

SEPTEMBER 2025



# KAVOD CONNECTION



Respect, Honor, Esteem, Distinction, Source of Pride



## INDEPENDENT JEWISH FUNERAL CHAPELS

601-398-2281

[www.nijfd.org](http://www.nijfd.org)

200 N. Congress Street, Suite 501  
Jackson, MS 39201

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## LETTER FROM THE PRESIDENT

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### TO MY FELLOW KAVOD MEMBERS,

My two consecutive terms as President are coming to a conclusion, and I am very honored to have been able to serve for these four years. I want to thank the members of the Executive Board, Past President Steven Sisskind, Vice President Jonathan Green, Secretary Syd Waldman, and Executive Director Jason Goldstein, for all their guidance and support during my term.



***Joseph Sherman***  
***KAVOD President***

We have gone through many changes and challenges as an organization. We amended the by-laws to allow non-Jewish individuals working at an Independent Jewish Funeral Home to become Active Individual Members, and we changed our management company from Anna Bernfeld of Association Excellence to LaDarion Ammons and Ten One Strategies. LaDarion and his team have done a truly fantastic job in taking over the management of KAVOD.

The challenge we face today is encouraging members to attend our meetings. What some may not realize is that there is a big difference between being together in a room, talking, sharing, and networking, and meeting over Zoom. We, as Jewish Funeral Directors, need to combine our strength to ensure KAVOD remains an organization that others look up to.

I believe that our new President, Jonathan Green, will be able to guide us to that next plateau, and I wish him much mazel.

Wishing all our members and their families a Happy and Healthy New Year.

I look forward to seeing you in New York City.

Warmest regards,  
Joseph Sherman  
KAVOD President



# KAVOD FALL MEETING

NEW YORK CITY

WESTIN NEW YORK TIMES SQUARE

**SUNDAY-MONDAY**

November 9-10, 2025

**SPEAKER:**

**MICHAEL BUTSCH**

**SECURE COMMUNITY NETWORK**

***"COUNTERING ACTIVE THREAT TRAINING (CATT)"***

KAVOD



INDEPENDENT JEWISH FUNERAL CHAPELS  
MEMBERSHIP BY INVITATION

200 N. CONGRESS ST., SUITE 501

JACKSON, MS 39201

PH (601) 398-2281

KAVOD@TENONESTRATEGY.COM

WWW.NIJFD.ORG



# KAVOD SPRING MEETING AGENDA

KAVOD



INDEPENDENT JEWISH FUNERAL CHAPELS  
MEMBERSHIP BY INVITATION

**SUNDAY, NOVEMBER 9, 2025**

**2:00 PM - 5:30 PM**

Lower Eastside Jewish Conservancy  
Tour of historic landmarks  
showcasing the rich Jewish heritage  
of New York City  
(itinerary to be announced)



**6:30 PM**

Wolf & Lamb Steakhouse

Prix Fixe Menu includes 4 appetizers, 5 Main Courses  
with Sides and 2 Types of Desserts. Cash Bar  
16 E. 48<sup>th</sup> Street New York, NY 10017



**MONDAY, NOVEMBER 10, 2025**

**8:00 AM - 8:30 AM** - Kosher Breakfast

(Bagels, Lox, Fruit, Danish, Coffee and Beverages)

**8:30 AM - 10:30 AM** - Business Meeting

**10:30 AM - 11:30 AM** - Presentation

Presented by: Michael Butsch

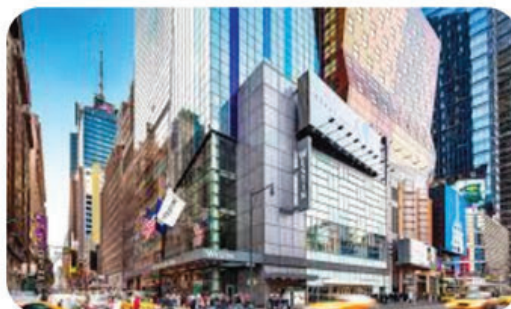
Secure Community Network

**“Countering Active Threat Training (CATT)”**



**Michael Butsch**

Secure Community Network



Meeting Location

The Westin Times Square  
270 W 43rd St, New York, NY 10036



**GET INVOLVED. GET EMPOWERED.  
GET TRAINED.**

# COUNTERING ACTIVE THREAT TRAINING (CATT)



## LEARNING OBJECTIVES:

- ✓ Define an Active Threat.
- ✓ Understand Active Threat Incidents and how to better prepare.
- ✓ Explain Run, Hide, Fight.
- ✓ Identify situations where Run, Hide, or Fight might be used.
- ✓ Describe proper responses to the arrival of law enforcement.
- ✓ Commit to personal action during an Active Threat incident.

A comprehensive training program to counter an active threat event developed for faith-based institutions and houses of worship.



**DATE & TIME:**  
**LOCATION:**

**TO REQUEST TRAINING, CONTACT**  
[training@securecommunitynetwork.org](mailto:training@securecommunitynetwork.org)





## **4-DAYS OF CONVENTION WORKSHOPS**

### **30+ SESSIONS, 2 KEYNOTES, 4 PRECONVENTION SEMINARS**

**Register for the 2025 International Convention & Expo!**

Join thousands of funeral service professionals, educators, students, and exhibitors at the NFDA International Convention & Expo! This premier event features a Welcome Party at the House of Blues, Service of Remembrance, exceptional keynote speakers, five preconvention seminars, 30+ workshops, 300+ exhibitors, the All-Star Recognition Ceremony, a Funeral Professionals Young and New event, group tours, and much more.

Experience unparalleled networking, top-notch education, and the world's largest funeral service expo. Don't miss out on this incredible opportunity to connect and learn with peers from around the globe!

**REGISTER HERE**



## DOJ ISSUES NEW GUIDANCE ON DEI PROGRAMS

The Department of Justice advises that Diversity, Equity, and Inclusion (DEI) programs, policies, and practices are contrary to federal antidiscrimination laws.

The U.S. Department of Justice (DOJ) has issued new guidance that clarifies how America's anti-discrimination laws are to be applied. U.S. Attorney General Pam Bondi issued a memo addressing the changes that re-establish "one of our Nation's bedrock principles[,] that all Americans must be treated equally."

The Attorney General reiterated that "not only is discrimination based on protected characteristics illegal under federal law, but it is also dangerous, demeaning and immoral." She acknowledged that, "in recent years, the federal government has turned a blind eye toward, or even encouraged, various discriminatory practices, seemingly because of their purportedly benign labels, objectives, or intentions." The Attorney General declared that, going forward, "the federal government will not stand by while recipients of federal funds engage in discrimination."

While this guidance specifically applies to entities receiving federal funds, whether private, public or governmental, the DOJ makes clear that initiatives that may involve discriminatory practices, including those labeled as DEI programs, policies and practices are contrary to federal antidiscrimination laws, and entities must "ensure that their programs and activities do not discriminate on the basis of race, color, national origin, sex, religion or other protected characteristics-no matter the program's labels, objectives or intentions."

The guidance emphasizes there are significant legal risks in initiatives that involve discrimination based on protected characteristics:

- The use of terms such as "DEI," "Equity," or other euphemistic terms does not excuse unlawful discrimination or absolve parties from scrutiny regarding potential violations.
- Using race, sex or other protected characteristics for employment, program participation, resource allocation or other similar activities, opportunities or benefits, is unlawful, except in rare cases where such discrimination satisfies the relevant level of judicial scrutiny.
- Compelling employees to share intimate spaces with the opposite sex or allowing men to compete in women's athletic competitions would typically be unlawful.
- Facially neutral criteria (e.g., "cultural competence," "lived experience," geographic targeting) that function as proxies for protected characteristics violate federal law if designed or applied with the intention of advantaging or disadvantaging individuals based on protected characteristics.
- Individuals who object to or refuse to participate in discriminatory programs, trainings or policies are protected from adverse actions like termination or exclusion based on that individual's opposition to those practices.

The DOJ identifies "Best Practices" as non-binding suggestions to help entities comply with federal anti-discrimination laws to minimize the risk of violations. The DOJ's recommended best practices include recommendations that entities:

- Ensure inclusive access to all workplace programs, activities and resources
- Focus on specific, measurable skills and qualifications directly related to the job or program
- Prohibit demographic-driven criteria aimed at achieving a specific outcome
- Document the legitimate reason(s) for using criteria that might correlate with protected characteristics
- Eliminate diversity quotas in favor of purely merit-based criteria
- Avoid exclusionary training programs that segregate participants based on protected characteristics
- Include nondiscrimination clauses in contracts with third parties and monitor compliance
- Establish clear anti-retaliation procedures and reporting mechanisms

Remember, while this guidance explicitly applies to entities receiving government funds, the DOJ makes clear that the prohibited actions violate federal law, and could, and most likely will, be applied to private sector employers as well.



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## MEMBER NEWS

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***Michael Epstein  
Hodroff-Epstein  
Memorial Chapels***

### CONGRATULATIONS TO KAVOD MEMBER MICHAEL EPSTEIN & FAMILY

We are excited to announce that the Epstein Family, owners of Epstein's in Columbus, Hodroff-Epstein in Minneapolis/St. Paul, and Louis Memorial Chapel in Kansas City, MO, has completed the purchase of Segal Funeral Home in Tampa, FL.

Segal Funeral Home has a long-standing tradition of serving the Tampa community with care and professionalism. We are delighted that founder Chuck Segal will continue to manage and operate the funeral home, ensuring families continue to receive the trusted service they've come to expect.

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## SHARE YOUR MEMBER NEWS

"Member News" is a regular feature in KAVOD Connection highlighting you, our valued members. If you have news about your business or family you would like to share with your fellow KAVOD members, please send it to [kavod@TenOneStrategy.com](mailto:kavod@TenOneStrategy.com).

We also invite you to share obituaries of loved ones who have died, so your fellow members can keep you in their prayers.

A decorative graphic at the bottom of the page consisting of a thick, wavy line that transitions from a dark brown color on the left to a lighter tan color on the right, curving upwards towards the right edge.





INDEPENDENT JEWISH FUNERAL CHAPELS  
MEMBERSHIP BY INVITATION

## Welcome to the new **MEMBER LISTSERV**

KAVOD members can now connect with each other through a dedicated listserv. To use it, simply send an email to [kavodmembers@tenonestrategy.com](mailto:kavodmembers@tenonestrategy.com).

If you haven't received this notification or need to add an alternative email address, please reach out to us at [kavod@tenonestrategy.com](mailto:kavod@tenonestrategy.com).



**NFDA**

NATIONAL  
FUNERAL  
DIRECTORS  
ASSOCIATION

## **NFDA WEBINAR SCHEDULE**

[www.nfda.org](http://www.nfda.org)

Session	Date
<u>Webinar: Preserving Legacies: A Comprehensive Exploration of DNA Preservation</u>	September 17, 2025 04:00 PM
<u>Webinar: Caring for All: Pet Loss Care</u>	October 08, 2025 01:00 PM
<u>Webinar: Mastering the Media: Turning Interviews into Opportunities</u>	November 12, 2025 04:00 PM
<u>Webinar: Cremation - It's NOT about the Price</u>	December 10, 2025 01:00 PM

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## BOARD & STAFF MEMBERS

### **Jason Goldstein, *EXECUTIVE DIRECTOR, PAST PRESIDENT***

J.S. Goldstein Funeral and Monuments, Inc.  
Mays Landing, NJ

### **Joseph Sherman, *PRESIDENT***

Sherman's Flatbush Memorial Chapel, Inc.  
Brooklyn, NY

### **Jonathan Green, *VICE PRESIDENT***

Abraham L Green and Son  
Fairfield, CT 06824-6002

### **Jason Goldstein, *TREASURER***

J.S. Goldstein Funeral and Monuments, Inc.  
Mays Landing, NJ

### **Syd Waldman, *SECRETARY***

Waldman Funeral Care, LLC  
Houston, TX 77021-5928

### **Steven Sisskind, *IMMEDIATE PAST PRESIDENT***

Sisskind Funeral Service  
Syracuse, NY

### **LaDarion Ammons, *ASSOCIATION MANAGEMENT SERVICES***

Email: [kavod@tenonestrategy.com](mailto:kavod@tenonestrategy.com)  
Office Phone: 601-398-2281