



## Vice President for Institutional Advancement

Hebrew Union College–Jewish Institute of Religion invites nominations and applications for the position of Vice President for Institutional Advancement. The next Vice President will be a visionary, collaborative, and innovative leader with a deep understanding of and commitment to the mission, values, and goals of the College–Institute and be passionate about philanthropy and crafting fundraising, alumni relations, and future initiatives and strategies.

### ABOUT HEBREW UNION COLLEGE–JEWISH INSTITUTE OF RELIGION

Founded in 1875, Hebrew Union College–Jewish Institute of Religion (HUC–JIR) is North America's leading institution of higher Jewish education and the academic, spiritual, and professional leadership development center of Reform Judaism.

HUC–JIR educates leaders for service to American and world Jewry as rabbis, cantors, experts in Jewish education, and Jewish nonprofit management professionals, and offers graduate degree programs to scholars and clergy of all faiths. With centers of learning in Cincinnati, Jerusalem, Los Angeles, and New York, HUC–JIR's scholarly resources comprise renowned library, archive, and museum collections, biblical archaeology excavations, and academic publications. HUC–JIR invites the community to an array of cultural and educational programs that illuminate Jewish identity, history, and contemporary creativity and foster interfaith and multiethnic understanding.

HUC–JIR drives the ideas and builds the leaders for the Jewish public sphere—the communal ecosystem that forms the canvas upon which our lives are lived, our values are articulated, and our collective problems are solved. HUC–JIR students and alumni shape increasingly diverse and changing Jewish communities, which face shared external and internal challenges. They foster the three keys to the Jewish future: **education, engagement, and identity.**

HUC–JIR students and alumni are leading a Jewish renaissance in North America, Israel, and around the globe as leaders in synagogues, schools, Hillels, hospitals, camps, the military, and Jewish organizations worldwide. Our faculty are internationally recognized for their teaching, research, and mentorship. Our Klau Library, American Jewish Archives, museums, and scholarly publications preserve and disseminate our heritage. Cutting-edge scholarship applicable to contemporary society emanates from our research institutes, centers, and projects.

## MISSION

HUC–JIR is North America’s premier institution of Jewish higher education and the center for professional leadership development of Reform Judaism. A multi-campus academic and spiritual learning community, HUC–JIR builds vibrant progressive Judaism in North America, Israel, and around the globe by:

- Studying the great issues of Jewish life, history, and thought with an open, egalitarian, inclusive, and pluralistic spirit;
- Educating innovative, visionary clergy and professionals who embody the sustaining values, responsibilities, practices, and texts of Jewish tradition to inspire future generations; and
- Advancing the critical study of Judaism and Jewish culture in accordance with the highest standards of modern academic scholarship.

## LEADERSHIP

[Andrew Rehfeld](#) is the 10th President of HUC–JIR. A leading political scientist and distinguished Jewish communal leader, Dr. Rehfeld’s career has bridged both the academic and professional worlds as Associate Professor of Political Science at Washington University (2001 to 2019) and as President and CEO of the Jewish Federation of St. Louis (2012 to 2019). Elected on December 18, 2018, by the HUC–JIR Board of Governors after a national search, he began his tenure on April 1, 2019, and was inaugurated on October 27, 2019, at Plum Street Temple in Cincinnati. He succeeds Rabbi Aaron Panken, Ph.D., HUC–JIR’s previous President (2014-2018).

As HUC–JIR President, Dr. Rehfeld holds a tenured faculty position as Professor of Political Thought. Dr. Rehfeld oversees campuses in Cincinnati, Jerusalem, Los Angeles, and New York, an annual operating budget of over \$41 million, 34 full-time tenured faculty, and an enrollment of about 350 matriculated students. The faculty teach roughly 800 undergraduate students each year in courses offered at HUC–JIR’s partner institutions, University of Southern California and Xavier University. HUC–JIR’s 4,000 active alumni serve Jewish communities and in institutions around the world, including the Reform Movement’s 1.5 million members and nearly 850 congregations, representing the largest Jewish denomination in North America and the growing Progressive Movement in Israel and around the world. HUC–JIR is guided by the dedication, wisdom, and generosity of the Board of Governors and Boards of Advisors, which are composed of distinguished civic and communal leaders from throughout North America and Israel and devoted alumni. Their abiding support advances HUC–JIR’s sacred mission of preparing leaders for the Reform Movement and the Jewish people worldwide.

## OUR CAMPUSES

With the destruction of the centers of higher Jewish learning in Europe during the Holocaust, HUC–JIR became one of the few surviving Jewish academic institutions in the world. As a successor institution to

the European yeshivot and academies of Jewish education which had flourished for a millennium, the College–Institute was charged with the responsibility of raising a new generation of Jewish scholars and perpetuating the continuity of Jewish spiritual and material culture. Inspired by the legacy of all that was lost, HUC–JIR has strived to develop its centers of learning as vibrant sources of learning radiating Jewish knowledge to communities throughout the world.

Today, HUC–JIR is an international institution with campuses in Cincinnati, Jerusalem, Los Angeles, and New York, and a global outreach capacity through distance education programs. The College–Institute is strategically situated to maximize student recruitment, expand student and faculty field service to congregations and communities, enrich educational outreach, and sustain support.

The growth of HUC–JIR's four campuses has created a university distinguished for its depth and breadth of offerings. By utilizing these extensive resources and facilities, HUC–JIR is uniquely able to train transformational leaders and create innovative programs for the Reform Movement, the Jewish people, and the larger world.

## THE OFFICE OF INSTITUTIONAL ADVANCEMENT

The Office of Institutional Advancement comprises 28 full-time staff throughout HUC–JIR's four campuses in the U.S. and Israel. The team raises about \$15 million per year and the current market value of the endowment is approximately \$260 million. The advancement function includes responsibility for major gifts and gift planning, comprehensive campaign planning, corporate and foundation relations, annual fund, endowment fundraising, alumni and constituent relations, stewardship, and advancement services.

## THE ROLE OF THE VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Reporting to the President, The Vice President for Institutional Advancement (VP) is a member of the President's Cabinet and provides support to the Board of Governors, working closely with the Development Committee of the Board. The VP is responsible for creating the vision and strategy, and ultimately implementing a comprehensive institutional advancement program and recruiting and developing talented team members seeking to increase constituent involvement and fundraising outcomes significantly.

## OPPORTUNITIES AND CHALLENGES

### *Presidential Partnership*

The VP will have the opportunity to partner closely with newly appointed President Andrew Rehfeld and will provide trusted counsel to the President on strategic relationship building and fundraising practices. In partnership with the President, the VP will engage, support, and advise the Board of Governors to ensure they are well informed about development efforts and, in particular, how they

can be integral to the institution's success by leveraging key relationships and through personal philanthropy.

#### *Advancement Strategy*

The VP will have the opportunity to envision, frame, and clearly communicate a strategic vision and fundraising plan that addresses the most critical areas of growth. A few important examples include improving organizational structure and process, building a culture of philanthropy, focusing on identifying potential markets of Jewish communities where untapped potential may exist, prioritizing new donor acquisition, developing a more robust pipeline, cultivating principal donors, and refining donor stewardship practices.

#### *Lead Advancement Team*

The VP will strengthen, support, and build on an experienced team of advancement professionals. The VP will work closely with partners and congregations to support a deeper sense of understanding and collaboration as it relates to funding opportunities where high-net-worth donor acquisition is concerned. The VP will be a strong manager who will provide the vision for a collaborative and collegial environment. A shared vision, clear measurable goals, appropriate deployment of regional teams and the use of data and metrics will allow the program and staff to thrive. Strengthening the fundraising team and investing in the future with a clear return on investment strategy will ultimately support HUC–JIR's future potential.

## **DESIRED QUALIFICATIONS AND CHARACTERISTICS**

The VP should be a deeply motivated supporter of HUC–JIR's mission and genuinely committed to Reform Judaism. A strong VP will be able to lead by action, example, and with impact within a national and international community of constituents.

The ideal candidate will have a record of success in:

- strategic leadership within a complex environment with focus on partnering with the most senior leaders within the organization;
- major and principal gift cultivation, solicitation, and stewardship and ability to develop and support others in this work;
- navigating complex higher education and/or Jewish communal philanthropic landscape;
- creating and implementing programs to enhance alumni engagement;
- comprehensive campaign planning, implementation, and completion;
- evaluating organizational effectiveness with a focus on structure, process and procedure.
- attracting, developing and motivating diverse, high-functioning teams with clear, measurable goals and objectives.
- employing sophisticated information systems in support of fundraising and alumni activities and the ability to leverage data and metrics to inform and shape advancement strategies;

- partnering with institutional leadership to set aspirational but realistic goals to support priorities; and
- organizational skills that engage stakeholders, build community, manage process, produce results, evaluate outcomes, and create a culture of continuous improvement.

To thrive in the HUC–JIR community, candidates should possess:

- ability to articulate passionately the values and aspirations of HUC–JIR to its many constituencies;
- a depth of understanding around the compelling Reform Judaism movement that will resonate with a domestic and international community and impact/create successful outcomes;
- a high level of emotional intelligence, empathy, and commitment to a team approach;
- a calm, strategic approach to change management, including the ability to serve as an effective leader and mentor to staff as new ways of working emerge;
- strong diplomatic skills, able to deftly manage challenging and urgent situations with care and attention;
- an approachable and decisive leadership style able to work effectively and collaboratively with other members of the senior team, as well as with faculty, staff, students, and alumni;
- strong ethical grounding with a track record of visionary and responsible leadership;
- record of achievement in furthering diversity, equity and inclusion;
- excellent written and verbal communication and presentation skills;
- an entrepreneurial nature and a willingness to take calculated risks;
- strong listening skills, comfortable and effective at all levels of the organization; and
- the ability to advocate for staff and resources, with a keen focus on demonstrable return on investment.

Please send all nominations, inquiries, and expressions of interest, in confidence and electronically, to:



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