

# Rabbi Hayim Herring, Ph.D.

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## **SUMMARY**

A relationship-builder who works across accepted categories and definitions to create a “third,” better, inclusive way ▪ Empathetic listener and transparent leader ▪ Mission-focused ▪ Able to imagine and actualize new business opportunities and organizational partnerships ▪ Entrepreneurial, strategic and highly energetic ▪ Inspires individuals and organizations to achieve their greatest impact ▪ Leverages substantial real-world experience to put sound management practices and financial controls in place ▪ Values constructive feedback ▪ Ability to help colleagues and volunteer leaders work effectively in transitional times ▪ Collaborative approach to innovating and solving problems while also confident and decisive ▪ Multi-disciplinary learner and engaging teacher ▪ Published author and researcher

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## **HIGHLIGHTS**

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- Passionate service to the Jewish People
- National Thought Leader and Author
- Supportive, Empathetic Leader
- Secure Sense of Self
- Strategic Thinker
- Ability to Anticipate and Act Upon Potential Impact of Significant Trends
- Clear Communicator
- Driven to Achieve Organizational Goals
- Highly Efficient
- Team Motivator and Player

## **Professional Experience**

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[HayimHerring.com](http://HayimHerring.com), Minneapolis, MN

C.E.O.

2010–present

- Nonprofit Organizational Consultant and Futurist, Presenter, Author and Blogger specializing in the American Jewish community. HayimHerring.com’s mission is “preparing today’s leader’s for tomorrow’s organizations™.” We offer Person-Centered Coaching for Clergy, Congregational and Organizational Professionals; Ahead of the Curve Planning©, (a new strategic planning process reflecting 21<sup>st</sup> Century realities) for Congregations and Organizations; and, Workshops on Entrepreneurship, Anticipatory Leadership, Collaboration, Organizational Mission and Vision, and Related Topics.

STAR (Synagogues Transformation and Renewal), a project of the [Charles and Lynn Schusterman Family Foundation](#), [The Steinhardt Foundation for Jewish Life](#), and [The Samuel Bronfman Foundation](#), Minneapolis, MN

**Executive Director**

2002–2010

- Developed, implemented and brought to scale several innovative initiatives, including STAR’s Shabbat [Synaplex™ Initiative](#) in partnership with over 250 denominational and independent congregations, over 110 rabbis in STAR PEER Executive Leadership Development Program for recently-ordained rabbis, over 50 veteran rabbis in its From Good to Great Executive Leadership Development Program, and 24 rabbinical students enrolled at The Jewish Theological Seminary and Hebrew Union College-Jewish Institute of Religion in the Schusterman Rabbinical Fellowship Program.
- Designed and implemented approximately 20 educational retreats and eight national conferences on behalf of STAR.

[Minneapolis Jewish Federation](#), Minneapolis, MN

1995-2002

**Assistant Executive Director**

July 1998-June 2002

- Directed federation allocations and budgeting processes, supervised professional and administrative human resource development, budgeting, and marketing staff.
- Recruited volunteers for above committees.
- Developed new federation model of integrated planning with executive director and senior volunteer leadership in which planning, allocations, human resource development, campaign, and financial resource development departments worked together to identify common needs and outcomes for success.

**Director, Identity Continuity**

July 1995–June 1998

- Responsible for a startup of new major department within federation, charged with upgrading federation’s ability to improve quality of Jewish education for youth and adolescents and to engage unaffiliated and interfaith populations.
- Created first community strategic plan for formal and informal Jewish education, which became the centerpiece of a \$45 million community capital and endowment;
- Secured funding through grant writing and individual solicitations and created first collaborative initiative to engage Jewish singles in Twin Cities in cultural, educational and spiritual life of community.

[Beth El Synagogue](#), Minneapolis, MN

1985-1995

**Senior Rabbi**

August 1992–June 1995

- Worked with board and executive committee to develop and implement first strategic plan in congregation’s history.
- Created collaborative adult learning initiatives with other local congregations.
- Created inclusive approach and policies to engaging interfaith and other target populations who felt marginalized by organized Jewish community.
- Revived *Gemilat Chesed* (Caring and Kindness) Committee and collaborated with area churches in feeding the hungry.
- Serviced congregants’ lifecycle and pastoral needs (an average of 30 weddings, 50 funerals and 25-50 *b’nai mitzvah* (bar and bat mitzvahs)).
- Developed adult learning retreats and family education retreats.
- Supervised eight senior staff members.

## Assistant/Associate Rabbi

July 1985–July 1992

- Co-wrote curriculum for nationally recognized b'nai mitzvah education program.
- Served as principal of weekly b'nai mitzvah program, with approximately 150 students and 30 staff members and rebuilt K-2 religious school from eight to 60 students.
- Supervised Youth Director of USY Chapter of over 100 members and increased youth involved in Jewish camping to highest levels in congregation's history.

## Entrepreneurial Highlights

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- Co-founder with C.E.O. of Minneapolis Institute of Arts, [Rimon: The Minnesota Jewish Arts Council](#), that engaged over 200 local artists who identified as Jewish but were generally “unaffiliated” (1998). Rimon, sponsored by the Minneapolis Jewish Federation, has become a multiple [Slingshot](#) award winner.
- Lead grant writer for [Covenant Foundation Signature Grant, Teaching Diligently: A Program to Train Jewish Teachers for the Future](#) (2002).
- Conceptualized, implemented, and scaled STAR’s national Shabbat [Synaplex™ Initiative](#) (2003-2010).

## Selected Teaching Invitations on Leadership, Entrepreneurship, and the Jewish Community

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- [Luther Seminary](#) (January 2016; May 2017)
- [Robert F. Wagner Graduate School of Public Service/Nonprofit Management and Judaic Studies Program](#), Taub Seminar: Sustaining Minority Communities - The Jewish Community of 2025 (2013-2016)
- [Duke Center for Jewish Studies](#) (October 2015)
- [Carlson School of Management](#), University of Minnesota (March 2013)
- Additionally, I have served as a guest presenter at HUC-JIR in Los Angeles, Hebrew College, The Jewish Theological Seminary, and the Reconstructionist Rabbinical College rabbinical schools and graduate schools of education

## Selected Client Work and Presentations

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- [THE BEHRENDT CONVERSATION SERIES, FROM CALLING OUT TO CALLING IN: ENGAGING MEN AS ALLIES, NOT ADVERSARIES, IN THE AFTERMATH OF #METOO](#), Temple Emanuel of Beverly Hills, co-facilitator with Rabbi Sarah Bassin, October and November 2018
- Podcast Guest, Crackers and Grape Juice, [Episode 82 - Rabbi Hayim Herring: JC Isn't Jason's Only Rabbi](#), 2017
- Podcast Guest, [Judaism Unbound Episode 59: Jewish Futurology](#), 2017
- [The Jewish Education Project](#), [Hebrew Charter After-School Network](#) consultant (November 2015-April 2016)
- Session facilitator at [Consumer Goods Sales and Marketing Summit 2016](#) (June 2016)
- Session presenter at [B3/The Jewish Boomer Platform's](#) “Boomers and Faith-Based Civic Engagement: A Convening” on “For Pathways to Innovation” (June 2016)
- [The William Davidson Graduate School of Jewish Education, JTS](#); presenter at cross-denominational and organizational gathering on “Unleashing the Power of Congregational Education,” conference on congregational change (October 2015)
- [The Meyers Fellowship in Rabbinic Leadership, JTS](#); program evaluator (2012-2015)

- Presenter, [Jewish Federation of Palm Beach County](#), “Mission Control: Refueling Your Passion for Jewish Community” and “From Competition to Collaboration: Building a Thriving Jewish Community” (February 2015)
- Panel moderator, [Shalom TV/Jewish Week Program](#), “[Keeping Faith in Rabbis](#),” (Temple Emanu-El Skirball Center/Jewish Week), with Rabbi David Ellenson, Rabbi Joshua Davidson, Dr. Erin Leib Smokler and Rabbi Joy Levitt (May 2015)
- Consultant, [Tucson Jewish Community Center](#); two-part staff workshop on “From Parallel to Collaborative Play: Creating a Thriving Jewish Community” (October 2014)
- Presenter, [UJA Federation of New York/Synergy Webinar](#), “[Building the Synagogue of Tomorrow: Paradigms and Tools for Mission-Driven Change](#),” (October 2014)
- Presenter, [Jewish Federation of Southern Arizona](#), “Jewish Organization 3.0: New Generations, New Paradigms” (October 2014)
- Strategic Planning Consultant, [Jewish Community Board of Akron](#); (December 2013-July 2014)

## Publications and Writings

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### Books:

- *Connecting Generations: Bridging the Boomer, Gen X, and Millennial Divide*, (in press, Rowman and Littlefield, May 2019).
- [Leading Congregations and Nonprofits in a Connected World: Platforms, People, and Purpose](#), with Dr. Terri Elton; (Rowman and Littlefield, 2017).
- [Keeping Faith in Rabbis: A Community Conversation on Rabbinical Education](#), edited with Ellie Roscher (Avenida Books, 2014).
- [Tomorrow’s Synagogue Today: A Guide for Study and Action](#) (a workbook published by UJA-Federation/Synergy in cooperation with The Alban Institute, 2013).
- [Tomorrow’s Synagogue Today. Creating Vibrant Centers of Jewish Life](#) (Rowman and Littlefield/Alban Books, 2012).

### Book Chapters:

- “Synagogue Renewal in an Age of Extreme Choice: Anything, Anyone, Anytime, Anywhere” in [Synagogues in a Time of Change. Fragmentation and Diversity in Jewish Religious Movements](#) (Rowman and Littlefield/Alban Books, 2009).
- “The Commanding Community and the Sovereign Self: Increasing Understanding between Synagogue Dwellers and Spiritual Seekers,” [“Re-envisioning the Synagogue”](#), 2005.
- “Let My Feelings Go: Breaking the Tradition of Men’s Emotional Silence, in [A Men’s Commentary to the Torah](#) (Jewish Lights Publication, 2009).
- Jonah: Running Away from Ourselves, in [Yom Kippur Readings: Inspiration, Information and Contemplation](#), edited by Rabbi Dov Peretz Elkins, Jewish Lights Publishing, Woodstock, Vermont 2005.
- [“Network Judaism: A Fresh Look at the Organization of the American Jewish Community”](#). Publisher: Susan and David Wilstein Institute of Jewish Policy Studies (University of Judaism), 2001. Name of Publication: Jewish Networking: Linking People, Institutions, Community.

### Articles and Essays:

- [“From Hallowed Space to Holograms”](#). Publisher: eJewishPhilanthropy, September 23, 2018.
- [“Make Foresight 20/20 this New Year!”](#) Publisher: eJewishPhilanthropy, September 13, 2018.
- [“Should Leaders be Held to a Higher Ethical Standard?”](#) Publisher: eJewishPhilanthropy, January 16, 2018.
- [“Dreams, Not Communal Schemes: A Response to Bob Goldfarb’s Article, ‘Adapting to Change Through Action’”](#) by Hayim Herring and Dr. Steven Windmueller. Publisher: eJewishPhilanthropy, September 27, 2017.
- [“Rosh Hashanah 5778: Challenging Ourselves and the Jewish Communal System”](#) by Hayim Herring and Dr. Steven Windmueller. Publisher: eJewishPhilanthropy, September 14, 2017.
- [“An Addenda to Yehuda Kurtzer’s ‘Minding the Gap: A Primer for Jewish Professionals and Philanthropy’”](#). Publisher: eJewishPhilanthropy, July 23, 2017.
- [“Exercising Rabbinic Leadership in Politically Divisive Times”](#). Publisher: eJewishPhilanthropy, March 2, 2017.
- [Zionism: Once Again, today’s Rorschach test for American Jews](#). Publisher: The Times of Israel, August 11, 2016.
- [“Leading in Front, Beside, and in the Middle”](#). Publisher: *Gleanings: A Dialogue on Jewish Education*, Spring 2016, Volume 3, Issue 1; modified version also published by: eJewishPhilanthropy (EJP), January 13, 2016.
- [“Educating Rabbis for Jews without Borders”](#). Publisher: eJewishPhilanthropy (EJP), May 11, 2015; updated and published on April 1, 2016, as [“Educating Rabbis in a New Paradigm,”](#) in the [CLI \(Clergy Leadership Incubator\) Forum](#).
- [“Can Pew Help Us Renew?”](#). Publisher: eJewishPhilanthropy (EJP), September 18, 2014.
- [“WorthRight Israel: Fund Interfaith Couples and Families Israel Trips”](#). Publisher: eJewishPhilanthropy (EJP), June 1, 2014.
- [“The Collaboration Continuum: Re-Igniting the Conversation for Congregations”](#). Publisher: eJewishPhilanthropy (EJP), July 3, 2013.
- [“A Call to Action: Make Jewish Learning a Global Seder”](#). Publisher: eJewishPhilanthropy (EJP), March 21, 2013.

### Blogs:

- [“Time to Take Down the Mechitzah in Liberal Congregations”](#). Publisher: The Times of Israel, September 6, 2018.
- [“Authenticity and Reinvention Aren’t Adversaries: A New View on Change”](#). Publisher: The Times of Israel, August 30, 2018.
- [“We have met Haman: Is he us?”](#) Publisher: The Times of Israel, February 27, 2018.
- [“The ‘I’ of my Apple: Reflections on smart phones and the lonely self”](#). Publisher: The Times of Israel, September 14, 2017.
- [“What happens when leaders disconnect goals from values?”](#) Publisher: The Times of Israel, May 5, 2017.
- [“Zionism: Once again, today’s Rorschach test for American Jews”](#). Publisher: The Times of Israel, August 11, 2016.
- [“A Bigger Seder Table Next Year”](#). Publisher: The Times of Israel, May 2, 2016.

- [“Watch Your “Buts,” Please”](#). Publisher: The Times of Israel, June 9, 2015.
- [“Educating Rabbis for Jews without Borders”](#). Publisher: Huffington Post, May 11, 2015.
- [“Don’t Mistake Old for Obsolete”](#). Publisher: Huffington Post, August 27, 2013.
- [“Do Synagogue Movements Know What They Really Sell?”](#). Publisher: Huffington Post, April 26, 2013.

### **Past and Current Memberships and Activities**

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- [Children First](#), St. Louis Park, MN, executive committee member
- [Search Institute](#), Core Advisor to Faith and Relationships Advisory Panel
- **The Byron V. Schwartz and Sondra S. Ettlinger Jewish Identity Fund For Youth (“JIFFY”), Minneapolis Jewish Federation**, Member of Advisory Board (1999–present)
- **Alliance for Continuing Rabbinic Education (ACRE)**, Founding Board Member; Former Vice-Chair and Annual Conference Co-Chair, 2014–2015
- **Capella University**, Founding Board Member of Alumni Association (2000–2004)
- **Minnesota Rabbinical Association**, Past President; Current Member

### **Education**

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Capella University, Ph.D.; Organization and Management	1996–2000
<ul style="list-style-type: none"> <li>○ Thesis Title: “How the 1990 National Jewish Population Study was Used in the Federation System for Jewish Identity and Continuity Purposes”</li> </ul>	
Jewish Theological Seminary of America Post-graduate Talmud study	1985
Jewish Theological Seminary of America Masters of Jewish Arts; Rabbinic Ordination	1980–1984
Joint Program (now List College of Jewish Studies), Jewish Theological Seminary of America and Columbia University B.A. in Bible “with distinction” and B.A. in Comparative Literature, Magna Cum Laude, Phi Beta Kappa)	1976–1980
Hebrew University of Jerusalem (matriculated through The Melton Center for Jewish Education), Junior Year in Jerusalem, Israel	1978–1979

### **Selected Continuing Education**

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- [Pardes Executive Leadership Seminar](#) (Summer 2013 and upcoming December 2018)
- Certified in [The Anticipatory Leader System®](#) (Summer, 2018; developed by leading futurist on global trends and innovation, Daniel Burrus)
- Certified in [Implications Wheel®](#), [Strategy Matrix™](#), [T.I.P.S. Tracking™](#) (2013-15; developed by business and nonprofit process futurist, Joel Barker)

### **Languages**

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- Fluent in ancient, medieval, and modern Hebrew