

Dear Friends,

It is both with some sadness as well as a sense of excitement for what the future brings that I am sharing the news that Sally Kauffman Flinchbaugh, our Executive Director, has been hired by the Oshman Family JCC in Palo Alto to be their Chief Operating Officer. This is a great and well-deserved opportunity for Sally to help lead a large JCC. We will miss her!

Sally has helped build the JCC East Bay to a position of strength. Over the past five years, the JCC East Bay undertook a rigorous process of evaluating the opportunity to better serve the unique East Bay Jewish community. We've cut and added programs, strategically expanded the Board of Directors and staff to meet our new needs, and articulated an ambitious vision. The result is a thriving organization that's focused, financially strong, and on the cusp of tremendous growth.

Given that our amazing and dedicated staff functions independently, our wonderful and exciting programs will continue in stride. To ensure this is the case, the Board of Directors and senior staff have already started working collaboratively on detailed transition plans. As always, if you have any suggestions about our programs, please reach out to the appropriate program director or send me an email, [president@jcceastbay.org](mailto:president@jcceastbay.org).

The Board of JCC East Bay has already initiated an ambitious and strategic plan to recruit our new Executive Director. We have formed an Executive Director Search Committee, drafted a job description, and kicked off the transition. In the coming days we will be circulating the Job Description far and wide. We're looking for an Executive Director with the vision, energy, and leadership to drive the JCC East Bay to the next level. We're not interested in someone who wants to manage the status quo. We're looking for someone with the passion and moxie to think beyond our current parameters and help realize the full potential of the JCC of the East Bay ([click here](#) for the job description).

Sally's last day will be May 8<sup>th</sup> (though she reminds us she'll be just a phone call away). She will be moving with her family to the Palo Alto area. We will be having a farewell party for Sally; so please stay tuned for details.

Finally, please excuse the mass email, but this is the most effective way to reach everybody at the same time. I look forward to more personal conversations in the days and weeks ahead.

All the best,

John Ifcher  
President, JCC East Bay  
[president@jcceastbay.org](mailto:president@jcceastbay.org)