

## LEADERSHIP PROFILE



### **President** **United Theological Seminary of the Twin Cities** New Brighton, Minnesota

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#### **THE ORGANIZATION**

United Theological Seminary of the Twin Cities (United) is an ecumenical, graduate, theological school of the United Church of Christ (UCC). Since its inception 50 years ago, United has been forward-looking in its approach to theological education, emphasizing the dynamic relationship between theology and culture. Established through the merger of Mission House Seminary of Plymouth, Wisconsin, and Yankton School of Theology in Yankton, South Dakota, United was the first seminary in mainline Protestantism with an ecumenical charter. The formation of United expressed the uniting spirit which led to the formation of the UCC and responded to the need for an ecumenical center of theological studies in the Twin Cities of Minneapolis and St. Paul.

The founders intended United to pioneer new ways to educate leaders for ministry in a changing world, and our 50-year anniversary celebrates a half century of “changing lives to change the world.” Today United's commitment to social justice and ecumenism continues, augmented by a nationally recognized emphasis in theology and the arts.

As a Christian seminary, United's mission is to:

- prepare women and men for effective ordained and lay leadership in church and society;
- pursue theological inquiry and shape theological understanding;
- serve as a sustaining resource for religious leaders; and
- foster spiritual formation and ethical development.



United draws students and faculty from more than 20 denominations as well as other religious communities outside the Christian tradition. In addition to being a seminary of the UCC, United works closely with four partner denominations to insure that denominational requirements and appropriate nurturing of denominational traditions are present as students participate in an ecumenical context. The partner denominations include the United Methodist Church, Presbyterian Church (U.S.A.), Episcopal Church, and the Unitarian Universalist Association.

### DEGREE PROGRAMS

United offers courses and programs that prepare students for both ordained and lay leadership. We offer the following graduate degrees: Master of Divinity and Master of Arts, each with possible concentrations in Theology and the Arts, Pastoral Care and Counseling, Leadership toward Racial Justice, Justice and Peace Studies, or Women's Studies; Master of Arts in Religious Leadership; and Doctor of Ministry. United also offers two certificate programs in areas that equip students for effective leadership in church and society.

Significant new programs have emerged in the past two years, drawing students to the seminary:

**The Institute for Pastoral Ministry** – offers consultation groups and one-day classes to support religious leaders giving pastoral care in the parish and specialized ministry settings.

**The Center for Public Ministry** – works to advance the art of social justice ministries in creative new ways through education, program development and research. This exciting endeavor dares to foster religious leaders who live out the social justice mandate at the heart of the Gospel.

**Partnership with The Guthrie Theater** – provides theological conversations for the community from an interfaith perspective following performances of two plays at this renowned theatre each season.

**The Academy for Vital Christianity** -- offers short term classes by United faculty directed to lay leaders in churches throughout the state and in partnership with the United Church of Christ and the United Methodist Church.

In addition to formal degree programs, United offers a variety of non-degree programs, some as part of the **Academy for Vital Christianity**. United is accredited by the **Association of Theological Schools**, and the seminary is a member of the **Higher Learning Commission** of the North Central Association of Schools and Colleges.

## FACULTY



United has a **faculty** of outstanding teachers and scholars with deep roots in the church. In addition to having earned a reputation as excellent teachers, faculty members enjoy national and international recognition for their theological scholarship and leadership in professional societies. The regular faculty consists of eight women and three men from five denominations, with adjunct faculty representing a broad array of Christian denominations as well as Unitarian Universalist and Jewish faith traditions.

## STUDENTS



Students frequently choose United because of its bold voice for justice and its commitment to progressive Christianity. Total enrollment, including full-time and part-time students, has been about 180 for the last five years. United's students come from a broad range of religious, national and racial heritages, and are diverse in age and sexual identity.

## STAFF

United's 23 full-time and part-time staff members are deeply committed to the school's mission and to serving the students. The staff offers outstanding service through its Admissions Department as students begin their journey and excellent support from the Registrar's office as students prepare for graduation. Students rate the staff highly in surveys for their helpfulness and support.

## GOVERNANCE

The Board of Trustees, currently made up of 24 members, elects and evaluates the seminary's President and acts on all policy recommendations including the annual operating budget, strategic plan, and sale or acquisition of property. The Dean of the Seminary is elected by the board on nomination of the President.

Further information about United can be found on the seminary's website at: [www.unitedseminary.edu](http://www.unitedseminary.edu).

## THE OPPORTUNITY

United Seminary has spent the last two years creating and beginning a new strategic plan that defines its unique characteristics and contributions to

theological education. Guided by our president, The Reverend Mary McNamara, with active leadership from trustees, this process has led us to rediscover and claim our core identity and to envision a strong future. United is the only progressive, ecumenical graduate theological school in the Upper Midwest. It offers an open-minded, ecumenical, contextual, adaptable, innovative approach to theological education and spiritual formation. United has a call to public ministry with a clear, prophetic voice for justice and inclusiveness and a commitment to working toward these ideals while serving the educational and leadership needs of the church, governing bodies, and other religious institutions.

At the same time, we have thoroughly scrutinized and analyzed the finances of United. The result is a 10-year financial projection. Both planning efforts have led United to a new and exciting place in our fifty-year history. We are making a leap of faith toward financial security with a Unique Call to ten donors who will commit \$1 million each to United to be paid over ten years. We will use this money to position the seminary as a self-sustaining, independent, vital educational institution and to strengthen our efforts in admissions, development, and marketing. To date we have commitments for \$3 million, more than one quarter of our goal.

President Mary McNamara's strategic leadership and financial acumen helped us reach this point in our history.

The United board is now ready to call its new President as the seminary reaches out in boldness to the future. There are three key strategic priorities for the new leader of United:

- Lead United in the implementation of its Unique Call to secure the finances of the seminary and to work with the Vice President for Development to discover and nurture new donors for United.
- Serve as an articulate advocate and ambassador for United, vitalizing its role as a resource for the progressive church.
- Develop and implement creative new strategies to expand enrollment through programs and a significant number of online classes that will extend our reach to students.



## THE LOCATION

United is set on a serene ten-acre campus in New Brighton, Minnesota, located about 20 minutes from downtown Minneapolis and St. Paul. The campus offers open spaces, small gardens, a beautiful chapel and a unique prairie restoration landscape.

Often ranked in national surveys as one of the country’s best places to live, Minneapolis and St. Paul are known for their lakes, vital art communities, good government and fine school systems. The cities have an extensive network of hiking, biking and skiing trails and more theater per capita than New York City. Arts institutions include the Walker Museum, Guthrie Theater, Minnesota Orchestra and St. Paul Chamber Orchestra. Major league sports teams include the Vikings, the Wild, and the Twins. The area is also one of the nation’s economic hubs, home to several Fortune 500 companies including Target, 3M, Medtronic, General Mills, Best Buy, United Health Group, and U.S. Bancorp as well as excellent public and private schools, colleges and universities.

## THE WORKING RELATIONSHIPS

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| <b>Reports to:</b>                      | <ul style="list-style-type: none"> <li>• The Board of Trustees</li> </ul>   |
| <b>Manages direct reports:</b>          | <ul style="list-style-type: none"> <li>• Dean of the Seminary</li> <li>• Vice President for Development and Marketing</li> <li>• Vice President for Finance and Administration</li> <li>• Director of Admissions</li> <li>• Administrative Assistant to the President</li> </ul>            |
| <b>Other key relationships include:</b> | <ul style="list-style-type: none"> <li>• Board of Trustees and board committees</li> <li>• Donors and potential donors</li> <li>• Faculty and staff members</li> <li>• Students</li> <li>• Alumni/ae</li> <li>• Association of Theological Schools</li> <li>• Judicatory leaders</li> </ul> |

## THE RESPONSIBILITIES

Principal responsibilities will be as follows:

1. **Fundraising.** The President will be the lead fundraiser, working with the Vice President for Development to complete the Unique Call project, identify and cultivate new donors, nurture existing donors, and ensure a rising level of annual fund contributions.
2. **External Relations.** The new President will assume a visible role as a public theologian, preaching and speaking at multiple events and promoting a broad awareness of this progressive, ecumenical seminary and its commitment to advancing the public church. The President will provide leadership in enhancing United's use of technology and other strategies to engage geographically diverse communities, expand audiences, and increase admissions.
3. **Management and Administration.** Working with the Vice President for Finance and Administration, the President will be responsible for setting and achieving the annual budget, forecasting the future financial requirements of the Seminary, and overseeing the endowment. The President is the model for the entire community, and must delegate well and possess a respectful, collegial, and collaborative operating style.
4. **Board Governance.** The President will work closely with the board to collaborate on long-range strategy and annual priorities, educate and keep them informed about the school, and ensure that United is served by a strong, involved and supportive board of trustees.

## THE CANDIDATE

A diverse set of candidates is being sought for formal consideration. The ideal candidate will embody the following characteristics:

### **Personal Qualities**

- A servant leader with integrity, a deep and abiding personal faith and love for the church
- A leader with demonstrated commitment to the training of spiritual leaders who can lead the church in a time of change and who can create new opportunities
- An exceptional fundraiser who enjoys being an ambassador; a strategic cultivator who is good at asking for money
- A personality with a strong public presence, who enjoys meeting and greeting and being engaged in diverse communities and settings

- An articulate spokesperson for progressive Christianity with excellent public speaking and writing skills
- A mature and experienced manager who works collegially
- A visionary change agent with a generative spirit and a track record of innovation and growth
- A person with warmth, energy, enthusiasm, generosity of spirit, and a sense of humor
- A sympathetic person who will also help us see where we can improve
- A colleague with an open, listening leadership style, committed to engagement and collaborative processes but who knows how and when to make decisions
- A leader with a commitment to encouraging and sustaining a multicultural, economically diverse seminary community

### ***Professional Preparation***

- Theological education, Ph.D. or earned doctorate preferred
- Active participation in one of United's constituent denominations, the United Church of Christ (UCC) preferred
- Significant leadership experience in the church or in the academy is preferred, with an understanding of the culture of academia and current trends in theological education
- Financial knowledge and experience, an understanding of budgeting and accounting
- Documented success in raising major gifts for annual, capital and endowment needs
- Experience and forward thinking in the use of technology to enhance educational offerings
- A discerning people manager who delegates well and is not a micromanager
- Ability to balance business and church leadership
- Experience in leading a community planning process through which a new vision emerges
- Demonstrated success in working collaboratively toward common goals

*For potential consideration or to suggest a prospect, please send an e-mail to:*

[uts@boardwalkconsulting.com](mailto:uts@boardwalkconsulting.com).

*Margaret Reiser or Ayanna Hunt at 404-BoardWalk (404-262-7392)*

For more information on BoardWalk Consulting, please visit our website at:

[www.boardwalkconsulting.com](http://www.boardwalkconsulting.com).