



INTERNATIONAL
ASSOCIATION
OF JEWISH
VOCATIONAL
SERVICES

2004 Annual Report

Building A Unified Network

to Strengthen Our Communities

Atlanta JF&CS

Baltimore JVS

Boston JVS

Buenos Aires Ariel Job Center

Chicago JVS

Cincinnati JVS

Cleveland JFSA

Columbus JFS

Dallas JFS

Denver JFS

Detroit JVS

Gulf Coast JFS

Israel Elwyn

Kansas City JVS

Los Angeles JVS

Louisville JFVS

MetroWest JVS

Metropolitan Washington JSSA

Miami JCS

Middlesex JF&VS

Minneapolis JVS

Montreal JEM

New York F.E.G.S.

Philadelphia JEVS

Pittsburgh JF&CS

San Francisco JVS

St. Louis MERS/MO Goodwill Industries

Tel Aviv Rehabilitation Workshops

Toronto JVS

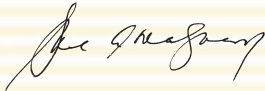
Executive Message

The IAJVS network with 29 affiliates throughout North America, Israel and Argentina can be proud of our accomplishments this past year. IAJVS was successful in securing additional funding sources, developing new partnerships and collaborations to increase IAJVS' vitality and visibility, and strengthening and supporting the local capacity of our member agencies. To maximize the impact of this year's accomplishments IAJVS will continue to work with its Board to pursue new funding sources, cultivate critical relationships, and facilitate the educational and networking opportunities that makes IAJVS so special. We appreciate all the time and support the Board has given toward strengthening IAJVS and look forward to another productive year.

In 2004, IAJVS developed and implemented a new strategic plan to strengthen our network of member agencies and the communities we serve. Since executing our new plan, our member agencies continue to benefit from the shared management and professional expertise within our association, and we are accessing new resources by leveraging network capacities. Most importantly, the 350,000 people we serve each year benefit from a stronger, more vibrant IAJVS system of services.

We are confident that faced with new challenges in 2005, IAJVS will again embrace new opportunities for growth.

Gail Magaliff, President, IAJVS



Genie Cohen, Executive Director, IAJVS



2004 proved to be another productive year for IAJVS and we are looking forward to an exciting and successful 2005. IAJVS will continue to serve its affiliates through the development of new partnerships, collaborations, grant opportunities, and educational forums in the coming year.

IAJVS Mission Statement

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 workforce of its constituent clients.

A few highlights:

Strategic Plan 2004 – 2006

The IAJVS Ad Hoc Strategic Planning Task Force convened in Philadelphia in August 2004. We reviewed IAJVS' rich history, analyzed the markets in which we operate, and framed strategic goals for the network's future. IAJVS' Strategic Plan sets forth two overarching goals:

- To facilitate business and organization development, networking and information sharing among member agencies, and
- To produce resources for affiliated agencies.

Professional activities in 2004/2005 will focus on innovative trends and developing needs of the youth and older worker populations.

New Affiliate Agency

IAJVS is pleased to welcome its newest member, Shalom Denver of Colorado, a division of Jewish Family Service of Colorado. Founded in 1872 as the Hebrew Ladies Benevolent Society, today JFS of Colorado touches the lives of 14,000 people annually, who participate in one or more of its over 40 programs. The addition of Shalom Denver brings the IAJVS network to 29 member agencies from throughout North America, Israel and Argentina.

Collaborations and Partnerships

This past year IAJVS initiatives have resulted in an additional \$700,000 in supplemental funding for the network.

Now in its sixth year, IAJVS and five affiliate agencies are continuing the disAbility Employment Initiative, which provides critical computer training services to individuals with disabilities through a \$500,000 grant from the U.S. Department of Labor. In addition to technical training, participants in the disAbility Employment Initiative also receive comprehensive job training and job search assistance.

In collaboration with the Women's Bureau, U.S. Department of Labor, IAJVS hosted a Women's Leadership Forum to share resources and experiences on issues facing women who are leaders in community organizations. The informal, roundtable discussion is expected to be the first of several forums, bringing together women from the Mayor's Commission on Technology, the United Way, and the local workforce development community.

In partnership with Pittsburgh's Jewish Family & Children's Service and Philadelphia's Jewish Employment & Vocational Service, IAJVS was awarded a \$150,000 earmark from the U.S. Department of Labor to provide comprehensive career services and job readiness skills to dislocated workers in Pittsburgh and Philadelphia.

Through a generous grant, Bank of America, an IAJVS national strategic partner since 2001, continued to support the IAJVS network in 2004 by underwriting the 2nd Train-the-Trainer Initiative entitled "Putting People Back to Work: New Skills for Today's Workforce". This day-long workshop, presented in conjunction with the IAJVS Annual Conference, afforded staff from 21 affiliate agencies the opportunity to gain important topical insight and tools that allow them to return to their home agencies and provide training focused on improving the entrepreneurial and micro-enterprise services at their respective organizations.

Professional Development Resources

Held at the beautiful Museum of Jewish Heritage in New York City and hosted by F•E•G•S Health and Human Services System, the 2004 IAJVS Annual Conference brought together executive and professional leadership from throughout the network. As rated by participants, the opportunity to network with colleagues and share best practices from other affiliates were two of the many highlights of this year's conference. Conference topics included emerging trends in programs, management and technology. Executives and professional staff were then able to discuss how IAJVS might best respond to these changes through innovative services, advocacy and program redesign.

As a key component of organization development and information sharing, professional development continues to be a priority for IAJVS. In 2004, we expanded opportunities for professional staff to learn new skills and share their expertise across the network through:

- E-Lights: An IAJVS Publication for Executive and Professional Leadership, IAJVS' newest publication, was unveiled in 2004 and its first three issues published and disseminated across its network of affiliate agencies. E-Lights showcases the dynamic programs and services offered by member agencies, and serves as a vehicle for sharing information and expertise between member agencies.
- Conference calls are a cost and time effective means for IAJVS to facilitate the sharing of skills and experience between affiliate agencies. In 2004, professionals from throughout the network connected via a series of conference calls organized and facilitated by the Professional Development Committee of IAJVS to discuss and share their expertise on topics ranging from "the new older worker" to "job development".

2004 Board Leadership

Gail Magaliff, President
New York F•E•G•S.

Karen Goldenberg, Vice President
Toronto JVS

Peter Bloch, Treasurer
Cincinnati JVS

Gary Miller, At Large
Atlanta JF&CS

Leah Rosenbaum, At Large
Detroit JVS

David Saltman, At Large
Miami JCS

Abby Snay, At Large
San Francisco JVS

IAJVS Staff

Genie Cohen, Executive Director

Lucy Klain, National Projects Director

Ruth Hartstein, Executive Assistant

Kathy Wagner, Fiscal Analyst

2004 Budget

IAJVS statement of activities and change in net assets for the year ending December 31, 2004.

Revenue

Membership Dues	163,800
Government Grants	442,420
Contributions	8,100
Interest	5,416
Other	52,288
Total	672,024

Expenses

Program Services	455,727
Membership Services and Administration	203,380
Total	659,107

Increase/Decrease in net assets	12,917
---------------------------------	--------

The International Association of Jewish Vocational Services (IAJVS) is a not-for-profit association linking 29 health and human service agencies in the U.S., Canada, Israel and Argentina to provide a broad range of educational, vocational, and rehabilitation services. Each year, the IAJVS network serves more than 350,000 individuals and works with over 40,000 employers throughout its service areas with a combined budget of over \$395 million.

The IAJVS network of organizations is guided by a common mission set forth by the medieval Jewish philosopher Moses Maimonides—the greatest charity lies in helping people to become self-sufficient. To realize our shared mission, IAJVS provides its membership with services that strengthen local capacity. IAJVS serves as the collective voice, representing the network nationally and internationally, and promoting the important work of its local agencies here and abroad.

IAJVS
1845 Walnut Street, Suite 640
Philadelphia, PA 19103
T. 215.854.0233 F. 215.854.0212
www.iajvs.org

