

Koleinu

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Winter 2008/5768

Notes from the URJ Biennial

I have the wonderful privilege of reporting to you the great successes of our colleagues who organized and participated in the recent URJ Biennial Convention in San Diego. Over 100 ACC cantors registered for the Biennial, and many of you were there as workshop leaders, concert participants, song leaders, tefillah leaders, choral singers — the list goes on and on. For those of you who were unable to travel to San Diego, let me take a moment to fill you in on some of the highlights of ACC participation at the Biennial.

The comments from lay leaders about the cantorial participation in tefillah were universally positive, and I heard many people talking about how much the music of services moved them. We were leaders in every daily tefillah. In addition, Erev Shabbat worship was led with joy by John Kaplan, along with Rabbi Don Goor, and Shabbat morning services were led beautifully by Rachel Spilker, in partnership with Rabbi Judy Shanks. The ACC Executive Board was invited to join with John in leading the Kabbalat Shabbat section of our Erev Shabbat worship. I heard over and over again how much these Shabbat services meant to our Movement's lay leaders. They commented on the spiritual components, the wonderful prayer leading, and the musicality of our colleagues. I felt very proud to be president of an organization that has such an impact on the spiritual life of our Movement.

ACC cantors participated in multiple workshops, all of which were very well attended. Our colleagues exhibited great professionalism and knowledge during each of these events. Barbara Ostfeld held an excellent and informative session for congregations seeking cantors. As has become customary, there was a luncheon on Friday for cantors during which Rabbi Eric Yoffie was invited to speak. At the suggestion of our colleague, Lanie Katzew, the ACC officer team created a list of questions and talking points that we submitted to Rabbi Yoffie ahead of time, in order to give him an adequate opportunity to prepare his remarks. Rabbi Yoffie had clearly thought deeply about the issues that were raised. While more time

for discussion would have been welcome, the interchange was both heartening and meaningful.

The late night session on Friday night, led by Don Croll, was fun and filled with beautiful music — and very well received by an enthusiastic audience. The Shabbat luncheon program organized by Leigh Korn was extremely well-sung, and offered something new to everyone in the room. That capacity audience was also enthusiastic with its praise. In addition to these wonderful programs, the ACC commissioned two new works that premiered during the Biennial. In honor of the sixtieth anniversary of the State of Israel, a work was commissioned from Andrea Jill Higgins, and an arrangement of melodies by Debbie Friedman was commissioned from Chris Hardin in honor of Debbie receiving the first Alexander Schindler award.

Finally, the ACC booth was once again a great success, and a gathering place for our members. Our booth included a large map of the United States and Canada with the heading, "The ACC, Proud to Serve the Following URJ Congregations" (the map, in fact, listed every congregation in North America that has an ACC cantor). In addition, we played recordings that you sent to us, so there was always music coming from our area. Finally, the booth offered a Power Point presentation on ACC cantors and Placement, accompanied by our colorful brochures. Each ACC cantor received a ribbon to place on her/his nametag that stated "Member, American Conference of Cantors."

It was an exciting, exhilarating, and meaningful week for the ACC, and it was so very rewarding to be a part of it.

Be sure to mark the dates on your calendar for the next Biennial in Toronto, Canada **November 4-8, 2009**.

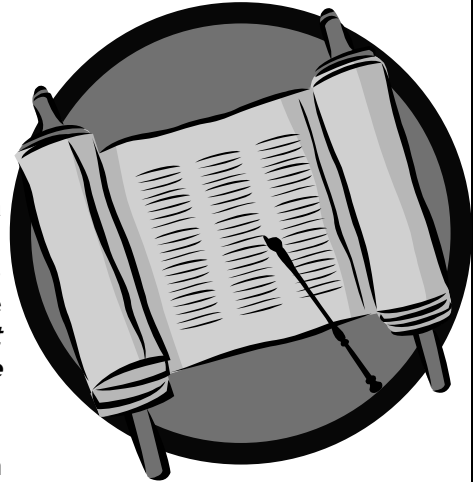
Be a part of the Reform Movement's most important gathering — come represent the ACC, learn from each other, and enjoy the collegiality that seeing old classmates, school chums, former and present colleagues can bring.

Kay Greenwald, President

The American Conference of Cantors Presents

**Yom Iyun Sheni:
A Multi-Site Day of Study
April 2, 2008**

But Moses said to the people, "Don't be afraid. Collect yourselves... be still. Then Adonai said to Moses, "Why do you cry out to me? Tell the Israelites to just get going!" – Exodus 14: 13-15



On April 2, 2008 Reform cantors across North America will again gather regionally or via conference call for a half-day to learn from, and share with, one another during **Yom Iyun Sheni**. This year, our exploration will be informed by a wonderful book entitled ***Be Still and Get Going: A Jewish Meditation Practice for Real Life*** by Rabbi Alan Lew.

As cantors, we inspire people to know God through words, prayer, and song. What supports you in connecting you to your calling as a cantor? What practices do you have that allow you to deepen your relationship with the Holy One? ***Be Still and Get Going*** was written with the intention of being "an indispensable resource for Jews seeking to embrace their tradition in a deeper and more authentic way." With study materials designed by Rabbi Lew specifically for us, we will explore his ideas and consider accepting his invitation to 'be still and get going' as a means to fulfill our life's purpose.

To participate in Yom Iyun Sheni:

1. Log on to the ACC website www.accantors.org to find out where the nearest location, and who the designated moderator in your region, is. If you are unable to attend in person, you can obtain the telephone numbers for regional conference calls and the names of the moderators.
2. Contact the moderator to let him or her know that you will be participating.
3. Purchase and read ***Be Still and Get Going*** prior to April 2.

Alan Lew has become one of the leaders of the burgeoning Jewish Meditation movement. He is the director of Makor Or, the center for Jewish Meditation adjacent to Congregation Beth Shalom of San Francisco where he served between 1991-2005. Rabbi Lew is the Past President of the Board of Rabbis of Northern California and for ten years, the moderator of the Mosaic television program on KPIX-TV in San Francisco. He was ordained as a rabbi in 1988 at JTS, where he won more than a dozen major academic awards.

By the way ...

Rabbi Lew will be a workshop presenter and the Keynote speaker at our upcoming ACC Convention in San Francisco this June. Participating in Yom Iyun Sheni provides you with a great opportunity to deepen your experience of his teaching now and later.

Please join us!

2008 ACC/GTM CONVENTION: June 29—July 3, 2008 in San Francisco



The entire Convention Committee is working to inspire you with music, learning opportunities, and fun social events highlighting what San Francisco has to offer.

Highlights will include:



Rabbi Alan Lew: Scholar in Residence

Rabbi Alan Lew was ordained as a rabbi in 1988 at the Jewish Theological Seminary in New York where he won more than a dozen major academic awards. He was the spiritual leader of Congregation Beth Sholom in San Francisco from July 1991 through July 2005. Currently, he is the director of Makor Or, the center for Jewish Meditation. Rabbi Lew has published several books including *Eight Monologues*; *One God Clapping: The Spiritual Path of a Zen Rabbi*; *This Is Real And You Are Completely Unprepared: The Days of Awe as a Journey of Transformation*; and *Be Still and Get Going*.

Dr. Tish Davis-Wick: Renowned psychologist and organization expert

Convention attendees will have the opportunity to work with world renowned psychologist and organizational expert **Tish Davis-Wick**. Tish has worked internally in a large organization as a consultant and line manager. She established her own consulting firm over 16 years ago and continues to maintain an active practice today. Tish has a Bachelor's in Classic Languages, a Master's in Counseling Psychology and a Doctorate in Education and Business Administration from the University of Southern California.



Coming to San Francisco early? Join the locals for an evening of fun and fundraising?

Steve Silver's **BEACH BLANKET BABYLON** is the longest running, hit musical revue in theatre history. A zany musical spoof of pop culture with extravagant costumes and outrageously huge hats, BEACH BLANKET BABYLON is an internationally acclaimed San Francisco institution, now in its 30th year of sold-out performances. Tickets are \$100, which includes a donation to the 2008 Convention fund.

Concert Events

Convention attendees perform at two separate concert events! A selection of American Jewish composers will be presented on Monday, June 30 at **Congregation Sherith Israel**. The Bloch Sacred Service will be performed at **Congregation Emanu-El** on Tuesday, July 1. The presentation of a full-scale Bloch Sacred Service will be performed as a concert in the venue where it was commissioned, including a choir of over 100 participants.

Special Organ Workshops Planned

Rodgers Organs, through John Jarvis Music, will present a workshop on technology available through the parent company, Roland, including sound modules/keyboards/accessories, with different sound possibilities for worship from intimate settings to services in large venues. An instrument will be available for use and demonstration at Convention services as well as the workshop.

Thank you to our sponsors:

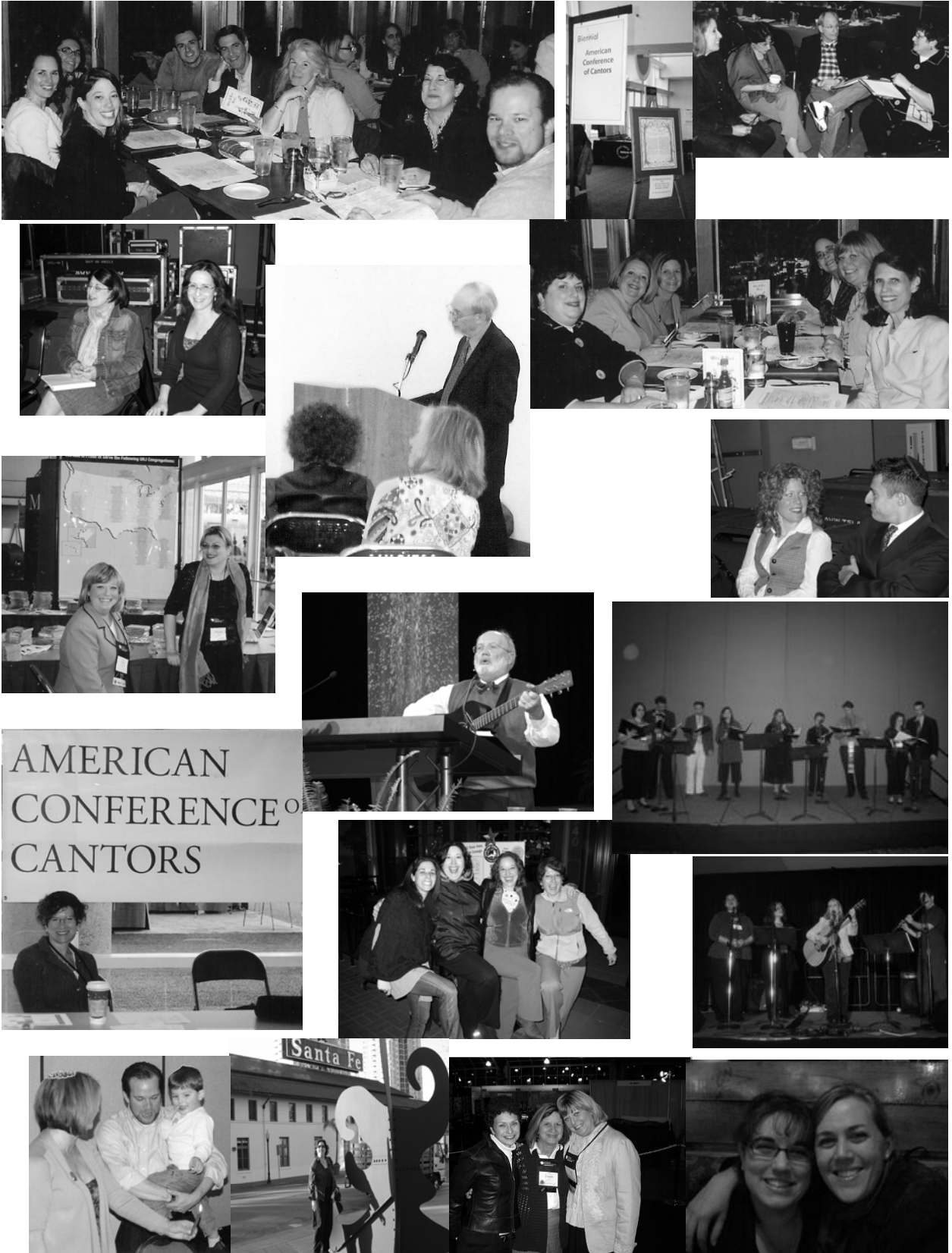
Myra Reinhardt Family Foundation
Milken Archive of American Jewish Music

Register early! Materials will be hitting your mailbox soon!

Roz Barak, ACC Convention Chair

Aryell Cohen, GTM Convention Chair

URJ Biennial 2007 — The ACC Was There!



Israel at 60! ARZA at 30! May 9-11, 2008!

By Yvon Shore

Reserve May 9-11, 2008 on your synagogue calendar for a Movement-wide Yom Ha-Atzmaut celebration! Schedule a concert, choral festival or special music tekesim—consider making these events joint fundraisers for the ACC and for ARZA.

A resource guide of Israeli choral music will be available in time for you to plan all concerts, tefillot and choral festivals, including information on Israeli themed music available for sale here and in Israel, categorized by voice and level of musical difficulty (many thanks to Jayson Rodovsky and Judith Karzen from the GTM for compiling this terrific resource).



ARZA is publishing a special "Israel at 60" resource booklet filled with study guides, text study, cultural elements, and much more, including the GTM Israeli choral music resource list. The ACC contributions include a special tefillah supplement and a three part adult music education program. Cantor Lanie Katzew and I are helping to compile these materials. These booklets will be sent to each URJ congregation that requests a copy.

Sign your congregation up at www.arza.org. Click on Israel at 60, then go to the right hand column to download the sign up form.

Reciprocity: An Ongoing Discussion

By Deborah Numark, Chair, Member Relations (External)

You may or may not know that the ACC and JTS have long enjoyed reciprocity. Over the years JTS graduates have applied to the ACC for membership. Membership has been granted after a candidate successfully completes an exam that includes sections on vocal proficiency, knowledge of Reform repertoire, familiarity with Reform practice, and the underpinnings of Reform philosophy and theology. By the same token, a fair number of HUC-JIR graduates are members in both the ACC and the CA.

Over the last several years, it has become clear to your Officers and Executive Board that this process might benefit from some reevaluation. Thus, under the stewardship of ACC vice president Rosalie Boxt, the Member Relations (External) Committee – composed of Jessica Roskin, Michael Shochet and myself – is embarking on this reevaluation process. We are currently recrafting the reciprocity exam to address the arrival of "Mishkan Tefilah," among other things.

I am sure you are aware that in recent years several other institutions have begun graduating people with the title, Cantor. Graduates of programs from the Academy of Jewish Religion (NY and LA), Hebrew College (Boston) and Gratz College (Philadelphia) have made inquiries into ACC membership. As stated earlier, the ACC currently shares reciprocity with JTS only. The Member Relations Committee has been asked to examine – carefully and with full intent – the possibilities, advantages, and repercussions of extending some kind of reciprocity agreements to these other academic institutions. This issue is fraught with complexities, and we undertake this task with great seriousness.

In addition, this Committee hopes to provide long term recommendations for membership in our organization. We have been brainstorming about what the ACC will look like 10, 25, or even 50 years from now, and have been challenging ourselves to think outside the box in order to continue to build upon the very unique and valuable institution that is our ACC. Please stay tuned to this column for continuing information as to our committee's current thinking, as well as our progress on these very important issues.

Fundraising Update!

To date, our internal fundraising effort, Bonei Chazzanut, has raised **\$18,668** with **106 ACC** members participating!

Our external fundraising effort, Shabbat Shirah, which is directed toward Volunteer Choir members is in Choir members' hands and donations are beginning to pour in.

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Cantorial Negotiations: Entering Into a Brit

By Gail P. Hirschenfang, Director of Member Support

Prior to beginning the process of negotiations it is important to read carefully through the ACC/URJ document entitled, "Guidelines for Cantorial-Congregational Relationships," available on the ACC website. This document should be shared with your lay leaders as well. This is an opportunity for you and your temple leadership to enter into a sacred covenant, not simply an employment agreement. How you conduct yourself in these discussions can set a tone for your continued relationship with your lay and rabbinic leadership.

Below you will find a list of practical information that each of you will need in preparing for these discussions.

Consider your priorities.

Look at your package as a whole, including all benefits. What are the most important things you need/want? Chances are you will not receive everything you ask for on your list so make sure you know what is **most** important to you and your family. **Do not** reopen negotiations after they are completed because you forgot to ask for something. Once an agreement is made, it is made. You and the temple must honor the terms.

Do your homework!

Consult our ACC/URJ salary survey (see Page 11) and the accompanying materials on COLA (cost of living adjustments) for the most recent ACC salary information. You can obtain the survey on our website. Your lay leaders can obtain it from your regional URJ office. You should also speak with colleagues in your area to compare salary information.

Items to Include in your contract:

- ◆ **Salary and Parsonage:** remember that parsonage is income tax free, **not FICA free** (FICA consists of social security and Medicare taxes). See the URJ's Department of Synagogue Management's publication, *To Do Justice, Selected Legal and Financial Issues Facing Congregations*, for more information regarding Social Security, Medicare, and Parsonage.
- ◆ **Pension:** a 15% contribution from your congregation is customary; you may want to add an additional 3% voluntarily. (Being part of the ACC's pension plan will greatly facilitate taking parsonage when you retire.)
- ◆ **Disability:** you will be well advised to take the ACC disability plan, which will cover you for various disabilities including loss of voice.
- ◆ **Health Insurance:** more and more cantors (and rabbis) are being asked to contribute to their medical premiums. Know exactly what you will be asked to pay and what is covered. Will they be covering members of your family or just you?
- ◆ **Vacation:** 4 weeks paid vacation is customary for full time cantors.
- ◆ **ACC dues:** many of our members include this in their packages (remember, these dues can **not** be paid from your discretionary funds!)
- ◆ **Professional Development:** this line covers your attendance at ACC regional/national conventions, URJ biennials and possibly alumni events at HUC. A voice lesson allowance can be included here as well.
- ◆ **Social Security:** know whether your congregation will be paying **their** share of the social security or reimbursing you for that amount. Keep in mind that if you are, in fact, reimbursed, that reimbursement is considered taxable income! If the temple does not cover the employer's share of the social security (7.65%) you will be paying your share **and** their share (over 15 % of salary!!). See the URJ's Department of Synagogue Management's publication, *To Do Justice, Selected Legal and Financial Issues Facing Congregations*, for more information regarding Social Security, Medicare, and Parsonage.
- ◆ Details of your **job description** should be attached to any contract so there is no ambiguity. You should also remember to include the need for a written review at a designated date.
- ◆ **Resolution of Conflicts:** the Cantorial-Congregational Relationship pamphlet discusses the NCPCR (National Commission on Professional Congregational Relations, formerly the NCCCR). This is a commission comprised of regional representatives from the ACC and URJ that would be called in to your congregation in the event of a dispute. Although the NCPCR's ultimate findings are not binding unless **both** parties agree to accept them, **it is highly recommend that you have the NCPCR written in your contract.**
- ◆ **Dates for renewal:** It is recommend that it be written that if your congregation is interested in renewing your contract that they inform you by no later than Dec 31st of the last year. We also recommend that all subsequent negotiations be **concluded** no later than Feb 15th of the last contract year. This, like all of the above-mentioned contractual items, should be in writing.

Lastly, take time to think. Do not be afraid to 'sleep on a proposal' or to ask for time to discuss it with your spouse or partner. Never feel pressured to answer on the spot. **ALWAYS HAVE ANY CONTRACT REVIEWED BY AN ATTORNEY AND FINANCIAL PROFESSIONAL.** Please make note of our **upcoming negotiations conference call** (see Page 11). I am also available to help—I can be reached at ghirschenfang@accantors.org or 845-559-3818. Best of luck.

Board Actions

The highlights of the ACC Executive Board meeting in December include:

- ◆ A motion was passed stating the Board endorses a policy that one tefillah at each ACC-GTM Convention should be led by those being honored for 50 years in the Cantorate, and if that is not possible, one tefillah should be led by Vatikim
- ◆ A Motion was passed stating the Executive Board endorses the recommendation of the Development Committee that the ACC investigate seeking the help of a professional development consultant who can help teach us about how to maximize our fundraising efforts
- ◆ A Motion was passed stating that the Executive Board of the ACC requests an immediate American Conference of Cantors salary survey in cooperation with the URJ, using an outside source, so that valid earnings data is available for cantors currently in placement and going into placement in the coming season, and that such a survey be conducted at appropriate intervals
- ◆ Resolutions were passed to bring our Pension documents in alignment with current ERISA guidelines
- ◆ The Board received a visit from Rabbi Peter Knobel, president of CCAR
- ◆ The Board received a report from Rabbi Steve Fox, Executive Director of CCAR
- ◆ A workshop on Fundraising and Development was conducted by Gail Littman, Director of Endowment for the San Diego area Jewish Federation

The ACC welcomes back into membership: Cantor David Muchnick
The ACC welcomes into membership: Cantor Arthur Giglio

Want to know more information? Please contact one of our ACC Officers (see page 9).

~~ Ad Journal information is in the mail ... Ads must be received by March 14!! ~~

The Badge of a Cantor

By Rosalie Boxt, Vice President

All of us wear the badge of the ACC with honor -- each of us in different ways. For some of us, the process of Certification brought us into this chevra through years of work in our communities, trips to New York for testing, and support from our families and communities. Others of us were welcomed via reciprocity from the Jewish Theological Seminary, while some have become honorary ACC members due to years of important service to the Conference and Jewish music. Dozens of us attended the School of Sacred Music, and grew in our love for the Cantorate through years of study together with esteemed professors, alongside student rabbis and educators.

This badge is one which we should celebrate, cherish, and wear with pride. We all face the challenges of soloists, singers and song leaders who are called "cantor" by their communities. Whether we like it or not, ultimately we do not have full control of the ill-informed choices that communities other than our own might make. Moreover, each of us probably knows a wonderful chazzan who has graduated from another institution or program, who may well be deserving of the title Cantor.

What differentiates us is that we are members of the American Conference of Cantors. We are a body who supports its members in our sacred calling as emissaries for Judaism and for Jewish music and who represent the best of what it means to be "clergy" -- true partners with our rabbinic colleagues. Thus, while many of us struggle with who can, do, or should call themselves "cantor", we can only move forward to represent ourselves as those of the highest training, caliber, and dedication to our sacred calling.

I challenge each of you to do a few simple things, in this regard. Not only will these actions create more appropriate distinctions between you as "cantor"-- as opposed to a soloist in your community -- but these steps will also continue to raise awareness of the ACC for our congregations, communities and potential supporters of our sacred work.

- Sign your email "signature", "Cantor Plonit bat Plonit, ACC (American Conference of Cantors), www.accantors.org
- Ensure that your congregational website lists your name as "Cantor Ploni ben Ploni, ACC"

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ACC Dues Increase 2008-2009

By Rachel Turry, ACC Managing Director

We've gotten several calls in the last few days regarding the ACC dues increase for FY 2008-09. Since your congregations are probably in the midst of budget preparations for next year, please pass this information along to your budget chair or executive director!

As of August 1, 2008, ACC member dues will be the following:

Regular Members:

Members earning \$75K and above: 1.65%

Members earning \$50K to \$74,999: 1.375%

Members earning up to \$49,999: 1.10% (but no less than the dues rate for Sustaining Members)

Associate Members: 0.825% or \$385

Retired Members: \$83

Sustaining Members: \$83

Dual CA Members: \$275

Student Members: \$0

If you are a member of the CCAR, NATA, or NATE, you will still be allowed to take a 10% dues reduction with proof of membership.

If you have any questions, please don't hesitate to get in touch with us in the office!

From the Committee on Ethics and Appeals

By Penny Kessler and Greg Yaraslow

In December some of us on Facebook joined a group offering free sheet music. The website contains what appear to be scanned and then uploaded copies of published sheet music. It's hard to tell if this music is in the public domain, and it's almost impossible to determine if the sites have obtained the rights to offer the music for free. Questions to the site's administrator were unanswered.

Friends, please ... before we download pdf's, please let's make sure that we are only using music in the public domain. Otherwise, we are - to be blunt - stealing parnassah from composers, publishers and performers - and that's not what we ought to be doing.

The ACC supports and promotes the artists and composers who provide us with such a wealth of Jewish music. To that end, the ACC seeks to inform and educate its membership so as to encourage the fair and legal use of copyrighted material and intellectual property. In compliance with the ACC Code of Ethics, the illegal reproduction and dissemination of any such material is not condoned. If you have any questions about this policy, please contact the ACC Committee on Ethics and Appeals.

The Badge of a Cantor (Continued from Page 7)

- Link to the ACC website from your temple website, as well as from every biography
- Rewrite your biography (and your resume) to include your membership in the ACC
- When your synagogue prints new stationery, add the ACC after your name

Over the next few months, members of the Membership Committee will be checking out your signature or synagogue website. Those of you who have incorporated these easy additions will be entered into a raffle. The grand prize will include half off the price of convention registration!

Take pride in the hard work it takes to become a member of the ACC by connecting your ACC membership to your own workplace. Reach into the broader community by spreading the message of who we are, what we do, and how important we are to the future of Jewish music.

In the Community

Mazel Tov to ...

- ◇ Gershon Silins on his engagement to Dr. Deborah Lynn Steinberg.
- ◇ Ellen Stettner on her engagement to Ron Kane.
- ◇ David Berger on his engagement to D'ror Chankin-Gould
- ◇ The Shuchat-Marx family, Jacquie, Mark and Harry, on the birth of Miriam Xiao-Ling Leora Shuchat-Marx, born on December 27, 2002 (and joining their family on December 15, 2007).

Condolences to ...

- ◇ Andrew Bernard on the death of his mother, Joan Bernard, z"l.
- ◇ Benjie Schiller and Lester Bronstein on the untimely death of their niece, Kate Bronstein, z"l.
- ◇ Donn and Ruth Rosensweig on the death of Ruth's brother, Sidney "Sig" Adler, z"l.
- ◇ Donn and Ruth Rosensweig on the death of Ruth's father, David Adler, z"l.
- ◇ Diane Yomtov on the death of her mother, Lillian Yomtov, z"l.
- ◇ Tanya Tamarkin on the death of her grandmother, Ida Spiegel, z"l.
- ◇ Ben Adler on the death of his father, Cantor Mordechai Adler, z"l.
- ◇ Dr. Bat-Sheva Rubenstein on the death of her husband, Michael Miller, z"l.
- ◇ Regina Lambert Hayut on the death of her father, Matthew Lambert, z"l.

The ACC mourns the death of

**Joseph Boardman
(SSM 1963)
on January 8, 2008.**

*Zichrono livracha—may his
memory be a
blessing forever.*

The ACC mourns the death of

**Joseph Portnoy
(SSM 1951)
on January 17, 2008.**

*Zichrono livracha—may his
memory be a
blessing forever.*

Member News

- ◆ Dan Singer's voice can be heard on the soundtrack of "The Jewish Americans" PBS series DVD and CD available at <http://www.pbs.org/jewishamericans/>.
- ◆ Jon Haddon, newly elected Rabbi Emeritus of Shearith Israel (Ridgefield, CT), received the "Spirit of Dr. Martin Luther King Jr. - Ridgefield Community Service Award:" "In recognition of his many years of service to Ridgefield (Connecticut) through his active involvement in community fellowship, spiritual leadership, and positive community activism."
- ◆ Oreen Zeitin will donate 15% of all online sales to the ACC at her specialty jewelry company www.OreenZ.com.
- ◆ Lori Frank is being honored by her congregation, Temple Adat Shalom (Poway, CA), for 25 years of service.
 - ◆ Roz Barak was honored for 20 years of service at Congregation Emanu-El (San Francisco, CA) .
 - ◆ Ilene Keys was honored for 13 years at Temple Sinai (Oakland, CA).
 - ◆ Mark Biddleman was honored for 40 years at Temple Emanuel (Woodcliff Lake, NJ).

The ACC

President	Kay Greenwald
Vice Presidents	Rosalie Boxt, Susan Caro, Mark Goldman
Secretary	Seth Warner
Treasurer	Linda Ecker
Managing Director	Rachel Turry
Director of Placement	Barbara Ostfeld
Director of Member Support	Gail Hirschenfang
Member Services	Dana Stahl
<i>Koleinu</i> Editor	Penny Kessler

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Finally, our Salon Concert effort is off the ground, with four cantors having already committed to present concerts that will benefit the ACC. If you are interested in getting involved in this effort, please contact Jonathan Grant; he can direct you to materials that can aid you in your publicity, programming and presentation about the ACC.

Stay tuned for information on the new programming these monies will help to facilitate as we continue to move into the 21st century!

Chai Fund Donations

As of January 25, 2008

In memory of Susan Pfeffer, sister of Diane Rubtchinsky: Linda Ecker, Jon and Jean Haddon
In memory of Rick Simons: Ellen Stettner, Sharon Kohn, Jonathan Grant, Annie Bornstein, Marshall Portnoy, Rebecca Garfein and Mike Gellman, Donn and Ruth Rosensweig, Meredith Stone, Nancy Kassel, Rachelle Nelson, Amy E. Levy, Regina Lambert-Hayut, Flo Merel, Lauren Bandman, Miriam Eskenasy, Bernie and Lynda Gutcheon, Penny Kessler
In memory of Kate Bronstein: Ellen Stettner, Sharon Kohn, Donn and Ruth Rosensweig, Regina Lambert-Hayut, Marshall Portnoy, Flo Merel, Rebecca Garfein and Mike Gellman, Alison Wissot, Jonathan Grant, Linda Ecker, Lauren Bandman, Bernie and Lynda Gutcheon, Penny Kessler
In memory of Jack Mendelson's sister and Lanie Katzew's brother: Barbra Lieberstein
In memory of Debbie Haberman: Sharon Kohn, Rachelle Nelson, Flo Merel
In memory of Matthew Lambert: Linda Ecker, Susan Caro, Penny Kessler
In memory of Jay Corn and in honor of his grandchildren: Robert Bloch
In memory of Ed Fogel and in honor of his grandchildren: Robert Bloch
In memory of my parents, Vera Bornstein and Cantor Eugene Bornstein: Annie Bornstein
In memory of my husband, Jerry Howard: Annie Bornstein
In memory of Donn Rosensweig's brother-in-law: Rachelle Nelson
In memory of Lillian Yomtov: Linda Ecker
Wishing Refuah Sh'leimah to Deborah Press: Annie Bornstein
Wishing Refuah Sh'leimah to Joel Siskin: Annie Bornstein
Wishing Refuah Sh'leimah to Reggie Heit: Donn Rosensweig
Wishing Refuah Sh'leimah to Rabbi Marci Bellows: Josee Wolff
In honor of Seth Warner: Sharon Kohn, Annie Bornstein, Nancy Kassel, Marshall Portnoy, Alison Wissot
In honor of Judith Naimark on becoming the Cantor of Central Synagogue of Nassau County: Robert Bloch
In honor of Johnny Maldonado for all of his work on the 2007 Convention: ACC Office
In honor of Jonathan Comisar's nephew's bar mitzvah: Amy E. Levy
In honor of Abigail Rose, granddaughter of Wendy Autenrieth: Mark Goldman
In honor of SSM class 1991: Nancy Kassel
In honor of Jacquie and Mark Shuchat-Marx's adoption of Xiao-Ling: Donn Rosensweig
In honor of the engagement of Ellen Stettner and Ron Kane: Judi and Michael Rowland, Ellen Sussman
In honor of the bar mitzvah of Kathy Robbins' son, Hillel Rubin: Lori W. Frank
In honor of Michael Laufer: Josee Wolff
In honor of Dennis Gilbert and his help with Thursday morning tefillah at the Biennial: Kay Greenwald
In honor of Leigh Korn: Kay Greenwald
In honor of my fiancé, Ron Kane: Ellen Stettner
In honor of the 25th wedding anniversary of Ellen Sussman and David Vaida: Ellen Stettner
In honor of Abigail Rose, granddaughter of Wendy and Bruce Autenrieth: Sheri Blum.
In honor of David Bravo: Mark Goldman
In honor and celebration of Audrey Abrams and her new cantorial role at Beth El Synagogue: Susan Caro

To make a donation to the ACC Chai Fund, please contact the ACC office.

Your tax-deductible contribution in any amount will support the cantorate in realizing its Mission -- to provide the Jewish community with credentialed cantors who provide their communities with a compelling experience of text, music, learning, relationship to one another and connectedness to God.

The ACC relies upon the financial support of members, friends, and foundations to maintain its position as the preeminent cantorial organization in the Reform movement. The ACC is a 501(c)(3) organization, exempt from income, gift, and estate taxes under the Internal Revenue Code.

Updated Salary Survey Information/Conference Call (Continued from Page 11)

For information on participating in the conference call, please contact the ACC office at 312-491-1034 or info@accantors.org. You will not be able to ask "live" questions, and we ask that your phone remain "muted" while you are on the call.

These calls are open to ACC Regular and Associate Members in good standing only. Due to the confidentiality of contract negotiations, we ask that you not forward this information to non-ACC members. The information presented on this call is designed as general information and will not be applicable in every situation. We recommend that all ACC members consult with legal and financial professionals when making your personal decisions.

2007-2008 PLACEMENT LIST— as of February 4, 2008

TIER I: Up to 599 Member Units (open to all members)

Miami, FL – Temple Israel of Greater Miami (485) 5/28/07 (*Limited Service*)
Oklahoma City, OK – Temple B'nai Israel (340) 9/25/07 (*Limited Service*)
Pennington, NJ – Har Sinai Hebrew Congregation (370) 9/25/07 (*Full or Limited Service*)
Oak Park, MI – Temple Emanu-El (490+) 10/23/07 (*see revised salary figure*)
Aberdeen, NJ – Temple Shalom of Aberdeen (371) 10/27/07 (*Limited Service*)
Chicago, IL – K.A.M. Isaiah Israel (472) 11/2/07 (*see newly revised application*)
Harrisburg, PA – Temple Ohev Sholom (376) 11/29/07 (*Limited Service*)
Berkeley, CA – Congregation Beth El (550) 12/18/07 (*Limited Service*)
Chevy Chase, MD – Temple Shalom (573) 12/18/07 (*see newly revised application*)
Akron, OH – Temple Israel (494) 1/7/08
Stamford, CT – Temple Sinai (365) 1/7/08 (*Almost Full-Time*)
Westwood, MA – Temple Beth David (300) 1/8/08 (*Full or Limited Service*)
Las Vegas, NV - Temple Sinai (250) (*Full Time or Limited Service*) 1/9/08
East Brunswick, NJ – Temple B'nai Shalom (410) 1/15/08
Glen Cove, NY – No. Country Ref. Temple (250) 1/15/08 (*Lim. Svc. or F/T Cantor-Educator*)
Falls Church, VA – Temple Rodef Shalom (1385) 1/16/08 (*Limited Service Hazzan Sheini*)
Olympia Fields, IL – Temple Anshe Sholom a Beth Torah (358) 1/18/08
Springfield, MA – Sinai Temple (535) 1/18/08
Milwaukee, WI – Congregation Sinai (425) 1/25/08
Newton Centre, MA – Temple Beth Avodah (470) 1/31/08
Chappaqua, NY – Beth El of No. Westchester (661) 2/1/08 *Limited Service Asst. Cantor*
Rye, NY – Community Synagogue of Rye (492)

TIER II: Up to 999 Member Units (applicants must have been invested/certified in 2005 or earlier)

Roslyn Hts., NY – Temple Sinai of Roslyn (975) 6/11/07
Austin, TX – Congregation Beth Israel (615) 12/18/07
Cherry Hill, NJ – Temple Emanuel (953) 1/8/08 (*Full or Limited Service*)
Lexington, MA - Temple Isaiah (801) 1/25/08

TIER III: Over 1,000 Member Units (applicants must have been invested/certified in 2001 or earlier)

Baltimore, MD – Baltimore Hebrew Congregation (1326) 10/16/07 (Now open to Tier II)
San Antonio, TX – Temple Beth-El (1120) 10/31/07
Phoenix, AZ – Temple Chai (1106) 1/31/08

HIGH HOLIDAY POSITIONS

West Lafayette, IN – Temple Israel (124) 12/18/07

NON PULPIT POSITIONS

New York, NY – The Curriculum Initiative, Regional Director 8/9/07
Jerusalem – Director of the Jerusalem Program of the SSM 9/24/07

Please note: Dates are those of original entry into placement.

For more information, please contact Barbara Ostfeld, Director of Placement, at bjostfeld@accantors.org.

Updated Salary Survey Information and “Tips for Contract Negotiation Conference Call Announcement”

By Rachel Turry, ACC Managing Director

The addendum for the 2005-06 salary survey has been updated to explain how to best utilize the last survey information—updating it for COLA adjustments—for the upcoming contractual year. The information has been posted on the “members tab” of the ACC website. Please go to www.accantors.org and log in to your account to view the page with the information. If you do not have a website login or have any questions, please call the ACC office.

An informational conference call to discuss “tips for contract negotiation” has been scheduled for **Wednesday, February 27 at 11 am ET**. There is no need to pre-register for the call, however, if you have a question or topic you would like to hear discussed, please email it to jleyderman@accantors.org, putting “Conference Call Question” in the subject line by 4 p.m. Monday, February 25. Gail will do her best to answer all general questions during the call. If your question is more specific to your individual situation, Gail will be in touch with you personally after the call.

Continued on Page 10


Koleinu

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Save these Dates!!

Go to www.accantors.org for more upcoming events.

 <p style="text-align: center;">June 29 - July 3, 2008</p> <p style="text-align: center;">Join your colleagues for a terrific week of study, song, and fun in San Francisco at the Parc 55 Hotel! Watch for the 2008 ACC/GTM Convention Registration information coming soon! <i>See Page 3</i></p>	
<p>Yom Iyun Sheni: A Multi-Site Day of Study April 2, 2008 <i>See Page 2</i></p>	<p>Celebrate Israel at 60! ARZA at 30! May 9-11, 2008 <i>See Page 6</i></p>
<p>ACC Executive Board Meeting April 6-8, 2008 in Chicago</p>	<p>Certification Testing, HUC-JIR SSM, NYC June 2-4, 2008</p>

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