



*Proud of Where We've Been,
Excited for What's Ahead*

About the National Association for Temple Administration

CELEBRATING
85
YEARS OF NATA!



The National Association for Temple Administration (NATA) empowers synagogue administrative professionals with the knowledge, resources, and network to lead with excellence. Together, we advance and promote our shared profession by serving as the preeminent resource for synagogue management.

President's Letter



Proud of Where We've Been. Excited for What's Ahead.

Dear NATA Community,

As I reflect on this past year, I am struck by just how much we have accomplished together - and how much there is to look forward to.

At the heart of every NATA accomplishment is community. We saw that community come alive in Tucson at the largest conference in NATA's history, where colleagues learned together, challenged one another, reconnected with longtime friends, and welcomed new ones. We saw it in our inaugural Certificate in Synagogue Executive Leadership cohort, as 22 synagogue professionals invested deeply in their growth as leaders. We see it every day in the countless moments when one colleague reaches out to another and says, 'I can help.'

This year has also been one of thoughtful investment in NATA's future.

We have developed a new membership model that will open our professional community to more of the people whose work keeps synagogues thriving. We are building a robust year-round professional development program that responds directly to the challenges synagogue leaders face. We are preparing for the next CSEL cohort while developing new intensive learning opportunities for experienced executives.

Through all of this growth, the heart of NATA remains the same: relationships, shared expertise, professional excellence, and the belief that none of us should have to do this work alone.

I am extraordinarily grateful to the members who volunteer their time, experience, and energy on behalf of our community. I offer particular thanks to the entire NATA Board of Directors. Their thoughtful leadership, willingness to ask hard questions, and deep commitment to both our members and the profession have helped guide NATA through an important period of growth and change.

And, of course, thank you to each of you. Your participation, questions, ideas, generosity, and willingness to support one another are what make NATA a professional home rather than simply a professional association.

I am proud of what we have built together, and I am genuinely excited about what comes next.

Warmly,

Anita Aronoff

President

National Association for Temple Administration

CELEBRATING 2025–2026

A Year of Connection, Learning & Growth

NATA's impact is measured not only in programs and events, but in the relationships that help synagogue professionals lead with greater confidence, knowledge, and support.





The Matrix of Change

NATA's 2025 Annual Conference in Tucson brought together the largest gathering in our history — a milestone that reflected both the strength of our community and the growing value of coming together in person. Members connected with colleagues from across the country, exchanged practical ideas, learned from one another, and built relationships that continued long after the conference ended.

Thank you to the leadership team of Stacie Gabert, Chip Schrager, Sarabeth Levine, Scott Nelson, and Steve Winer who brought their vision of creating a conference to remember to life. More than a record-setting event, The Matrix of Change was a reminder of what makes NATA special: a professional community where people can learn, recharge, ask honest questions, and know they are surrounded by colleagues who understand the work.



CELEBRATING 2025–2026



Celebrating the Inaugural CSEL Cohort

22 Leaders. One Transformative Learning Journey.

This spring, NATA and Spertus Institute celebrated the first graduates of the Certificate in Synagogue Executive Leadership (CSEL), the only professional education program designed specifically for emerging synagogue senior executives ready to deepen their leadership skills.

The inaugural cohort began together in Tucson in November 2025, continued through months of synchronous online study, and concluded with an intensive capstone experience at Spertus Institute in Chicago.

Along the way, participants explored Jewish communal leadership, strategic budgeting and management, executive leadership and people management, change, lay-professional dynamics, communication, conflict, facilities, fundraising, and more.

Just as important, they built a cohort of colleagues with whom they can continue learning long after their final class.

Congratulations to the Inaugural CSEL Graduates

- Bryan Bierman
- Amber Brumbaugh
- Casey Cole
- Jenn Daley
- Shelly Dresdner
- Rachel Ellis
- DeNae Harmon
- Jocelyn Inglis
- Lisa Kaplan
- Rachel Lang
- Sean Moss
- Cori Neidenberg
- Becky Oliver
- Jeremy Ragent
- Hilary Rosen
- Deborah Sheldon
- Osnat Strulov-Shlain
- Mark Swick
- Damien Timms
- Kate Tucker Sicher
- Hilary Waldenberg
- Shanda Witkin

“What I appreciated most was that the program was not theoretical in a distant or academic way. The coursework was substantial and grounded in the real work of synagogue life: budgets, buildings, people, governance, membership, communication, conflict, change, and mission. It gave me practical tools and a stronger framework for thinking about how we lead Kol Ami well.” —Sean Moss



Supporting Careers. Strengthening Congregations.

NATA's Career Center connects talented synagogue professionals with congregations seeking strong administrative leadership—and provides resources to support both sides of the hiring process.

This year, **34 job opportunities** were posted through the Career Center, reflecting both the demand for skilled synagogue professionals and NATA's growing role as a resource for congregations conducting searches.

In July 2025, NATA released and presented findings from the **2025 Compensation & Benefits Survey**, our biennial look at compensation practices and trends across the profession. The data gives synagogue professionals, job candidates, congregational leadership, and search committees valuable benchmarks for salary discussions, hiring decisions, and annual compensation reviews.

Financial Stewardship*

NATA closed FY26 in a position of financial strength while continuing to make significant investments in members, education, conference experiences, leadership development, and the future of the profession.

- FY26 operating revenue: \$819,113
- FY26 expenditures: \$797,480
- Total assets as of June 30, 2026: approximately \$2.38 million

Our financial resources allow NATA to invest thoughtfully in new programs and opportunities while maintaining the stability needed to serve members into the future.

**All metrics provided are for the fiscal year July 1, 2025–June 30, 2026. NATA members may view FY26 financial statements and the FY27 budget on NATA Connect as part of the 2026 Annual Meeting Materials.*

HAPPENING NOW



NATA Annual Meeting

Wednesday Morning, October 28, 2026
New Brunswick, NJ

The Annual Meeting is an opportunity to celebrate our community, conduct the business of the association, and look together toward NATA's future.

Tentative Agenda:

- President's Welcome
- Executive Director's Remarks
- Celebrations
 - CSEL Graduates
 - Anniversary Celebrations
 - Senior Membership Recipients
 - Award Presentations
- The Years Ahead
 - Membership Transitions
 - Professional Development
 - 2027 Conference Reveal
- Administrative Business*
 - 2025 Annual Meeting Minutes
 - NATA Leadership and Election
 - Treasurer's Report
 - Bylaws Updates

**Voting members only. Supporting documents are available on NATA Connect.*

Board Elections

The Nominating Committee, chaired by Immediate Past President Amy Schwach, will present its recommended slate of Board members and officers for election at the Annual Meeting. Thank you to Stuart Botwinick, Josh Cooper-Ginsburg, Stacie Gabert, Michael "MK" Kancker, Holly Krakow, Stephanie Pollock, Chip Schrager, Sharon Shemesh, and Barbara Zakin for your thoughtful leadership. Complete election materials, including the proposed slate, are available to voting members on NATA Connect.



◀ [Annual Meeting Materials
for Voting Members](#)

LEADERSHIP

Nearly everything NATA does is made possible through partnership between a small professional staff and an extraordinary community of volunteer leaders.

Leadership That Makes NATA Possible

NATA's impact is a testament to the members who give their time, experience, ideas, and leadership to strengthen our professional community.

We are especially grateful to the members of the NATA Board of Directors, led by President Anita Aronoff, whose thoughtful leadership helps guide the organization, shape our priorities, and ensure that NATA continues to respond to the needs of synagogue professionals.

NATA 2026 Board of Directors

- Officers
 - Anita Aronoff, President
 - Amy Schwach, Immediate Past President
 - Danny Glassman, Vice President for Professional Development
 - Gordon Gladstone, Vice President for Member Engagement
 - Holly Krakow, Vice President for Communications
 - Ben Wachstein, Secretary
 - Brett Shankman, Parliamentarian and Director
 - Steve Stark, Treasurer
 - Scott Nelson, Assistant Treasurer
- Directors
 - Andrew Appel
 - Dan Deutsch
 - Stacie Gabert
 - Josh Laster
 - Joie Magnone
 - Toby Neiman
 - Peter Pishko
 - Brian Rissinger
 - Eileen Schneyman
 - Chip Schrager
 - Mark Shepard
 - Jennifer Smith
 - Lauren Snyder
 - Sarah Wilschek

This year, we were pleased to welcome **Stacie Gabert, Josh Laster, and Eileen Schneyman** to Board service. We are grateful for the wisdom and dedication they have brought to NATA during their first year of leadership.



Our sincere gratitude is extended to **Andrew Appel**, who completes his service on the Board this year. We are grateful for everything he has contributed to our organization and professional community.



NATA Staff



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THE ONE FOR SYNAGOGUE EXECUTIVES

We'll Be There for You

**October 26-29, 2026 | New Brunswick,
New Jersey**

This October, NATA and the North American Association of Synagogue Executives come together for The One for Synagogue Executives, a joint conference built around learning, relationships, and the power of professional community.

Inspired by Friends, our conference theme celebrates what happens when individuals with different experiences, perspectives, congregation sizes, and organizational cultures come together to support one another.

Led by co-chairs Lynne Balaban, Shelly Dresdner, Shari Lipp-Levine, and Ben Wachstein and supported by education chairs Becky Oliver and Alex Pomerantz, our 2026 gathering features two dynamic keynote speakers: Rob Lawless and Sheri Jacobs. Attendees will choose from over 30 workshop selections, meet over 40 exhibitors, and attend a very special session with Jason Plotkin of Temple Israel in West Bloomfield, MI to find out what happens when the unthinkable happens. Whether you're a seasoned executive or stepping into senior synagogue leadership for the first time, this gathering is designed to offer what our work so often requires: practical learning, meaningful connection, and a good amount of fun.



Thank You to Our 2026 Conference Partners

The One for Synagogue Executives is made possible in part through the generous support of the companies and organizations that invest in synagogue professionals and the congregations they serve.

We are grateful to our 2026 sponsors and exhibitors for helping NATA create opportunities for learning, connection, and professional growth — and for bringing valuable expertise, products, and services to our community.

Platinum Sponsors: 501(c) Services, Kesef and ShulCloud

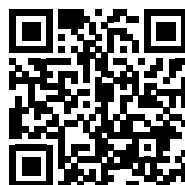
Gold Sponsors: Association Reserves, Campus Stack, Easyshul

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◀ [2026 Conference Website](#)

2026–2027 PROGRAM GUIDE

NATA Learning Lab

Synagogue leadership asks us to move constantly between the strategic and the practical: managing people, navigating change, building budgets, communicating clearly, strengthening systems, and addressing difficult situations with confidence. The 2026-2027 NATA Learning Lab is designed around those realities. All NATA Learning Lab sessions are held virtually.

October 7, 2026

Partnership Under Pressure: Navigating Tension, Accountability, and Difficult Conversations



Avi Olitzky

Strong professional relationships are easy when everyone agrees. The real test comes when expectations differ, authority is unclear, performance concerns emerge, or a difficult message

needs to be delivered. Synagogue executives navigate these moments across every direction of the organization—with board chairs and lay leaders, colleagues and clergy, and the staff they supervise. This session explores how to maintain productive partnerships while still communicating directly, establishing boundaries, and holding others accountable. Through practical frameworks and real-world scenarios, participants will examine what should remain consistent across difficult conversations, what needs to change based on the relationship and power dynamics involved, and how to address tension before it becomes organizational damage.

Included with membership.

Leading & Supporting Staff

Partnering with Lay Leaders

Building & Strengthening Community

November 10, 2026

Exploring Synagogue Dues Models



Debbie Joseph

There is no one-size-fits-all approach to funding your synagogue community. This in-depth webinar will examine a range of dues and membership models, looking at how each is structured, the

assumptions behind it, and the benefits and challenges congregations may encounter in practice.

Participants will think critically about whether their current model still aligns with their congregation's values, culture, financial needs, and membership goals. The session offers practical questions and strategies for evaluating change and for engaging lay leadership in thoughtful conversations about dues, affordability, sustainability, and member expectations.

NATA members will leave with a stronger framework for comparing financial models and considering what approach may be the best fit for their own congregation.

Included with membership.

Building & Strengthening Community

Managing Finances

Supporting Revenue Generation

January 21, 2027

Mission-Based Budgeting: Aligning Resources with Congregational Priorities



Stefan Teodosic

A budget is more than a financial document—it is one of the clearest expressions of a congregation's mission, values, and priorities. In this 60-minute session, Executive Directors will explore

how to move from traditional, line-item budgeting to a more strategic, mission-based approach, leaving with practical tools to align resources with congregational priorities, make thoughtful tradeoffs, engage clergy and lay leaders in meaningful budget conversations, and build a budget that advances both mission and long-term financial sustainability.

Included with membership.

Supporting the Synagogue's Vision

Partnering with Lay Leaders

Managing Finances

Supporting Revenue Generation

2026–2027 PROGRAM GUIDE

Wednesdays January 27, 2027 through February 17, 2027

HR Foundations for the Synagogue Executive: A 4-Part Series



Joel Bennett

Most synagogue executives lead complex, mission-driven organizations without a dedicated HR function, which means the people work often lands squarely on their desks. This four-part

series will provide foundational frameworks, practical tools, and greater confidence for navigating the HR responsibilities of synagogue leadership, with particular attention to the clergy-staff-lay dynamics that make synagogue HR distinctive.

- **Session 1:** HR Without an HR Department: The Synagogue Executive's Foundations
- **Session 2:** The Employee Handbook as a Leadership Tool
- **Session 3:** Hiring, Onboarding, and Building the Team
- **Session 4:** Supervising, Coaching, and the Hard Conversations

Separate registration fee: \$150

Leading & Supporting Staff

February 23, 2027

Calm the Chaos: Internal Comms that Build Trust and Unlock Potential



Elisheva Thompson

Internal communication shapes more than how information moves; it shapes trust, culture, psychological safety, and your team's ability to do its best work.

In this practical workshop, learn how to replace confusion and communication chaos with clear norms, streamlined systems, and intentional practices that build stronger, healthier, more effective teams. You'll leave with practical frameworks and tools you can use immediately to create a workplace where people know what's happening, what's expected of them, and how they can contribute.

Included with membership.

Guiding Communications

Building & Strengthening Community

Leading & Supporting Staff

Partnering with Lay Leaders

Thursdays May 6 and 13, 2027

Moving into Tomorrow: Leading Change in Congregations Grounded in The Way It Was



Lou Feldstein

Change in the congregational world is the most difficult strategy to successfully implement. This two-part workshop will explore in detail the essentials to successfully implement

the different facets of the congregation's strategic vision. In the first session we will learn the fundamentals of successful change management, particularly through the lens of congregational dynamics. In session two we will discuss change management strategies when addressing governance change, member engagement, and fundraising.

Included with membership.

Supporting the Synagogue's Vision

Partnering with Lay Leaders

Guiding Communications

Thank you to our 2026-2027 Webinar Selection Task Force, led by Danny Glassman and Sarabeth Levine, for lining up a phenomenal learning program from the influx of proposals we received.

For more details or to register for events, visit us on NATA Connect.

LOOKING AHEAD

A New Chapter for NATA Membership

**Beginning July 1, 2027, NATA is expanding
who we serve.**

The work of synagogue administration has changed. Today's congregations rely on professionals working across executive leadership, operations, finance, communications, facilities, events, human resources, technology, and other administrative functions. At the same time, members and prospective members have asked NATA for greater access, more flexibility, and more affordable ways to engage the full synagogue administrative team.

Our new membership model responds to both realities.

Beginning July 1, 2027, NATA membership will expand to welcome synagogue professionals across administrative roles and Jewish denominations.

If your work is focused on putting together all the resources that support synagogue life (finance, operations, technology, facilities, data management, governance and more), NATA is for you.

New to NATA?

We invite you to learn more about our community and the resources available to synagogue administrative professionals on our website.

Three Ways to Belong

Core Access: \$0

A complimentary entry point to NATA's community, peer network, and foundational programming.

Total Access: \$1,350

NATA's comprehensive membership experience, with full access to programming, leadership opportunities, premium benefits, and enhanced conference benefits.

Community Access: \$54

For retired NATA members and professionals working in Jewish nonprofit organizations that directly support synagogue administration.

What Isn't Changing?

The things members value most about NATA: peer relationships, shared wisdom, professional development, mentoring, community, and dedicated opportunities for synagogue executives to learn from and support one another.

Executive Directors will continue to have dedicated opportunities to connect with executive peers, while new role-based communities will create stronger networks across the synagogue administrative team.

**NATA's community and mission remain
at the heart of everything we do.**

Learn More About the Transition

Nothing changes until July 1, 2027. Members will receive additional guidance well before renewal season.

Online membership information sessions:

- February 4, 2027
- May 5, 2027



◀ [Membership Transition Information](#)

LOOKING AHEAD

The Next CSEL Cohort Is Coming

The first CSEL cohort was only the beginning.

NATA and Spertus Institute are preparing for the next Certificate in Synagogue Executive Leadership cohort, continuing our investment in developing the skills, confidence, perspective, and professional networks of synagogue leaders.

CSEL



Spertus
Institute

Timeline

- **Spring 2027:** Applications open
- **December 2027, Denver:** The cohort launches in conjunction with NATA's 2027 Annual Conference
- **Winter 2027-28:** Cohort learning continues
- **Spring 2028, Spertus Institute:** The cohort concludes together in Chicago

More information about eligibility, curriculum, schedule, and applications will be available in early 2027.



Experienced Executives: Something New Is Coming.

What happens when you've been doing this work for years and you're ready to go deeper?

NATA is developing a new advanced learning experience specifically for experienced synagogue executives. This immersive learning experience offers seasoned executives an opportunity to step away from the immediate demands of synagogue leadership and engage seriously with complex issues alongside experienced peers.

Chip Schrager and Abigail Goldberg Spiegel have agreed to serve as chairs, and program development and location scouting have already begun. The curriculum, location, eligibility requirements, and other details are under development—please watch your NATA news for details.



Save the Date

NATA Annual Conference
December 6–9, 2027
Denver, Colorado

NATA's 2027 Annual Conference is already taking shape, and we're planning something designed to bring our community together in new and unexpected ways.

Curious about your 2027 leadership team and conference theme? You'll have to join us at the 2026 Annual Meeting in New Brunswick to learn more!



NATA Needs You

Throughout the year, NATA members serve on committees and task forces, plan conferences, evaluate educational programs, mentor colleagues, welcome new members, lead NATA Network conversations, share expertise in NATA Connect, present workshops and webinars, and help shape the future of the organization. Our Board of Directors provides strategic leadership, but the work extends far beyond the Board. Every member who contributes time, ideas, experience, or a willingness to help makes NATA stronger.

NATA members can join a committee, mentor a colleague, assist at conference, present a program, share resources, find or become a mentor, and/or pursue future leadership opportunities.

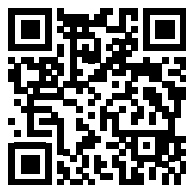
Our vendors and partners are part of this community as well. Sponsorship, exhibiting, partnership, and engagement with NATA allow organizations that serve synagogues to build meaningful relationships with the professionals leading them.

Everyone in our community strengthens NATA by introducing synagogue professionals to our organization, sharing our work with congregational leaders, and making charitable contributions that help expand learning and leadership opportunities.

However you participate, thank you for helping turn NATA's mission into reality.



◀ [Volunteer](#)



◀ [Donate](#)



◀ [Partner](#)

LOOKING AHEAD

Keep-and-Post Education Calender

Your NATA Learning Year: 2026–2027 Professional Development at a Glance

October 7, 2026	Partnership Under Pressure: Navigating Tension, Accountability, and Difficult Conversations with Avi Olitzky - Virtual
October 26-29, 2026	The One for Synagogue Executives - New Brunswick, NJ
November 10, 2026	Exploring Synagogue Dues Models with Debbie Joseph - Virtual
January 21, 2027	Mission-Based Budgeting: Aligning Resources with Congregational Priorities with Stefan Teodosic - Virtual
Wednesdays January 27, 2027 through February 17, 2027	HR Foundations for the Synagogue Executive: A 4-Part Series with Joel Bennett – Virtual
February 23, 2027	Calm the Chaos: Internal Comms that Build Trust and Unlock Potential with Elisheva Thompson - Virtual
Spring 2027	Applications open for the next Certificate in Synagogue Executive Leadership cohort
Thursdays May 6 and 13, 2027	Moving into Tomorrow: Leading Change in Congregations Grounded in The Way It Was with Lou Feldstein - Virtual

Save the Dates

December 6-9, 2027	NATA Annual Conference - Denver, CO
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More learning. More connection. More NATA.

Programs and dates are subject to change. Visit the NATA event calendar for the latest information and registration.

natanet.org



◀ [Events & Registration \(Member Login Required\)](#)

