



EVANGELICAL THEOLOGICAL SEMINARY PRESIDENTIAL PROFILE

The Board of Trustees of Evangelical Theological Seminary has initiated a search for the seventh president of the Seminary as Dr. Dennis P. Hollinger has assumed the presidency of Gordon-Conwell Theological Seminary. Dr. Hollinger's excellent leadership has positioned Evangelical for exciting new avenues of service to and collaboration with its parent denomination and other Christian churches. It is anticipated that Evangelical's next president will assume office on or about July 1, 2009.

A Brief Introduction to Evangelical Theological Seminary

Located in Myerstown, Pennsylvania, Evangelical Theological Seminary occupies a twelve-acre campus in the heart of the beautiful farmlands of Lebanon County. The Seminary was founded by the Evangelical Congregational (EC) Church in 1953 for the purpose of providing new generations of EC pastors with a Wesleyan-Arminian education. The mission of Evangelical Theological Seminary is "to develop servant leaders for effective ministry in a broken and complex world by nurturing rigorous minds, passionate hearts, and Christ-centered actions." The curriculum provides a balanced view of human action and divine purpose and an evangelical approach to Scripture. As stated in the school's mission, Evangelical defines itself as a servant of the Church, preparing persons for ministry whose Christian character gives evidence of knowledge of God in Christ.

Although deeply committed in service to its parent denomination, it was never the vision of the founders, presidents, or faculty of Evangelical that it be a narrowly parochial institution. Evangelical has always been an inclusive community, reaching out to men and women from many Christian denominations and welcoming all students who respect its Wesleyan and Evangelical heritage. In the words of New Testament Scholar H. Douglas Buckwalter, "No student feels that he or she is being forced to replace their tradition with another. Rather, all students – whatever tradition they come from – are challenged and encouraged by the thinking of the biblical writers themselves."

Currently, students representing more than twenty-five denominations are enrolled at Evangelical, with the largest single group coming from the United Methodist Church. The Seminary's commitment to denominational diversity is also reflected in the composition of the school's Board of Trustees, with a longstanding tradition of electing persons of various church communities to membership.

Evangelical is primarily a teaching institution offering three degree programs: Master of Divinity, Master of Arts in Religion, and Master of Arts in Marriage and Family Therapy. The Seminary also offers a Certificate in Ministry Program and Graduate Certificates in Lay Ministry, Youth Ministry, Marriage and Family Counseling, and Global and Contextual Studies. The teaching faculty consists of twelve regular professors, all of whom hold terminal degrees, and approximately twenty approved adjunct professors. In addition to excellence in the classroom, Evangelical's professors advance religious scholarship by authoring books and through their contributions to *Evangelical Journal*, a biannual forum for scholarly theological essays, and other academic publications.

The annual operating budget of Evangelical is approximately \$2.2 million, and the Seminary has enjoyed 10 consecutive years of balanced budgets. Evangelical is accredited by the Association of Theological Schools and Middle States Association of Colleges and Schools. Additional information about Evangelical Theological Seminary can be found on the following website: www.evangelical.edu.

Priorities for the Next President

The priorities described in the following sections were drawn from the Seminary's mission statement and core values and provide a "snapshot" analysis of the Seminary today and the hopes of the Evangelical community for the school's immediate future. Although it is inevitable that other priorities will emerge along the way, the Presidential Search Committee believes the items that follow are the most important for the immediate future. Evangelical seeks a leader who will be excited, emboldened, and invigorated by this vision.

Attention to Planning

The landscape of theological education is dynamic rather than static, which suggests that the future will be brightest for those institutions that make planning a high priority. Over the past four years, goal setting and strategic vision has been the hallmark of Evangelical. The board and administration have focused their energies on expanding the Seminary's donor base, completing a \$2.5 million capital campaign for the renovation of Christ Hall, upgrading classroom technology, establishing offsite campuses, and revising and expanding curricular offerings. The Seminary community is eager to maintain the momentum of recent years, and so it is expected that the next president of Evangelical will have an aptitude for and proven track record in goal setting and strategic visioning. Further, it is anticipated that the president will approach planning as a collegial activity, engaging the board and faculty in shaping the future goals and aspirations of the school.

Evangelical's existing long-range plan was approved by the Board of Trustees in the fall of 2004. This means the appointment of the next president will mark the beginning of a new planning cycle for the school. It is likely that finances, enrollment, endowments, ATS accreditation, continual donor expansion, and the Center for Servant Leadership will dominate the next strategic plan as the Seminary community seeks to build on Evangelical's growing reputation as a first-rate and much appreciated resource to the region's churches and other Christian ministries. Attention must also be given to curricular issues, including greater flexibility in the degree programs, offering online courses, and continuing off-site campus expansion as the Seminary seeks to better meet the needs of persons in ministry.

As the public voice of the Seminary, the next president must be an excellent communicator who is able to inspire others – students, friends, church leaders, and alumni – to join in the exciting work of moving the school from planning to doing.

Nurturing Relationships

Student recruitment has been one of the Seminary's priorities in recent years. Enrollment has been relatively stable, averaging around 180-200 (head count) students in the past several years. However, early indications for the coming academic year point to an upturn in enrollment, and the board and administration are working together on strategies to nurture interest in the Seminary.

The majority of Evangelical students come from Pennsylvania and surrounding states, although international students from every part of the world have benefited from an Evangelical education. As total enrollment has increased in recent years, the female student population has grown proportionately, a result in part of the school's commitment to be of greater service to women in ministry. Additionally, efforts to build a more diverse community will continue as a priority in the years immediately ahead.

The school's ability to attract students reflects Evangelical's commitment to strengthening its relationship with the EC Church while also pursuing inter-denominational collaborations and partnerships. Evangelical is approved by the University Senate of the United Methodist Church and provides a Wesleyan alternative in Pennsylvania for students of that denomination. Many other church bodies accept degree work taken at Evangelical as preparation for ordination in their traditions.

The Seminary's next president will have the pleasant task of strengthening already close working relationships with EC Church leaders, helping cast a vision that captures the attention of the general membership of the EC Church, and forging partnerships that advance the goals of the denomination and the Seminary alike. At the same time, he or she must lead the way in establishing Evangelical as the first choice for seminary education among Evangelical Christians within the service region.

Finances and Fundraising

The Seminary's leadership team has worked hard to be fiscally responsible, and as a result, the financial situation has improved considerably in recent years. Yet finances remain a challenge for Evangelical. The last few years have required close coordination between budget realities, and we expect that attention to finances will continue to be a priority as the school seeks to add faculty and facilities to meet growing enrollments.

It is critically important then that Evangelical moves to a higher level of philanthropic support. This will require expanding the donor base, upgrading the giving levels of past donors, and identifying, cultivating, and successfully soliciting new and former major gift prospects. In response to the funding challenges facing the Seminary, the Board of Trustees recently completed the first capital campaign to be undertaken by the school since the mid-1990s, successfully funding the \$2.5 million renovation of Christ Hall.

It is understood that the new president will spend considerable time working with development staff and trustees in the generation of gift income and as a lead solicitor with major gift prospects.

Presidential Qualities and Qualifications

The successful candidate will have a vital, personal relationship with Jesus Christ and will be known for his or her spiritual maturity. While it is not a requirement that the president be a member of the Evangelical Congregational Church, he or she must be willing and able to work collaboratively with EC Church leaders in developing a vision for theological education. An earned doctorate with teaching and/or administrative experience is desired. The president is also part of the faculty and expected to teach one or two courses per year. Beyond these foundational expectations, the search committee has identified the following qualities and qualifications as important in the Seminary's next president:

- An excellent communicator, capable of obtaining support for the Seminary from a wide variety of audiences;
- Personal and professional integrity in all relationships;
- Ability to conceive, articulate, and implement goals and objectives;
- Demonstrated capacity to work with a strong governing board;
- Known as a consensus builder who listens and communicates directly and clearly;
- A “servant leader” who seeks to engage board members and faculty in strategic planning;
- Knowledgeable about theological education and the emerging issues affecting and driving change within the church today and the synergy between the two;
- Encourages appropriate involvement by other administrators and faculty in decision making;
- Delegates responsibility, implements decisions, and holds individuals accountable for achieving those objectives;
- Committed to the ministry of the local church.

The Process of Candidacy

Persons who wish to nominate others and persons who would like to make their interest known directly are encouraged to address correspondence to:

Dr. William R. Worley
 Chair, Presidential Search Committee
 Evangelical Theological Seminary
 P. O. Box 482
 Myerstown, PA 17067

Inquiries may also be made to Gwen Scheirer, Search Committee Administrative Assistant, (1-800-532-5775) or to the following email address: gscheirer@evangelical.edu.

The search committee will respond to all nominations and inquiries with the aim of having in hand by late October the materials needed (letter of interest, curriculum vitae, and list of five references) from those who are willing to explore this leadership opportunity at the Evangelical Theological Seminary. Inquiries and nominations will be treated in strictest confidence.