

**LEXINGTON THEOLOGICAL SEMINARY
PRESIDENTIAL SEARCH PROFILE
March 2008**

THE SEARCH

The Board of Trustees and Search Committee at Lexington Theological Seminary (LTS) seek nominations and applications for President of the Seminary. According to the LTS Constitution, the president must be a member of the Christian Church (Disciples of Christ). Ordination is not required. However, during this transitional period in theological education, it is especially critical that the successful candidate bring to the position a special talent for fundraising and an ability to grow the student population. Review of applications will begin immediately and the new president will assume office in summer 2008, if possible.

THE LTS MISSION

In keeping with its Disciples of Christ heritage, the Seminary is deeply ecumenical in orientation. LTS prepares students for ministry in a wide variety of denominations with attention to racial, sexual, and cultural inclusiveness in its community and curriculum. The Seminary's mission is to prepare faithful leaders for the church, to be a theological center for the church's life, and to be a partner with local congregations in students' formation in the practice of ministry. The academic program provides students with an integration of classroom and clinical learning, supervised professional practice, an understanding of ministry in today's world and spiritual self-understanding in relation to the ministry.

AGENDA FOR THE FUTURE

The Seminary is one year into the 2007-2011 strategic plan. The most important issues confronting LTS at this time, identified clearly in this plan, are the need to expand both student enrollment and financial support. Some of the areas that the new president and the LTS community must address in order to accomplish this expansion are as follows:

Student enrollment. LTS needs to articulate its mission and vision to a broader audience. Lexington's president should lead the discussion regarding the national challenge of attracting students to the ministry as a vocation. By assuming an active role in the Christian Church (Disciples of Christ), the president can facilitate collaboration of LTS and the church in educating people to understand and appreciate the importance of congregational ministry. In addition, the seminary's alumni are serving throughout the country in churches of all denominations. This is a ready-made network of representatives who can speak eloquently for their professions and their school.

Institutional support. LTS must be vigilant in its fiscal management, and engage its own community in friend-raising for the school. This can provide direct support to fundraising efforts and the ability to cultivate new donors. The Seminary has been successful in reducing the annual draw on its endowment (approximately \$27 million) to just under 8% for the next fiscal year. However, continued reduction of the endowment draw is essential, along with expansion of major gifts. LTS is fortunate to have some of the most loyal and generous alumni in the country. An improved infrastructure to expand electronic communication with donors and expanded records for ongoing donor research would assist in expanding friend-raising and fundraising efforts.

Program development. A new satellite operation in Virginia and the request for assistance from Disciples churches in Florida provide incentives for the development of distance education. Also, adjustments for block scheduling and expanded technical support (wireless capability and smart classrooms will be in place for Fall 2008), has the potential to expand the student audience to those ministers without previous seminary education, and to professionals in fields such as medicine and law, who may be interested in individual classes or certificate programs. Pursuing greater collaboration with other schools and seminaries in the region may also be desirable, in order to diversify LTS programs and introduce cost-effective benefits for multiple institutions. The Master of Arts programs at LTS offer creative program opportunities that should be marketed more extensively.

Visibility. LTS should strengthen its role as a leading ecumenical and Disciples of Christ institution by reconfirming its core values and pioneer role with the church to a national audience. The Seminary should also become more visible as a significant and contributing member of the Lexington, Kentucky community. This will require targeted outreach by the president, expanded collaboration and presence within the local churches, and active participation in local events and activities throughout the region. A strategic relationship building and outreach plan could also assist LTS with both enrollment and fundraising efforts.

Community-building. Among the Seminary's greatest strengths are its size and its ability to engage all constituencies – students, faculty, staff, alumni and friends – in collaborative work toward its mission. The president will encourage and reward a collegial environment that ensures mutual professional respect and mentoring support at all levels. Intentional leadership will be provided by the president in addressing diversity in all areas of the Seminary community.

PREFERRED QUALIFICATIONS

The Lexington Theological Seminary search committee has identified desirable qualities needed for leadership at this particular time in the Seminary's history. In addition to being committed to the witness and mission of the Church and demonstrating leadership within the Christian Church (Disciples of Christ), the next president of the Seminary should bring the abilities (in no priority order) to:

- Lead the school with inspiration and an entrepreneurial spirit;
- Demonstrate experience in fundraising and knowledge of fiscal management;
- Nurture collegiality through effective communication and mutual respect;
- Embrace and expand diversity at all levels;
- Articulate the LTS mission effectively and engage internal and external constituencies in the work of the Seminary;
- Think organizationally and ensure administrative accountability;
- Bring a track record of successful leadership in a professional organization or educational institution;
- Understand and appreciate practical ministry and its integration with theological education;
- Understand and support academic process;
- Bring common sense, integrity and a sense of humor to the work of the presidency.

THE SCHOOL

Founded in 1865, Lexington Theological Seminary is the pioneer theological school in the Christian Church (Disciples of Christ). The school is located in the Bluegrass Region of Kentucky where much of the Disciples' early history occurred. Originally known as The College of the Bible, Lexington Theological Seminary has provided important leadership in theological education. The Seminary played a key role in the establishment of The Association of Theological Schools in the United States and Canada, offered one of the first courses on the ecumenical church, and established the first chair of religious education and the first program in clinical pastoral training in the United States.

Average annual enrollment for the past five years is 135 students, serving over 40 ministry sites through an outstanding field service program that can begin as early as their first year of study. LTS offers the Doctor of Ministry, Master of Divinity, Master of Arts, and Master of Arts in Pastoral Studies. Special program offerings include Religious Education for Roman Catholics and collaborative programs in Gerontology and Social Work with the University of Kentucky, and in Clinical Pastoral Education. The latter program provides hands on experience for students with several Lexington locations, and other locations nationwide through the Association of Clinical Pastoral Educators. The Seminary recently completed re-accreditation with the Association of Theological Schools and the Southern Association of Colleges and Schools.

The Seminary's campus is just south of downtown Lexington, a growing city of approximately 250,000 with a large arts community, set within the pristine rolling pastures of world famous horse farms. LTS is a free-standing seminary located adjacent to the main campus of the University of Kentucky. LTS has recently begun sharing its facilities with the Baptist Seminary of Kentucky, and has established its first satellite campus for the D.Min. degree in Lynchburg, Virginia.

SPECIAL FEATURES OF THE SEMINARY

As the search for a new president begins, the search committee has identified many unique strengths of Lexington Theological Seminary, including:

- A rich tradition and heritage in the Christian Church (Disciples of Christ);
- Dedicated faculty who provide effective teaching and mentoring to LTS students;
- A strong, supportive community of faith;
- Outstanding students who are actively engaged in their academic and service programs;
- Small classes with a commitment to both intellectual and spiritual development;
- A well-designed curriculum focused on developing leaders for the Church and world by focusing on four core principles: Theological Nurturing, Ministry with a Public Voice, Dynamic Interpretation and Engagement, and Critical Integration;
- Integration of classroom learning and active ministry;
- Good relations with the congregations served by LTS students;
- A distinctive partnership with the Catholic diocese, with the local Presbyterian Church, and with the Jewish community in training religious leaders;
- Continuing theological education opportunities for lay leaders;
- Collaboration with five graduate schools of other denominations;
- Work with 40 seminaries preparing church leaders for the Appalachian region;
- A handsome, well-maintained six and a half acre campus, including student housing facilities;
- An active, involved, and committed Board of Trustees.

APPLICATION PROCEDURES

Applications will be treated in confidence and should consist of a cover letter and a resume or curriculum vitae. Materials should be addressed to Mr. Richard Griffith, chair of the Presidential Search Committee and sent electronically (**MS Word preferred**) to:

LTS@academic-search.com

Lexington Theological Seminary is being assisted by:

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Please visit the seminary website at www.lextheo.edu.

Candidates from underrepresented groups are encouraged to apply.
Lexington Theological Seminary is an equal opportunity employer.

