

NATIONAL CONFERENCE ON CONTINUING RABBINIC EDUCATION

**10 Elul 5768~September 10, 2008
New York, New York**

“תלמוד גדול שהתלמוד מביא לידי מעשה” מסכת קדושין מ:
“Great is study, for study leads to action” Tractate Kiddushin 40b

EXECUTIVE SUMMARY

Detailed discussions, findings and Conference evaluations
may be found at:

<http://acre.typepad.com>

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PREFACE

In the 1968 American Jewish Year book, the esteemed sociologist Charles Liebman, z"l, wrote:

*The rabbi is the most important figure in American Jewish life . . . While individual scholars, educators, administrators, philanthropists, or even politicians may assume leadership positions and preeminence in Jewish life, none is as important as the rabbi. . . None has the direct and immediate contact with American Jews as the rabbi. And all leaders, to a greater or lesser extent, depend upon the rabbi to mobilize the Jewish community in support of the goals or programs they seek to achieve. ("The Training of American Rabbis," Charles S. Liebman, **American Jewish Year Book**, Vol. 69 (1968), The American Jewish Committee and The Jewish Publication Society of America, p. 5.)*

It is recognized that rabbis necessarily acquire a tremendous amount of knowledge during their years in rabbinical school. Similar to other professions, there is a need to continue this study for their own self-care, the care of their families, their congregations and the greater Jewish community. It is necessary for rabbis to continue to acquire the skills necessary to support their lifetime of work. Although programs in post-rabbinical school education do exist, there has not been a systematic, coordinated approach to this field.

In April, 2008, 34 professional leaders of all of the rabbinical schools, rabbinical organizations and individual program providers met to address the possibility of creating an Alliance for Continuing Rabbinic Education. Consensus was reached to form a Steering Committee (Appendix 1) and a smaller Design Team (Appendix 2) to plan the First National Conference on Continuing Rabbinic Education. Members of the Design Team chaired six Working Groups whose task it was to begin to investigate suggested key areas of potential cooperation, collaboration and knowledge-sharing as the basis for the Conference's program. Rabbi Rachel Cowan and Rabbi Gerald Weider were chosen as co-chairs of the Design Team and the Conference.

Seventy-eight leaders, (Appendix 3) representing the diversity of the Jewish community, actively participated in the Conference using the “World Café” (www.theworldcafe.com) model. World Café is a structured conversation format, built upon the assumption that people already have within them the wisdom and creativity to confront even the most complex challenges. Given our context and focus, the process of the development of a structured field of post-graduate rabbinical education, we were able to access and use this deeper knowledge.

The Charles and Lynn Schusterman Foundation and The Lasko Family Foundation, both of which have supported programs in post-rabbinic school education for many years, were joined by the Marcus Family Foundation, Inc. and the Jim Joseph Foundation in supporting this Conference and the work leading up to it.

JESNA (Jewish Education Service of North America) coordinated and facilitated the work leading up to the Conference, the Conference itself, the Conference Proceedings and the publication of this material.

Steven Kraus, JESNA Senior Education Consultant, was the project manager.

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"Great is study for study leads to action" Tractate Kiddushin 40b

- | | |
|----------------------|---|
| 8:30 - 9:00 | Registration |
| 9:00 - 9:10 | Welcome: Rabbi Rachel Cowan, Co-chair |
| 9:10 - 9:30 | Conference Charge: Rabbi Hayim Herring |
| 9:30 - 10:15 | Limmud: Introduction by Rabbi Kenneth Brander |
| 10:15 - 10:30 | BREAK |
| 10:30 - 11:30 | Continuing Education in Other Professions
Introduction by Rabbi Jerry Weider
Guest Speaker: Dr. Lawrence A. Goleman, Alban Institute
World Café Discussion and Reporting
World Café Facilitator: Dr. Jonathan Woocher |
| 11:30 - 12:30 | Research Agenda - Introduction by Dr. Wendy Rosov
World Café Discussion and Reporting |
| 12:30 - 1:15 | LUNCH |
| 1:15 - 2:00 | Benchmarks to Define and Measure Program Effectiveness
Introduction by Mrs. Marissa Yammer and Dr. Leora Isaacs
World Café Discussion and Reporting |
| 2:00 - 3:00 | Advocacy for Continuing Rabbinic Education
Introduction - Rabbi Marc Wolf
World Café Discussion and Reporting |
| 3:00 - 3:15 | BREAK |
| 3:15 - 4:45 | What Can an Alliance for Continuing Rabbinic Education
Accomplish and Look Like? Introduction by
Rabbi Rachel Cowan and Rabbi Hayim Herring |

4:45 - 5:00

Next Steps: Rabbi Jerry Weider, Co-chair

CONFERENCE SUMMARY

I. Welcome: Rabbi Rachel Cowan, Co-chair

Rabbi Cowan opened the Conference and noted the historic significance of the gathering.

II. Conference Charge: Rabbi Hayim Herring

Rabbi Herring delivered the keynote address, "Study Leads to Action: Energizing Rabbinic and Congregational Growth." Rabbi Herring spoke about continuing education requirements in other fields and professions. He then outlined what might be addressed through broader collaboration: developing the rabbi's role as a cultural mediator; educating in a multimedia, multigenerational environment; and cultivating faculty who are well-matched for this kind of work. In addition, Rabbi Herring raised many other issues that could benefit from collaboration by addressing important concerns, including:

- How do congregational rabbis grow their own sense of *kedusha* and preserve the sacred in all of their encounters?
- How do we break the pattern of isolation that is often prevalent in the rabbinate and create channels for rabbis to reach out to one another for support at all stages of life?
- Are there certain kinds of learning that are more necessary and beneficial during one stage of personal and professional development than another?

Rabbi Herring concluded that by joining together and exploring the possibilities based on best practices, the expectations of the rabbis and their congregations can be raised, and that, "Our communities will recognize and appreciate the added value of leadership and knowledge of a rabbi who is immersed in continuing education."

III. Limmud: Rabbi Kenneth Brander

Rabbi Brander organized the study, in *hevruta*, with multiple texts and questions pertaining to the Conference theme of "Great is Study for Study Leads to Action." (Kiddushin 40b).

He introduced the text study this way:

"The theme of the National Conference on Continuing Rabbinic Education is a ma'amar chazal, statement of the Sages, found in the Talmud (Kiddushin 40a),

“Great is study for study leads to action.” As rabbis, we struggle with conflicting agendas - our intellectual interest, the need to grow in the knowledge of Torah purely to experience the energy achieved by such a journey. Yet at the same time we are practitioners, leaders of our people with limited time and an agenda to galvanize our friends and congregants to engage in tikun olam. How are we to understand this passage? What message does it communicate to us as students and teachers?”

IV. Continuing Education in Other Professions -

Guest Speaker: Dr. Lawrence A. Goleman, Alban Institute

Introduction: Rabbi Jerry Weider

Dr. Goleman discussed the background of Christian clergy’s continuing education, dating back to the ‘60’s, as well as the change in emphasis from professional skills to health and self-care to spiritual renewal. The current emphasis is on life-long learning.

Dr. Goleman detailed the various funding sources and time allocation allowed by different Christian denominations.

He also outlined the four pedagogies of current clergy education. Dr. Jonathan Woocher followed up on the presentation by facilitating a rich discussion on Continuing Rabbinic Education (CRE) that offered many answers to these two questions:

1. Of the four pedagogies of clergy education in a recent study (interpretive, contextual, formative, and performative) where do you think continuing education for rabbis should place its emphasis?
2. Given these four pedagogies of clergy education, where do the strengths of your own continuing education program lie, and what kind of collaboration with other providers could strengthen overall offerings?

V. Research Agenda:

Introduction by Dr. Wendy Rosov

The Research Working Group posited four areas of needed research, as the basis for the World Café discussion. Many more suggestions were made by the group including the following:

1. What programs are appropriate for rabbis at various stages of their career?
2. Why is there early burn-out in the rabbinate?

3. Why do a large percentage of rabbis not enter congregational service?
4. How is success for CRE measured?
5. How do emerging communities function without rabbis?

VI. Benchmarks to Define and Measure Program Effectiveness: Introduction by Mrs. Marissa Yammer and Dr. Leora Isaacs

The introductory presentation focused on the definitions of benchmarks and standards in secular education. Once the distinctions were made clear, the group discussion ensued.

The World Café questions were:

1. What are the benefits and challenges of developing benchmarks as part of the planning and evaluation of every CRE program?
2. How might one develop benchmarks to specify outcomes for programs that focus on spirituality and *Torah lishma*?

The discussion underscored the necessity for establishing measurable outcomes in all CRE programs.

VII. Advocacy for Continuing Rabbinic Education: Introduction by Rabbi Marc Wolf

The Advocacy Working Group suggested that there are four distinct constituency groups that require different strategies and approaches for advocating for Continuing Rabbinic Education. They are:

1. Funders
2. Lay Leaders
3. Rabbis in the Field
4. CRE Providers

Participants role-played and determined the “best arguments” for each group. Following these World Café discussions, representatives Ms. Diane Troderman (Funder), Mr. Michael Laufer (Lay Leader), Rabbi Jonathan Schnitzer (Rabbi), and Rabbi Alfredo Borodowski (CRE Provider) presented their personal perspectives on the most effective advocacy strategies for their constituency.

VIII. What Can an Alliance for Continuing Rabbinic Education Accomplish and Look Like?

Introduction by Rabbi Rachel Cowan and Rabbi Hayim Herring

The World Café questions were:

1. What added value could be achieved through the creation of an Alliance for Continuing Rabbinic Education?
2. Imagine that you could create an Alliance for Continuing Rabbinic Education. What would it look like?
3. Imagine that you have the opportunity to create a lifelong learning “curriculum” for rabbis after graduation. What would it look like?

The discussion focused on the values of cooperation, collaboration, assistance, knowledge-sharing, and being “part of a greater whole.” There was overwhelming approval for the idea of going forward with the planning of an Alliance. Since there were so many ideas and directions put forward about the functions that an Alliance could undertake, there was a strong consensus to go forward with the concept of “think big and take small steps.”

IX. Next Steps:

Rabbi Jerry Weider, Co-chair

Rabbi Weider observed that, based on the discussions throughout the day of the Conference, it was clear to him that participants were recommending that we go forward with the planning of an Alliance. He suggested, based on the input of Conference participants, the following Short-term and Mid-range goals:

1. Create a mission and vision statement
2. Construct a website listing all available programs through links to the organizations
3. Encourage providers to evaluate programs
4. Work toward expanding the circle of participants in developing the field of Continuing Rabbinic Education
5. Prioritize research
6. Develop models for financial support of the Alliance and associated programs
7. Establish criteria for continuing education units

APPENDIX 1

NATIONAL CONFERENCE ON CONTINUING RABBINIC EDUCATION

STEERING COMMITTEE

Rabbi Sharon Cohen-Anisfeld, Dean, Hebrew College Rabbinic Program
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Rabbi Norman J. Cohen, Provost, HUC-JIR
Rabbi Rachel Cowan, Director, Institute for Jewish Spirituality
Bernard Eizen, Esq., Trustee, Lasko Family Foundation
Rabbi Mordechai Finley, Dean, The Academy for Jewish Religion (CA)
Rabbi Steven A. Fox, Executive Vice-President, CCAR
Rabbi David Gedzelman, Executive Dir, Steinhardt Foundation
Rabbi David Glanzberg-Krainin, Trustee, Lasko Family Foundation
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Dr. David Gordis, President, Hebrew College
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APPENDIX 2

NATIONAL CONFERENCE ON CONTINUING RABBINIC EDUCATION

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NATIONAL CONFERENCE ON CONTINUING RABBINIC EDUCATION

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