

Position Profile
Criteria and Qualifications for the Next President of
Louisville Presbyterian Theological Seminary

The search for the next president of Louisville Presbyterian Theological Seminary calls to remembrance the aspirations and values that have guided the Seminary's mission through generations.

The Seminary began in October 1853, when twenty-three students and three professors gathered at Danville, Kentucky, in response to a vote of the General Assembly of the Presbyterian Church (Old School) to establish "in the West a theological seminary of the first class." The present Seminary represents an unprecedented result of cooperation among Presbyterians in the face of regional tensions and competition. In 1893, Southern Presbyterians in the Synods of Kentucky and Missouri founded a rival seminary in Louisville, but in 1901, under courageous leadership, the seminaries in Danville and Louisville were united. They were merged in spite of strong antipathy between the two denominations spawned by the Civil War. In 1901, these southern and northern branches of the Presbyterian Church began a partnership in support of Louisville Seminary, and subsequently continued that support as the longest and best example of a unified Presbyterian witness to the American people and a symbol of cooperative effort. In June, 1983, the northern and southern churches reunited after 122 years of separation, and Louisville Seminary thus rejoices in serving the reunited Presbyterian Church (USA), just as it served the two churches during their separation. The Seminary strives to be a place where persons of differing theological convictions can engage each other safely and constructively.

Louisville Seminary is one of ten seminaries in covenant relationship with the Presbyterian Church (USA), which, since 1988, has maintained its principal denominational offices in Louisville, Kentucky. The Seminary has 221 students enrolled in four graduate degree programs (Master of Divinity, Master of Arts in Marriage and Family Therapy, Master of Arts (Religion), and Doctor of Ministry) and has been successful in sustaining a student body that is predominantly Presbyterian, but also significantly ecumenical. The incoming Seminary class of Fall 2009 represents our largest class in more than five years. In addition to being strongly Presbyterian, Louisville Seminary is approved for educating clergy of the United Methodist Church, the African Methodist Episcopal Church, the Christian Methodist Episcopal Church, and the African Methodist Episcopal Zion Church. The faculty, too, come from a number of denominational backgrounds, while exhibiting familiarity with, and an appreciation for, the Reformed tradition. Comparatively young and remarkably productive in the academy and the church, the Seminary's professors are committed to its purpose of equipping persons for leadership in ministry. Historically and predominantly, the Seminary's Master of Divinity graduates have become, and have remained, pastors.

The Seminary is committed to an ethos of cultural diversity and inclusion, to the principle of equal opportunity, and to the practice of affirmative action. Thus, the Seminary follows equal employment opportunity guidelines and affirmative action procedures.

The Seminary is on solid financial footing and garners support from annual fund contributions from various constituencies (including Alums and Trustees), earnings from an endowment, major gifts, and grants for specific programming. Capital budgets are defined annually and the physical plant is in excellent condition after completion of several major capital projects over the past five years. The Seminary has recently embarked on a new capital campaign (The Higher Calling Campaign) with an

ambitious goal of \$35 million. The focus of the campaign is on building endowed student scholarships; establishing endowed faculty chairs/professorships; building new classrooms, infrastructure, living and office space; developing more innovative, flexible, and accommodating class scheduling; enhancing an already strong annual fund component; and developing a more robust life-estate contribution. The campaign is currently in the silent phase and has reached approximately \$7.6 million in commitments towards the campaign goal. The Seminary has a well-established and diversified investment policy and enjoys very solid financial discipline and process. While not immune from the recent sustained economic downturn, the Seminary's endowment has fared better than many in its peer group. The endowment peaked at \$104 million prior to recent market conditions and, as of September 30, 2009, has approximately \$77 million in corpus. Careful financial management, however, has been required to keep the budget balanced and in line with projected financial support. Recent market conditions have required a thorough assessment of the overhead of the institution resulting in some staff reductions in the spring of 2009. Continued strong fund-raising will remain important for the stability and growth of the Seminary.

Our long term strategy for the Seminary, as approved by the Board of Trustees, includes the following:

Mission Statement: Louisville Presbyterian Theological Seminary is called by God through the church to educate men and women to participate in the redemptive ministry of Jesus Christ in the world.

The Seminary has adopted the following institutional goals:

1. Provide a theological education that is grounded in the history and scripture of the Christian movement, informed by the Presbyterian Church (USA) and Reformed tradition, and guided by the vision of an ecumenical church that is committed to ministry in a global, multicultural, and religiously diverse context and to religious leadership that is competent in the practices of Christian ministry.
2. Provide an educational context in which students and teachers may explore and nurture their vocational commitments through the guidance and wisdom of outstanding teachers and scholars, the provision of all necessary student services, the development of excellent library and information technology resources, and the leadership of a highly qualified administration.
3. Provide theological resources for the ecumenical church by interpreting the gospel in an ever-changing world, by extending horizons of theological inquiry, and by shaping the church's intellectual foundation for its faith and ministry, thereby continuing the historic commitment of the Reformed tradition and the Presbyterian Church to a theologically educated and critically reflective ministry.
4. Serve the wider Christian community by offering opportunities for lifelong learning, by preparing students for professional roles as pastoral counselors and as church leaders, by providing public leadership to encourage critical reflection and response to issues of social injustice, and by promoting interfaith and ecumenical dialogue and practice.
5. Nurture the convictions, character, vision, wisdom, and forms of life which are vital to leadership in the Christian community and the wider culture through worship and Christian practices, through the curriculum and first-hand ministry experiences, and through Seminary governance practices and community life.
6. Provide the financial and physical resources needed to support and sustain the educational programs of the Seminary with commitment to fiscal and operational integrity.

The Board of Trustees and the Presidential Search Committee have identified the following criteria, qualifications, and personal characteristics as most desired in the next president:

The president of Louisville Presbyterian Theological Seminary is the chief executive officer of the Seminary, having the chief administrative responsibilities and authority. The president shall be elected by the Board of Trustees and approved by the General Assembly of the Presbyterian Church (USA). The president is accountable to the Board of Trustees. The president will lead the Seminary in fulfilling its mission of educating men and women in the redemptive ministry of Jesus Christ, operate in a governance model in accordance with the Seminary's by-laws, and work collaboratively with the Trustees in setting policies, strategic plans, and priorities for the Seminary.

The president shall be a communicant member or an ordained Minister of Word and Sacrament of the Presbyterian Church (USA). The president should have the necessary theological background and church experience to assist the Seminary in strengthening its mission. Preference will be given to an individual holding a terminal degree. Knowledge and experience with academic institutions and an appreciation for the unique structures and systems through which a teaching faculty realizes the educational mission of the school is highly valued.

The president shall have a mature Christian faith, nourished daily by prayer and scripture and characterized by generosity, fairness, patience, and kindness, as well as a commitment to the ministry of Jesus Christ, to the Presbyterian Church (USA), and to the global church. He or she will be widely read and intellectually curious and have a deep commitment to the values and purposes of theological education.

The president shall lead courageously and decisively while developing an exciting vision for the Seminary in accordance with its mission and in collaboration with the Board of Trustees. She or he should be pastoral in her or his approach to management and in building relationships with the Seminary community. The president shall demonstrate the ability to recruit and retain a strong management team and a highly qualified and effective staff, and assist in attracting a dynamic faculty. All are necessary to carry out the Seminary's mission and strategic plan. He or she must be a team builder with a collaborative management style and excellent communication skills. He or she should be a thoughtful leader, who must be fair and work harmoniously with the Board of Trustees, the faculty, administration, and staff in order to create a collegial environment that is highly effective in carrying out duties and responsibilities and achieving desired outcomes.

The president shall have a proven track record in developing and continuously building strong ties to the institution's supporters that result in significant financial commitments for current and future needs. She or he should have experience in on-going fund raising activity as well as capital campaigns, in order to increase the size of annual giving, special grants, and build a larger endowment. This person will have the ability to balance and manage the demands of this effort (estimated at 60+% of the president's time) with the demands for excellence in theological education and carrying out the mission of the Seminary.

The president shall be an individual with high integrity and sincerity in her or his efforts, be fully transparent in his or her actions and highly communicative. He or she will build strong relationships across a diverse community (locally and nationally), possess excellent organizational skills, and have the ability to leverage all resources available to the president in order to fulfill the mission of the Seminary and strategically position the institution to excel over the long term.

The president shall be a champion for the Seminary within the Presbyterian Church (USA), and within the broader church and global community, so that the preparation for ministry offered by the Seminary is aligned with the current needs of the church in the United States and will be responsive to the life and witness of global Christianity. She or he shall be an active participant in the recruitment of a diverse student population with a commitment to increasing admissions of highly qualified and desirable student candidates. The individual shall assist the Board of Trustees in its continuing efforts to recruit new Trustees who enthusiastically offer their expertise, diversity, and financial resources in the Seminary's behalf. The president will work collaboratively with the Dean of the Seminary in the recruitment of faculty and providing continuous support of the faculty in teaching, research, and professional development.

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Louisville Seminary follows Equal Employment Opportunity guidelines and affirmative action procedures.