



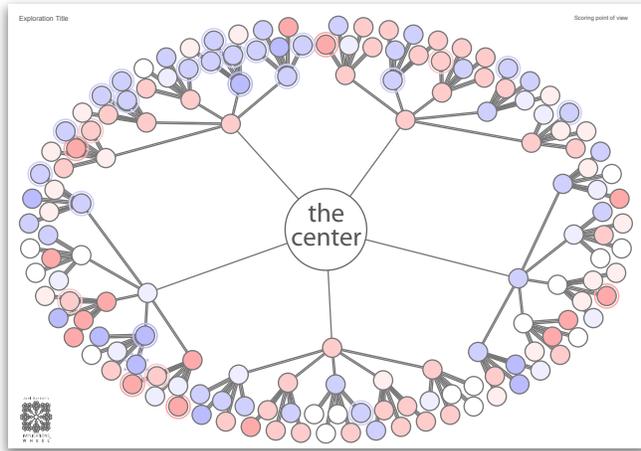
Implications Wheel[®] Report: Rabbis Assuming New and Expanded Roles in North America

January 24, 2013 / 13 Shevat 5773



Implications Wheel®

Reading an Exploration



Start by assuming that the **center** happens. The circles connected to the center are possible consequences of the center. These are called **1st order implications**.

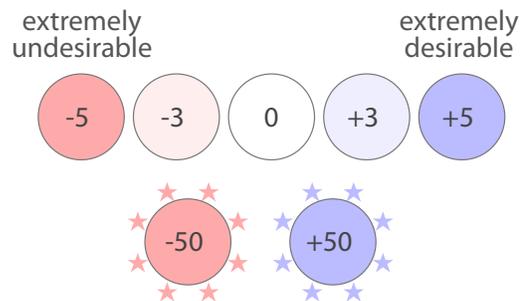
Then assume that the 1st order implications happen. The **2nd order implications** are possible implications of the 1st orders.

Finally, the **3rd order implications** are possible implications of the 2nd orders.

Scoring for Desirability

The desirability or undesirability of an implication **depends on one's point of view**. The point of view from which these implications were scored is printed in the upper-right corner of the exploration.

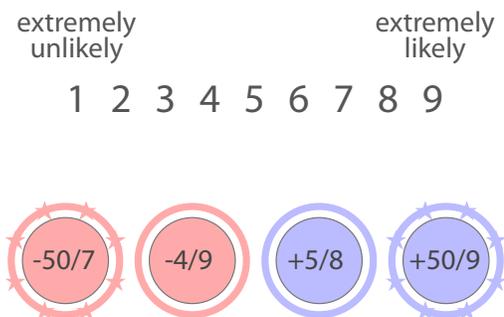
The desirability scale goes from -5 to +5, with two special scores (+/-50) for extraordinary situations.



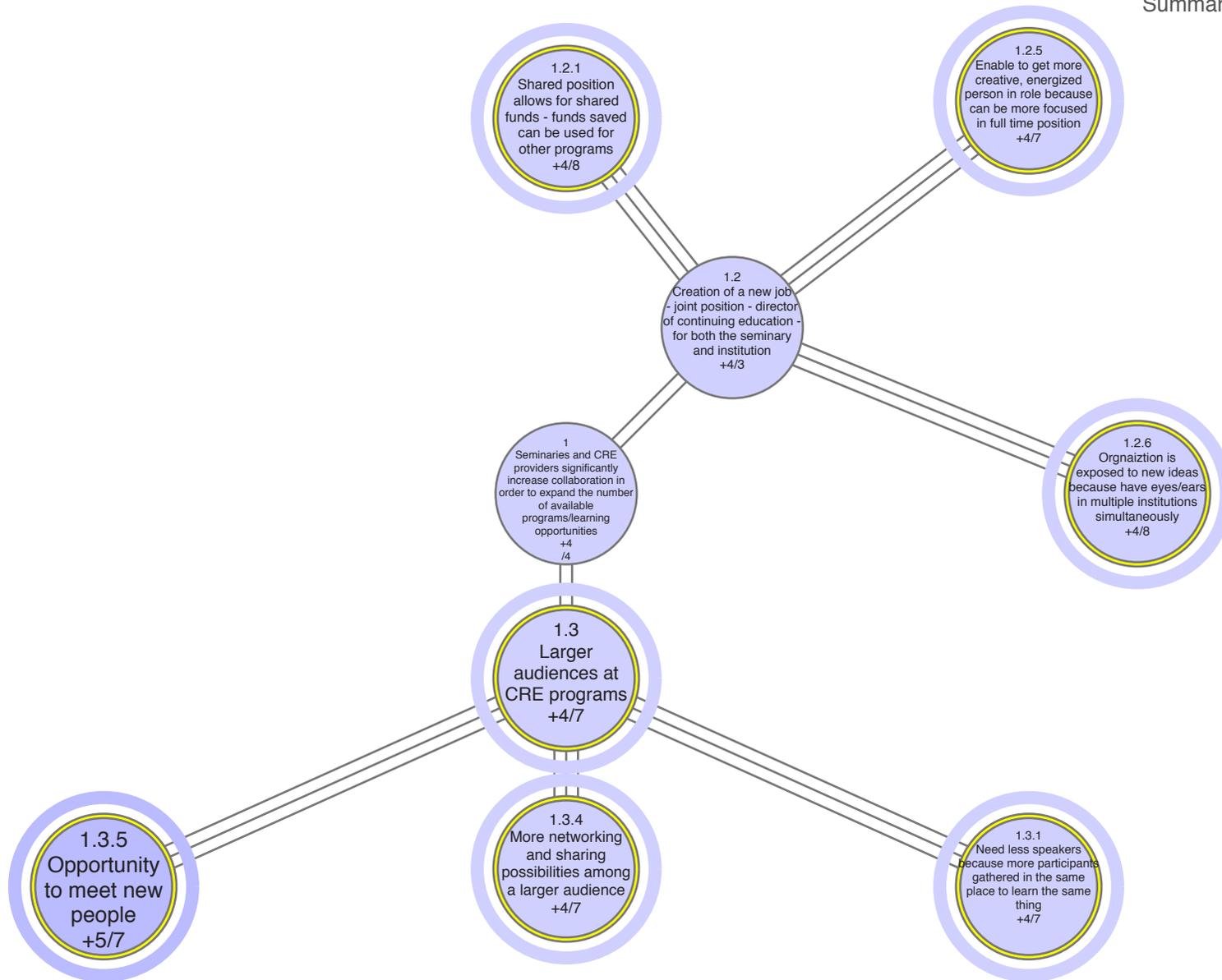
Scoring for Likelihood

Each likelihood score **assumes the occurrence of the preceding implication**. The likelihood scale is from 1 to 9.

If you see a red or a blue implication that is circled, the circle indicates that the implication received a 7, 8, or 9 likelihood.



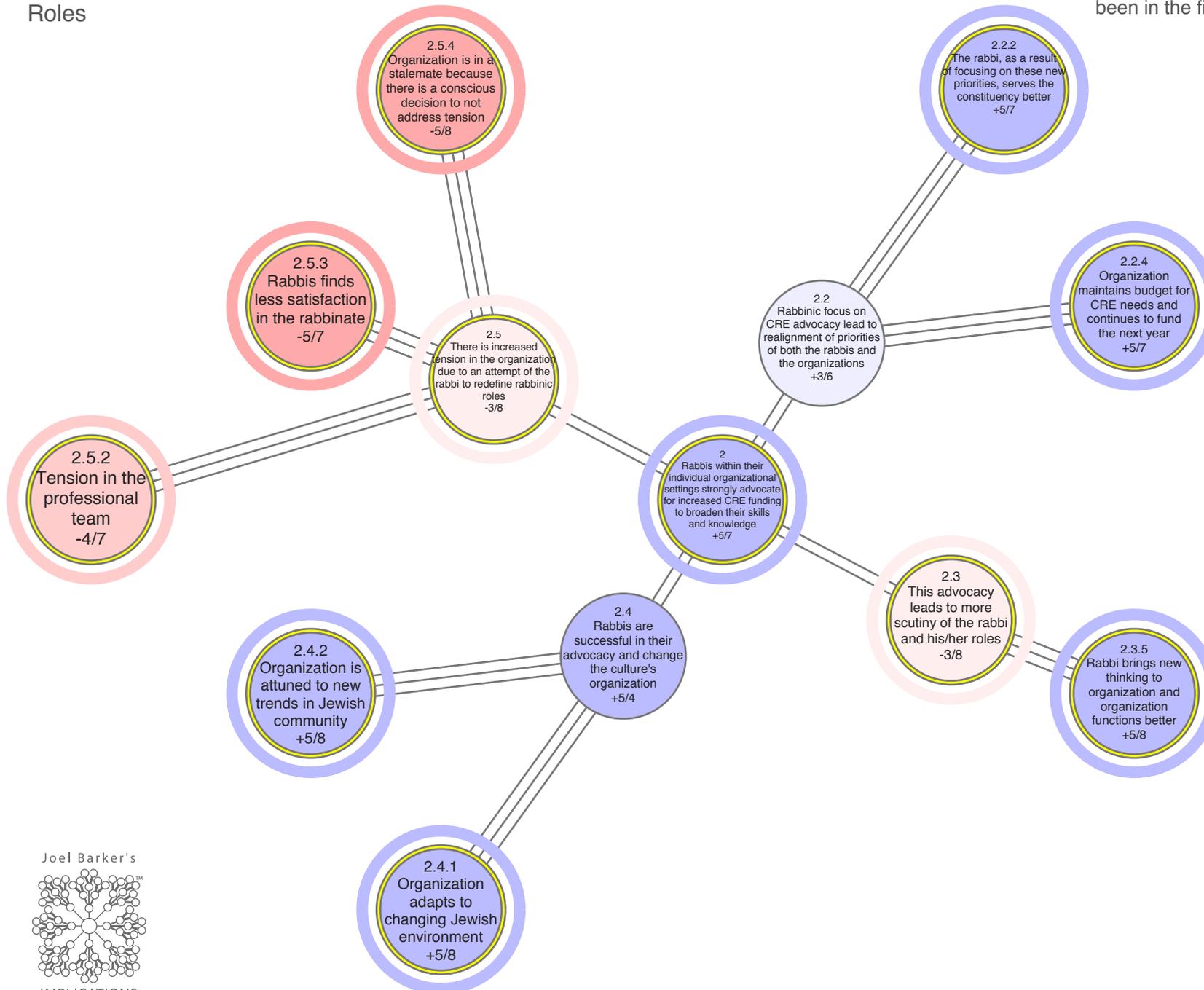
Summary type: Likely Significant



ACRE Rabbinical Expanded Roles

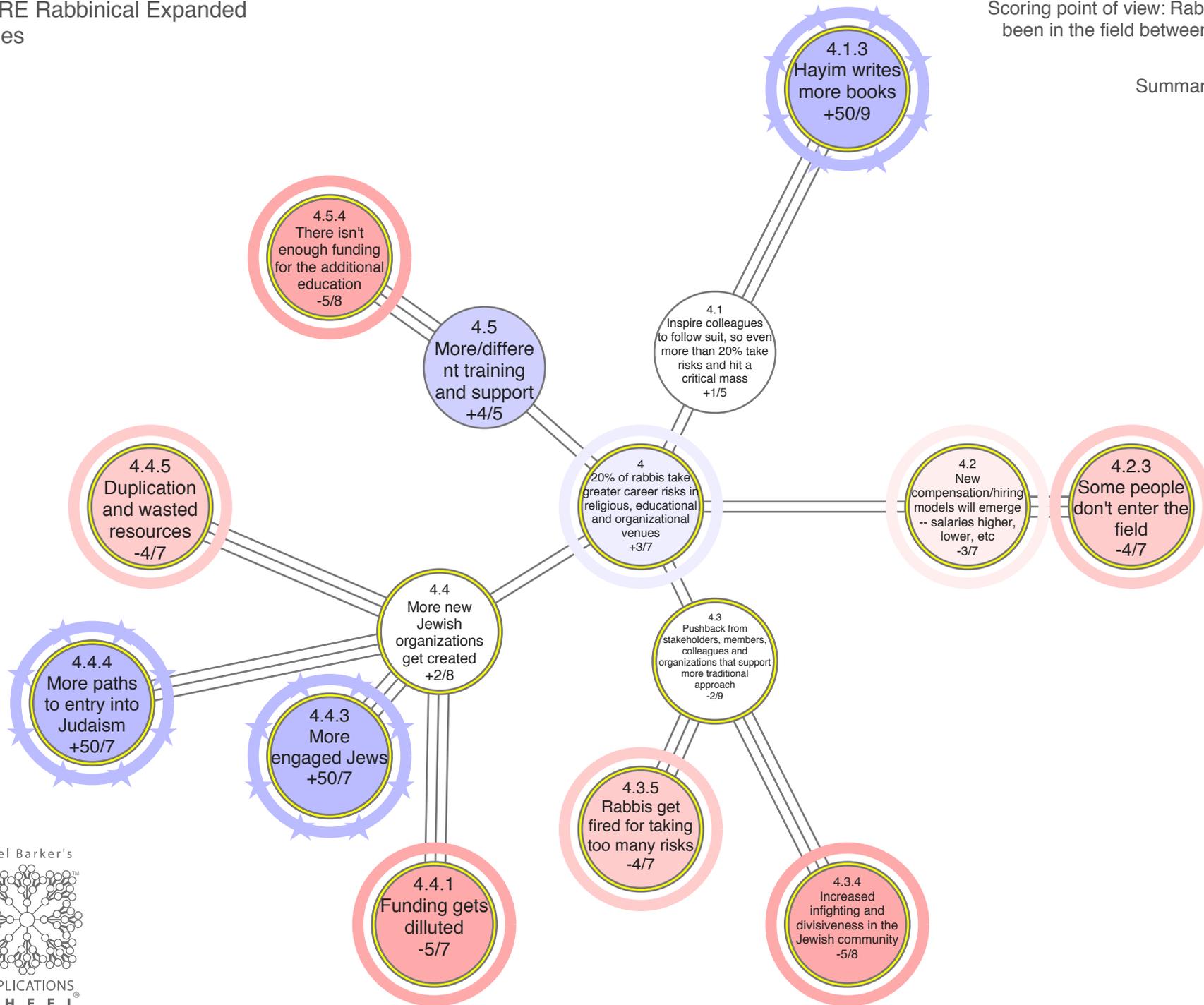
Scoring point of view: Rabbis who have been in the field between 10-15 years

Summary type: Likely Significant



Summary type: Likely Significant

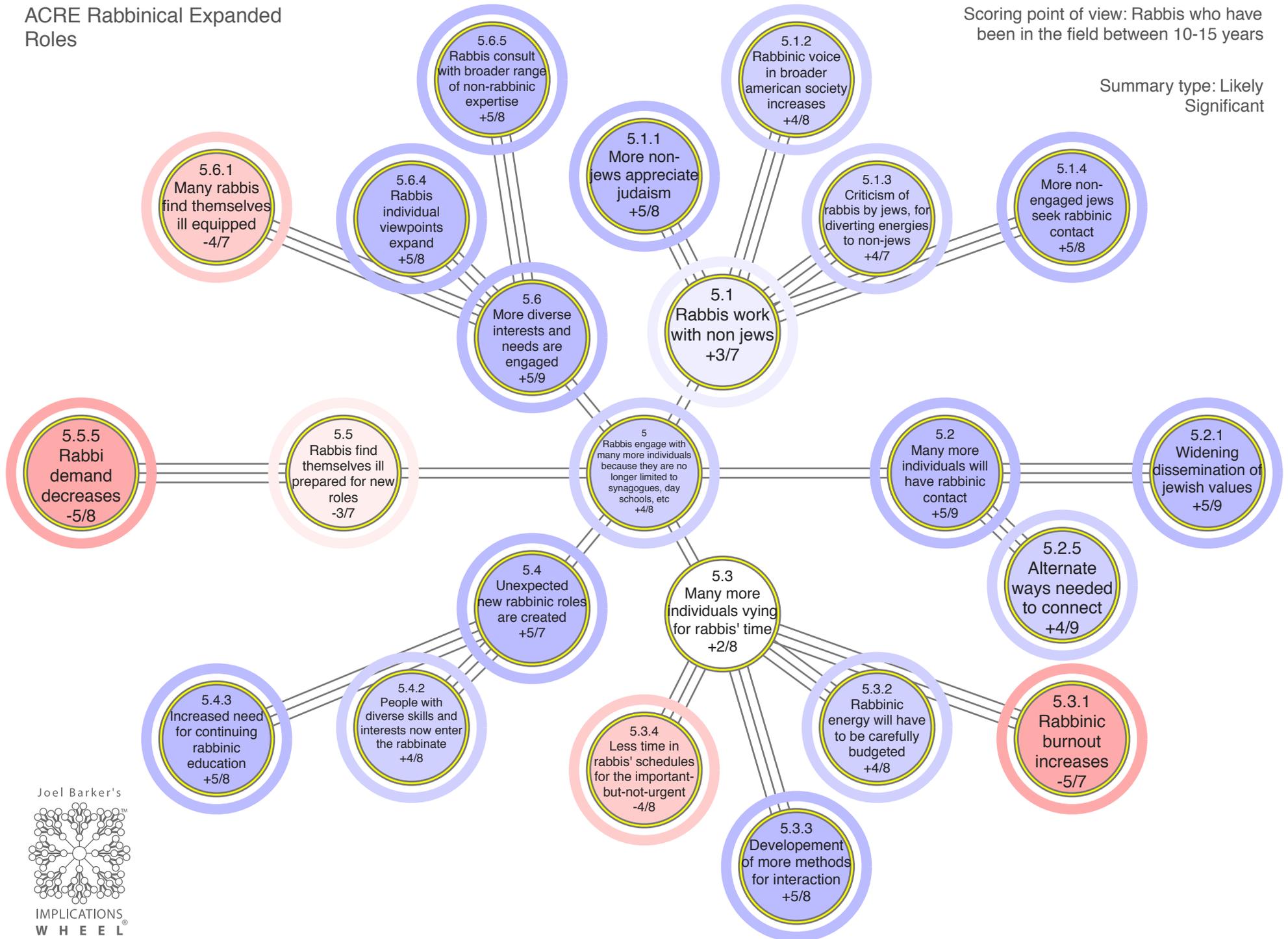




ACRE Rabbinical Expanded Roles

Scoring point of view: Rabbis who have been in the field between 10-15 years

Summary type: Likely Significant



ACRE Rabbinical Expanded Roles

Center:

What are the possible implications of rabbis assuming new and expanded roles in North America, like educational technologists, entrepreneurs, civic leaders, etc.?

Details of the Center:

- Many congregations face competition from Chabad, independent minyanim and other emerging spiritual options
- The “dues membership model” is fragile and it appears that most congregations are experiencing some level of financial struggle
- Depending upon the denomination, the number of congregations has been anywhere from stagnant to declining
- Other potential options, like federations, day schools and JCC’s, are also contracting
- In America, the overall trend is a decrease in affiliation in “organized” religious denominations
- American Jews repeatedly express interest in spirituality
- It’s reasonable to assume that is true of Jewish learning
- More financial resources are going into “informal” Jewish educational experiences, like Jewish camping and new afterschool programs
- Approximately 250,000 younger Jews, many of who have weak ties to Jewish educational and spiritual life, have been on Taglit-Birthright Israel trips
- There are currently 33 Moishe Houses in the U.S. and that number is expected to grow significantly because of expanded grant funding



Summary Report on Implications Wheel® Exploration of Rabbis in North America
Assuming New and Expanded Roles
January 24, 2013/13 Shevat 5773
Prepared by Rabbi Hayim Herring, Certified Expert Implications Wheel® Facilitator

Background to the Exploration

Because of the lack of time, to varying degrees, groups did not complete the scoring process. Therefore, the observations that follow are based only on those implications that were scored. (We do have the opportunity to complete the un-scored implications, an item that we should discuss). One of the values of this limited exploration was in projecting where some likely, significant opportunities and likely, significant problems will emerge if CRE providers take action on any of the five first-order implications. This knowledge would enable CRE providers to construct barriers to mitigate the problems, and build more bridges to the opportunities.

Summary of Exploration Data

- The benefits of CRE providers collaborating emerged with great strength. Some of those benefits include greater networking opportunities for participants, increased participation in program offerings, exposing providers of continuing rabbinic education to new ideas and even sharing a director of continuing rabbinic education across some of the denominations. However, the group that worked on this implication indicated that they have low expectations for increased collaboration.
- The exploration of rabbis advocating for increased continuing rabbinic education funding within their individual organizations generated both positive and negative implications. Some of the positive, likely benefits included rabbis being better able to serve their congregations, being more in touch with significant issues and trends, and helping their congregations to better adapt to today's realities. The group that worked on this implication also saw potential likely, negatives on the impact that continuing rabbinic education might have on how rabbis relate to other staff members. In other words, with new ideas, rabbis might have different expectations of staff members that might not be aligned with current staff roles. Participants who worked on this first-order implication rated it as both positive and likely.

- The group that explored the implication around Seminaries and CRE providers creating new organizational partnerships with vocational and other training institutes generated both positive and negative likely implications. On the positive side, new job possibilities and professional positions for rabbis might be created, and rabbinical students might have an expanded array of internship opportunities. However, group members were also concerned that new partnerships would increase tuition costs for students, leaving them even further burdened with student loans. Other concerns included graduates gravitating toward wealthier congregations so that they could repay tuition loans, and pricing rabbinical school out of reach except for wealthier students. However, this group did not see the creation of new partnerships between Seminaries and CRE providers and vocational and other schools as very likely.
- While the group that worked on the implication of 20% of rabbis taking greater career risks saw that as positive and likely, when scored at the third order, it generated more likely, negative than likely, positive implications. The likely, positive implication was that individuals would have more pathways for engagement into Judaism and Jewish community. The likely, negative implications included concerns around duplication of resources, fragmentation of already limited funding, and rabbis being fired for taking too many risks.
- The implication of rabbis engaging with many more individuals because they are no longer limited to established institutions like synagogues and day schools generated more likely, positive than likely, negative implications. Some of the many potential, likely positives included widening the dissemination of Jewish values in the public, increasing rabbinic contact with individuals of all faith communities, and attracting a more diverse pool of seminary students. The likely, negative implications surfaced around rabbis being ill prepared for roles outside of established institutions and risking burnout because of inadequate training and demands on time.