

4. The most qualified scholar-teachers should be recruited as faculty for these courses. Almost every region in America is rich in exceptional teaching resources suitable for our purposes, in bureaus and colleges of Jewish studies, at university campuses (particularly Jewish schools of communal service), among local rabbis and Jewish educators, within the field of Jewish social work, and others.

5. The courses offered from year to year should be of the highest quality, relevant to practice, and progressively sequential in nature. A "rule of thumb"

standard in course hours required should be equivalent time assigned to courses offered at universities.

6. The form, structure, and setting may vary from the traditional classroom style, week-end retreats, day long institutes, seminar in Israel, etc. Experiential learning should be encouraged in addition to formal methodology.

7. A process of evaluation should be built into the project to ensure the achievement of established goals.

8. The content of the courses would vary, depending on the interests of the local professionals, their background and issues that may be particularly current.

9. In the field there is a need and readiness for continued professional education. A fundamental irreplaceable condition precedent to any measure of success in organizing training projects is the genuine, deep commitment on the part of agency executives, most notably the Federation executives, and the rank and file staff to the belief that superior knowledge and understanding of Jewish values and the Jewish experience are required for the professional to be a truly competent worker in the field of Jewish communal service.

The Role of NCJCS

1. The national development of this training project is under the guidance of the newly created NCJCS Committee on Continuing Professional Study, co-chaired by David Rabinovitz and William Kahn. Key members of this Committee, as well as the Executive Secretary, and other professional consultants will be available to encourage, to help motivate, and to provide guidance and service to local communities in developing model demonstration programs.

2. The encouragement and assis-

tance of national organizations concerned with professional training, of Jewish Universities and Hebrew Colleges will be sought.

3. An NCJCS Sub-Committee on Course Curriculum, chaired by Herman L. Sainer, has been created to provide suggested course outlines, bibliographies and other relevant materials for local use.

4. A national committee on evaluation of continuing professional training programs will be established to work with local communities in studying and analyzing the meaning and significance of local pilot demonstration projects.

5. The emphasis on local organization, local leadership, local funding and official sponsorship by local agencies provide a sound basis for success and continuity. We visualize that in 3 years, programs of continuing professional education will be standard operation procedures in all major Jewish communities in the United States and Canada. We see these programs as significant contributions to maintaining a high standard of professional service to the Jewish community.

NCJCS regards this project as one of its most significant undertakings. Every effort will be made to assist local communities in developing and implementing their plans.

The Committee on Participation in Jewish Communal Life

Chaired and Co-chaired by William Budd and Saul Schwarz, this Committee was the second committee spawned as a result of the Commission recommendations. It grew out of the original discussion on the issue of "democratization" within Jewish communal life. Its scope was broadened to include the concept of participation in all aspects of Jewish life. The Com-

mittee is still in its embryo stage, and has had an initial steering committee meeting to consider clarification of its role.

It has chosen to begin with a broad definition of the parameters of the meaning of participation in the life of the Jewish community.

The Steering Committee in its initial thinking envisaged the need for basic research, aimed at devising methods of enhancing the functioning of Jewish community organizations, to be followed by demonstration projects, in order to encourage greater numbers of Jews to identify, to affiliate, to participate in the planning and policy making, and to contribute to the support of Jewish community life. The Committee recognizes that little research work has been done in this area — and that much needs doing.

Personnel Practices and Benefits

Five years ago, the concern for improved personnel practices was added to the purposes of NCJCS. The Conference thus broadened its functions beyond its primary role of convening a major annual meeting and the publication of the *Journal of Jewish Communal Service*. The on-going emphasis of the then newly created Committee on Personnel Practices was in the direction of insurance benefits, which became its predominant function. Two years ago, this overall Committee was sub-divided into an Insurance Committee and into a Personnel Committee, with the latter remaining inactive. This year the NCJCS Personnel Committee was reactivated, chaired and co-chaired by Solomon Brownstein and Harry Rosen.

One of its first responsibilities was definition of its functions. Recognition that each discipline within the field has its own associate group as well as national agency concerned with personnel stan-

dards and practices, the following broad functions were considered:

1. To study trends and to gather and disseminate information that cuts across all disciplines.
2. To provide periodic high level forums to discuss issues that involve the entire field.
3. To be responsive to issues that come to our attention and, if necessary, to provide some recourse.

Two important but unanswered questions discussed by the Committee were left for future consideration:

1. Should the NCJCS become involved in developing broad generic guidelines for personnel standards that cut across the entire field of Jewish communal service?
2. What vacuums or gaps exist, not covered by the Associate Groups or National agencies, that legitimately belong on the agenda of the NCJCS Personnel Committee?

NCJCS Insurance Committee

The NCJCS Insurance Committee, chaired by Burton Lazarow, has continued its fine work in meeting the insurance needs of our membership. There are two major insurance programs, totally serving approximately 1,000 NCJCS members. These include Long Term Disability insurance and a Tax Sheltered plan. On the basis of need ascertained through a questionnaire submitted to the field, a new Term Life Insurance Plan with Family Option is currently being offered. For the future additional forms of insurance are being considered by the Insurance Committee.

The work of the Insurance Committee, besides being of significant service to our own members, has had a salutary effect on the entire field, calling

attention to the expanded need for personnel benefits and employment security. We are very much part of the overall need and drive for life-long security in a rapidly changing society.

NCJCS Insurance Evaluation Committee

In its second year of existence, the Ad Hoc Insurance Evaluation Committee chaired by Dr. Harry Schatz, has continued its overview as to the Conference future directions with respect to the broad subject of insurance, as well as to review the effectiveness and efficiency of our current insurance services. The Conference has been fortunate in securing the voluntary services of Robert Adler, nationally recognized insurance consultant, and his recommendations are now being studied by the Committee. While more communities are providing increased insurance coverage and improved pension benefits, a recent survey conducted by the Council of Jewish Federation and Welfare Funds reveals that approximately 50% of local Federations still do not have pension plans. Furthermore such local plans do not provide portability from one community to another. In essence what is needed are portable insurance and retirement plans for the entire field of Jewish communal service. It is the task of NCJCS to help realize this goal.

NCJCS Committee on Opportunities for Women in Jewish Communal Service

This committee, chaired by Dr. Sara Feinstein and co-chaired by Naomi Levine, continues to stress the need for equalizing the status and opportunities for women in Jewish communal service. The theme of the meeting at the Annual Conference is "Women in Jewish Communal Service: Opportunities and Obstacles". In preparation for the meeting,

fifty letters were written to thoughtful and experienced people in the overall field, representing all disciplines, eliciting their reactions to attitudes and practices with their specific field of services, what realistic factors bring about differential treatment of women, and how to rectify this situation. The response was overwhelming in numbers, in the seriousness of response, and in the sympathetic understanding of the conditions and the need for improvement. The perturbing question remains — "If the feelings are so positive, why is change so slow?"

NCJCS Committee on Faculty and Schools of Social Work

Chaired by Charles Miller and co-chaired by Dr. Lloyd Setleis, the NCJCS Committee on Faculty and Schools of Social Work has continued to explore the extent to which schools of social work are adequately preparing students for the field of Jewish communal service. The committee has further been concerned about the extent to which the curriculum of schools of social work, emphasized the needs of major minority groups, at the expense of the Jewish student body.

In conjunction with the March conference of the Council on Social Work Education in Chicago, Jewish faculty were invited by NCJCS to a meeting, (with the understanding that the purpose was limited to a discussion of our common concerns, and not for membership affiliation). The response was beyond expectation. Approximately 100 attended. The general consensus was that -

1. The students need to see the Jewish faculty as role models or at least as people representing an affirmative position within the spectrum of the Jewish experience.
2. The Jewish faculty may need materials and other resources to

give support to their efforts in including Jewish content in the curriculum, as well as for their own development and education.

3. There should be some thought and effort towards establishing a "coalition" of faculty and other communal groups in relation to a fuller involvement of the Jewish interest within the Council on Social Work Education.
4. It is necessary to encourage the Jewish community's commitment to this effort, including provision for funding.
5. There was a desire to continue with further meetings and an independent temporary "Commission on Jewish Issues and Concerns in Social Work Education" was recommended.

The NCJCS Committee on Faculty and Schools of Social Work will continue to assist the Jewish faculty in the organizational stage until such time as the Commission is ready to operate on its own.

Membership Policy Committee

With the burgeoning interest in NCJCS membership by individuals and groups, it became timely to examine NCJCS membership policy for the future. The essential charge to the newly created Membership Policy Committee, chaired by Dr. Carl Urbont and co-chaired by Dr. Eli Grad, is "who should be a (professional) member of NCJCS". Should our membership eligibility be limited by the narrow definition of the Jewish professionals serving the "organized Jewish community" as defined in our recent "Commission Report on the Structure, Function and Priorities of the Organized Jewish Community", or should our definition of membership be more pervasive to include in its concern all professionals serving the Jewish

community through its wide variety of agencies and organizations?

Inherent in this charge to the committee is the need to define the meaning of the term "professional Jewish communal service worker". To become a member, what are the qualifying required factors of Jewish education, training and experience, and the sense of commitment to the survival and continuing development of the Jewish community in America, in Israel and throughout the world. What are the qualifying factors to remain a member of NCJCS?

The Membership Policy Committee is beginning to grapple with these fundamental questions. Its deliberations, its recommendations may fundamentally affect the future of Jewish communal service and the nature and role of NCJCS.

NCJCS Committee on Retirees

Chaired by Eleanor Katz, the Committee on Retirees continues to be concerned with the human factors involved in retirement — including preparation for retirement, continuing part-time gainful employment if needed, and improved pension systems as well as upgrading of existing retiree pensions to keep pace with inflation. The field of Jewish communal service should have the same aims for retirees as we have for all individuals whom we serve — to help them lead their lives in dignity and security.

To ascertain the current needs and concerns of retirees, a questionnaire was distributed to over 300 retired members and the findings will be presented to the membership at the conference. Personal letters were also sent to executives of large agencies (national and local) to obtain their reactions to the problems facing retirees in this period of mounting inflation, and urging action to ameliorate these conditions.

Public Issues Committee

Chaired by Milton Heller, the Public Issues Committee has been working on resolutions to be presented at the Annual Meeting. With the broad concern of NCJCS for the entirety of Jewish life and for the totality of needs of the general society, the Committee faces the difficult task of selecting those issues that are most vital and current in point of time. One approach considered for this year is to group resolutions into categories and where possible develop an all encompassing resolution that would cover the issues raised. The categories would include international concerns, social welfare concerns, social work education, personnel practices and Jewish education. Once resolutions are prepared and approved at the Annual Meeting, one of the key problems is their implementation nationally and locally, besides being published in the *Journal*. The committee plans to stress an action-oriented approach to implementation this year.

Publications Committee

The Publications Committee, chaired by David Zeff, gives guidance and direction to our two publications. During the past year, the *Journal of Jewish Communal Service*, printed quarterly and editorially managed by Sanford Sherman, maintained its high professional standard depicting trends and developments in our field. Over 200 subscriptions from libraries and universities attest to its high regard in professional circles, by students and faculty concerned with the welfare of the Jewish community and of our society.

Concurrents, our House organ, written by Samuel Spiegler, is a joy to read — lively and full of humor — and keeps us informed as to what's going on in the field and "who's who and where's who" in personnel changes. An interesting innovation to *Concurrents* provided space in

each issue for Presidents of Associate Groups to describe the work of their associations.

Public Information Committee

Chaired nationally by Louis Weintraub, this committee's primary function is to publicize the Annual Conference and, at times, developments within NCJCS that are of great significance to the Jewish community. NCJCS does not go out of its way to seek publicity. Its main concern is to interpret the professional role of the Jewish communal workers to the Jewish public.

Since this year's conference is of great impact and has several significant innovations, a special effort has been made to stress publicity. Pictorial highlights of the conference will be featured in a special issue of *Concurrents*. Eleanor Ashman has been appointed local publicity chairwoman of the Grossinger Conference, and Natalie Flatow will prepare publicity releases. Hopefully, additional press people will be co-opted to help.

Time and Place Committee

Chaired by Toby Weiner, has the main function of recommending dates and locations for future conferences. We have picked historic Boston to celebrate the Bicentennial and the conference dates for 1976 are May 30th - June 2nd and the place — The Statler-Hilton Hotel. For 1977, the locale will be beautiful Washington, D. C. and the dates are June 5th - 8th, 1977 at the elegant Hotel Shoreham.

Future communities under consideration among others are New Orleans, Miami Beach, Atlanta, Atlantic City and Houston.

General Remarks

The work of our committees is a reflection of the great upsurge in the significance and depth of the work of NCJCS this year. We have come to grips

with issues that transcend vested organizational and institutional interests, going beyond particularistic concerns of the various disciplines in our broad profession of Jewish communal service. We are looking at the totality of Jewish life and recognize that it is made up of one cloth, a tapestry of many colors and designs, featuring varied ideologies, reflecting a broad gauge of inner-cultural differences, representing the full spectrum of religious denominations, and spread throughout all nations of the world. But in essence Jewish life is a "oneness", not of uniformity but of unity.

In serving the total Jewish community, the profession of Jewish communal service reflects this same kind of "oneness", this same sense of unity. We recognize that we are part of the historical mission to perpetuate Jewish life and the role of the profession of Jewish communal service and of NCJCS is to prepare ourselves to help fulfill this continuum.

Personal Remarks

It is now 5 years that I have served as Executive Secretary and I must confess that from the very beginning and continuously during this time, I have thoroughly enjoyed the work of the Conference and my associations with its leadership. The leadership of the Conference is made up of several hundred people — all volunteers — who give of themselves with such devotion as mem-

bers of committees, as chairpersons of committees, as Presidents and officers of Associate Groups and as members and officers of the Executive Committee of NCJCS. They are a tribute to the quality of the profession of Jewish communal service.

I am deeply appreciative of their help and cooperation in my work as Executive Secretary and I would like to thank each one of them personally in this report, but that is not practical. Samuel Katz, as President of the Conference, symbolizes this collective leadership and through him, I wish to extend my thanks to everyone, who has contributed to strengthening the work of NCJCS. Sam did not need an orientation to the presidency, for he has been part of the leadership of NCJCS for many years. He has given of himself fully in time, in effort, and with deep commitment. He has been of great help to me, with creative ideas and organizational skill. It has been a wonderful "lay-professional" relationship.

My report would not be complete without special thanks to Shirley Youngerman, our Office Manager, to Charlotte Grabisch, our part-time secretary and to Betty Grossman who helped during Conference time pressures. The office is a busy place — but also a pleasant and warm setting. I am constantly amazed at the amount of office work produced at the Conference. The theme of the conference "Translating Commitments into Practice" is really practiced by our office staff.

Annual Business Meeting National Conference of Jewish Communal Service Grossinger, New York, June 11, 1975

Presiding, Samuel Katz.

The minutes of the 1974 Annual Meeting, held June 5, 1974 in San Francisco, were approved.

Mr. Katz's initial comments set the context for this year's meeting (*Editor's note: these comments are reproduced on p. 3, this issue*)

Mr. Katz further reported:

At this time, I would like to express, for myself, the officers of the Conference and the members of the Executive Committee, our profound admiration and respect for the many persons who have been working on behalf of Conference objectives this past year. We've added up the list of people who have participated in one or more committee sessions, and in aggregate it turns out there are over 400 persons! Since it is manifestly impossible to publicly recognize all, let me thank them by thanking those who chaired the several committees. Thus far, I have already identified five persons: Charles Zibbell, David Rabinovitz, William Kahn, William H. Budd and Saul Schwarz. To this distinguished list, let me add the Chairman of the Budget Committee, Samuel I. Sorin, Executive Director of the Jewish Ys and Centers of Greater Philadelphia; the Chairman of the Insurance Committee, Burton Lazarow, Executive Director of the Jewish Federation of Waterbury, Connecticut; the Chairman of the Insurance Evaluation Committee, Dr. Harry A. Schatz, Director of Administration of the National Jewish Welfare Board; the Chairman of the Membership Policy Committee, Dr. Carl Urbont, Executive Director of the Ninety-Second Street YM & YWHA of New York City; the Chairman of the Nominating Committee, Charles Miller, Associate Director of the Federation of Jewish Agencies of Philadelphia; the Chairman of the Personnel Committee, Solomon M. Brownstein, Assistant Executive Director of the Jewish Family Service of New York, and Harry Rosen, Co-Chairman of the Committee, Executive Director of the Julius Schepps Community Center of Dallas, Texas; the Chairman of the Publications Committee, David Zeff, Director, Community Planning, Council of Jewish Federations and Welfare Funds; the Chairman of the Public Issues Committee, Milton L. Heller, Director of the Jewish Community Relations Council of the Hartford Jewish Federation; the Chairman of the Public Information Committee, Louis Weintraub, Executive Vice-President of the Jewish Welfare

Federation of San Francisco; the Chairwoman of the Committee on Retirees, Eleanor Katz, Personnel Director of the American Jewish Committee; the Chairman of the Faculty and Schools of Social Work Committee of the Conference, Charles Miller, already identified to you, and the Co-Chairman of this committee, Dr. Lloyd Setleis, the newly appointed Dean of the Wurzweiler School of Social Work; the Chairwoman of the Time and Place Committee, Toby R. Weiner, Administrative Director of the Jewish Community Center of Wilmington, Delaware; the Chairwoman of the Committee on Opportunities for Women in Jewish Communal Service, Dr. Sara Feinstein of the Federation of Metropolitan Chicago and Naomi Levine, Executive Director of the American Jewish Congress, who co-chairs this committee. A more complete report has been prepared by Matthew Penn at my request, which will be officially part of the Annual Meeting and which was included in the Conference kit.

There are two individuals to whom a very special tribute is in order. Daniel Mann, Executive Director of the Jewish Community Council of Metropolitan Washington, has done a simply magnificent job as Chairman of the Program Committee of this Conference. As one who has gone through that particular pressure cooker, I know what this task has meant and I am most appreciative of his labors and want to salute him.

In Matthew Penn, the Conference is extremely fortunate in having a professional's professional. I will remember our last conference at Grossinger's when Irving Greenberg, the President of the Conference, paid warm tribute to Matt on the occasion of his having completed his first full year as the Executive Secretary of the Conference. Under his professional direction, with his skill, tact, and leadership, the officers and the Executive Committee of the Conference have really found it expedient to toe the line. Under his guidance, the Conference has had a magnificent growth, both in size, activity, and in solvency. I am pleased to announce his new title: Executive Director of the Conference and beginning in September, for nine months per year, he will be paid a full-time salary for the full-time talent he has been providing us. I am most grateful to him for what he has done on behalf of the Conference; without his assistance, whatever I may have accomplished as the President could not have been done. And to his hard working and devoted colleagues at the Conference office, Shirley Youngerman, Charlotte Grabisch and Betty Grossman, my thanks and appreciation!