



SEMINARY OF THE
SOUTHWEST

Prepared December, 2023

Dean and President Candidate Profile



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SEMINARY OF THE SOUTHWEST

Dear Friends in Christ,

As the chair of the Board of Trustees and a proud alumna, I am excited to share this position profile for dean and president of Seminary of the Southwest.

With God's guidance, the Board will call a leader who can integrate the best of themselves in the important and wonderful things this seminary will next achieve, while building on and maintaining our current vitality and strength.

Southwest's investment over the last decade has deepened academic excellence and Beloved Community, strengthened fiscal health, and enhanced facilities. We employ a style of shared governance that develops and unites the talents of our faculty, administration, and board of trustees for the fulfillment of our mission. These investments provide momentum toward the creative and beneficial work ahead for the seminary in partnership with the new dean and president.

With contributions from our faculty and administration and feedback from our theology and counseling students, the Board has prayerfully crafted a thorough outline of the position and the experience and dispositions we seek in a candidate, placed within an informative profile of the seminary. Our goal is to provide you some context of who we are as a seminary today, as well as who we aspire to be in the future. We hope these pages leave you informed, inspired, and curious to learn more.

In a shifting theological education landscape, Seminary of the Southwest stands on a firm foundation. From this place in Austin, we send into the Episcopal Church and the world leaders equipped to bring hope and healing through the transformative love of Christ. We pray that you may feel the draw to join us in Austin as we work to spread that gift to new frontiers.

In the service of Christ,

The Rt. Rev. Kathryn McCrossen Ryan

Chair, Seminary of the Southwest Board of Trustees

Bishop Suffragan of Texas



Opportunity for Seminary Leadership

Seminary of the Southwest forms people for vocations of ministry, service, and healing- a mission rooted in the reconciling ministry of Christ. Critical components of our mission include the forming of Episcopal priests who will lead the work of the church into the future and of mental health counselors who will work for healing in the communities they serve, the continued development of the Iona Collaborative to provide formation resources and opportunities for local formation programs, and conducting impactful scholarship which illuminates the forward path of faith and provokes healthy discourse.



The dean and president of Seminary of the Southwest is the chief executive officer of the institution and is responsible for all aspects of seminary life, including academic affairs, alumni relations, financial management, fundraising, recruitment and admission of students, and interaction with the community, the broader church, and the world. The dean and president works closely with the seminary's board of trustees, which establishes policies and ensures the institution's alignment with its mission.

The dean and president leads the seminary's engagement in the challenging work of creating the Beloved Community locally and acting for justice and human dignity beyond our campus.

The dean and president models innovative teaching and research and equips and sustains faculty colleagues for the same, while guiding the seminary to form servant leaders who minister in a diverse culture with confidence and humility.

KEY RELATIONSHIPS

Reports to Board of Trustees, Seminary of the Southwest

Direct Reports

- Executive Vice President and CFO
- Dean for Academic Affairs
- Vice President for Institutional Advancement
- Vice President for Enrollment Management and Student Services
- Vice President for Communications and Marketing
- Dean's Office Chief of Staff
- Director of Community Worship
- Director of Beloved Community Initiatives (vacant)
- Director of Assessment

**Committees
Chaired**

- President's Cabinet
- Dean's Council
- Faculty and Administrative Council
- Worship Committee
- Chapel Assessment Committee



Opportunity for Seminary Leadership

KEY RESPONSIBILITIES

- Oversee the spiritual life and wellness of the seminary. An Episcopal priest or bishop would also serve as the Dean of Christ Chapel.
- Contribute influential scholarship and cultivate an environment of academic excellence, and, in collaboration with the academic dean, oversee the educational process
- Attend to the Beloved Community objective of the seminary and advance a culture of belonging with special regard to racial, cultural, ideological, and theological diversity among the faculty, students, staff, and wider community.
- Building upon the core values of the seminary and the momentum of our ongoing work, lead the development of the next strategic vision.
- Collaborate with the Board of Trustees through regular communication and consultation.
- Lead the seminary in implementing its strategy for long-term financial sustainability.
- Cultivate relationships with alumni, donors, diocesan leaders, and other external partners to advance the seminary's mission and support its financial future.
- Navigate fast-changing landscapes in theological and counseling education, and creatively anticipate challenges and opportunities.
- Ensure the maintenance of full accreditation status by means of ongoing and institution-wide evaluation and assessment.
- Develop and expand relationships within and beyond the church, the academy, and the professional counseling community.
- Foster and grow the Master of Divinity and Master of Clinical Mental Health Counseling degree programs and the other theological degree programs.
- Support the Iona Collaborative to address the needs of local formation and small churches throughout and beyond The Episcopal Church.
- Challenge the seminary to grow in its reflection of, and relevance to, underrepresented populations and constituencies, with special attention to enhancing the Latinx programs.



Opportunity for Seminary Leadership

QUALIFICATIONS AND EXPERIENCE

- Demonstrated excellence as a scholar and a teacher
- Administrative experience in a higher education setting, with demonstrated success in leading academic, financial, and operational functions
- Exceptional interpersonal and communication skills, with the ability to inspire and engage diverse constituents, facilitate consensus-building, and represent the seminary effectively in various settings
- Experience in shared governance and collaborative leadership
- Experience engaging with the challenges of ministry in a multicultural environment
- Experience or demonstrated understanding of mental health counseling education and an appreciation of the importance of mental health resources in communities
- Successful results in leading significant and continuous fundraising programs
- Experience as a leader in the Episcopal Church (ordained or lay), with a demonstrated commitment to the church's mission and theological tradition
- A terminal degree from an accredited institution
- Ability to travel extensively

CRITICAL LEADERSHIP CAPABILITIES AND DISPOSITIONS

- Displays a lively faith in Jesus Christ
- A strategic and visionary thinker, with the ability to navigate complexity and change, identify emerging opportunities, and envision innovative pathways
- Promotes diversity of culture and critical thought
- Creates and maintains a positive culture
- Motivates others to pursue and accomplish challenging work
- Instills trust in self and others
- Embodies the pastoral and professional dispositions which the seminary forms in students:
 - Character
 - Commitment to physical, mental, and spiritual wellness
 - Courage
 - Creativity
 - Empathy (cultural and inter-personal)
 - Energy
 - Integrity
 - Justice
 - Openness
 - Receptivity
 - Responsibility
 - Self-awareness
 - Vision



Opportunity for Seminary Leadership

Almighty God, giver of every good gift: Look graciously on the Seminary of the Southwest, and so guide the minds of those who shall choose a Dean and President, that we may receive a courageous and faithful leader who will nurture a spirit of learning, support the development of beloved community, and equip us for our ministries; through Jesus Christ our Lord. *Amen.*

Please direct inquiries to:

Haley Townsend, Search Committee Secretary at
sswpresidentsearch@epicenter.org

SEARCH COMMITTEE:

Co-chairs:

The Rev. Lisa Mason, *Rector, St. John's, Larchmont, New York, Board of Trustees*

The Honorable Lora Livingston, *Lay Member, St. James, Austin, Texas, Board of Trustees*

Committee members:

Dr. Anthony Baker, *Faculty (Theology)*

The Rev. Hope Benko, *Administration*

Mr. Fred Clement, *Administration*

Jennifer Cumberbatch, *Alumna (Counseling)*

The Very Rev. Miguelina Howell, *Board Member*

Dr. Awa Jangha, *Faculty (Counseling)*

The Rev. Paula Jefferson, *Alumna*

Dr. Jeehei Park, *Faculty (Theology)*

The Rt. Rev. Poulson Reed, *Bishop - Supporting Diocese*

The Rev. Rhonda Rogers, *Board Member, Alumna (Iona Collaborative)*

The Rev. Dr. Roman Roldan, *Board Member*

The Rev. Barkley Thompson, *Alum, Prior Board Member*



About Seminary of the Southwest



Established in 1952 by the Rt. Rev. John Elbridge Hines, the fourth Bishop of Texas and eventual Presiding Bishop of The Episcopal Church, Seminary of the Southwest was born from the need to educate more Episcopal priests during a period of rapid post-war growth in The Episcopal Church. Bishop Hines' vision was expansive: he sought to create a seminary for "the whole church ... centered around dialogue between the Christian faith and culture."

As one of nine theological seminaries in The Episcopal Church, Seminary of the Southwest offers a three-year, residential Master of Divinity degree, and is made unique among its peers by its Master of Clinical Mental Health Counseling degree and commitment to local formation through the Iona Collaborative.

Located in the center of Austin, TX, Southwest offers a tranquil campus with modern facilities in the heart of a vibrant city. Shaded by the huge, stately live oak trees that are an icon of Austin and occupying a single city block on the north edge of the University of Texas campus, Seminary of the Southwest provides both the advantages of a close, familiar community and those of a world-class city.

Seminary of the Southwest stands boldly at this intersection of tradition and innovation. Rooted in the celebration of the theology, liturgy, and rich history of The Episcopal Church, Southwest lives within the fertile conversation among the creative solutions and powerful opportunities that will help the church thrive for generations.

DEGREES OFFERED/VOCATIONAL AREAS OF FOCUS

Residential Theological Education and Formation

- Master of Divinity (MDiv)
- Master of Divinity, with concentration in Latinx Ministry
- Master of Divinity, with concentration in Chaplaincy
- Master of Arts in Religion (MAR)
- Master of Arts in Spiritual Direction (MSD)
- Diploma in Anglican Studies (DAS)

Clinical Mental Health Counseling

- Master of Arts in Clinical Mental Health Counseling (MACMHC)
- Master of Arts in Clinical Mental Health Counseling, with concentration in Latinx Counseling

Local Formation for Priesthood (Iona Collaborative)

- Certificate in Theological Studies





About Seminary of the Southwest



MISSION, VISION AND CORE VALUES

Mission

Rooted in the reconciling ministry of Christ, the mission of Seminary of the Southwest is to form people for vocations of ministry, service, and healing.

Vision

The insight and creativity with which Seminary of the Southwest engages the Christian tradition with the reality of the contemporary world makes it a leader among institutions of higher learning, both within and beyond The Episcopal Church. Sustained by innovative teaching and research, Southwest forms servant leaders who minister in a diverse culture with confidence and humility. The seminary has the financial and spiritual capacity to discern and develop new programs to advance God's mission of healing and reconciliation.

Core Values

Hospitality: Creating a common life that welcomes difference and ensures that all voices are heard

Conversation: Listening to and critically engaging a variety of cultural and religious voices in order to commend the Christian tradition and discover fresh wisdom

Mutuality: Nurturing a collaborative environment that promotes mutual inquiry and accountability

Respect: Cultivating the virtues of patience, justice, and charity, so as to affirm the dignity of every member of the community

Rootedness: Embodying the richness of the Episcopal and Anglican traditions in particular contexts, especially that of the American Southwest and its Hispanic cultures

Celebration: Glorifying and enjoying God in worship, prayer, study, service, and fellowship, so as to create a community of gratitude and gift

ACCREDITATIONS AND ASSOCIATIONS

Seminary of the Southwest is accredited by:

- The **Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)** to award master's degrees and post-baccalaureate diplomas.
- The Commission on Accrediting of the **Association of Theological Schools (ATS)** in the United States and Canada to award master's degrees.
- The **Council for Accreditation of Counseling and Related Educational Programs (CACREP)**, a specialized accrediting body recognized by the Council for Higher Education Accreditation (CHEA).

The seminary belongs to the **Council of Southwestern Theological Schools** and the **American Theological Library Association**.



About Seminary of the Southwest

DEMOGRAPHICS AND INSTITUTIONAL EFFECTIVENESS

About the Southwest Student Body*:

<i>Number of students:</i>	116
<i>Self-identified gender:</i>	28% Men, 69.5% Women, 2.5% Non-Binary
<i>Self-identified ethnicity:</i>	68% White or Caucasian 6% Asian 14% Black or African American 14% Hispanic or Latino
<i>Average age:</i>	46

About the Southwest Faculty and Staff*:

<i>Number of Full time Faculty:</i>	14
<i>Self-identified gender:</i>	50% Men, 50% Women
<i>Self-identified ethnicity:</i>	50% White or Caucasian 7% Asian 29% Black or African American 14% Hispanic or Latino
<i>Full Time Staff</i>	33
<i>Self-identified ethnicity:</i>	73% White or Caucasian 12% Black or African American 15% Hispanic or Latino

Institutional Effectiveness

2022-2023 Academic Year

Graduation Rates:	99% (MDIV and DAS) (Benchmark 80%)
Graduation Rates:	58% (MAR, MACMHC, MSF) (Benchmark 50%)
Ordination Rates:	92%* (MDIV) (Benchmark 100%)
Retention Rates:	86% (MDIV, MAR, MACMHC, MAR, MSF) (Benchmark 75%)
Passing rate for National Counseling Exam -2020:	91% (Benchmark 90%)

*Based on incoming class of 2021



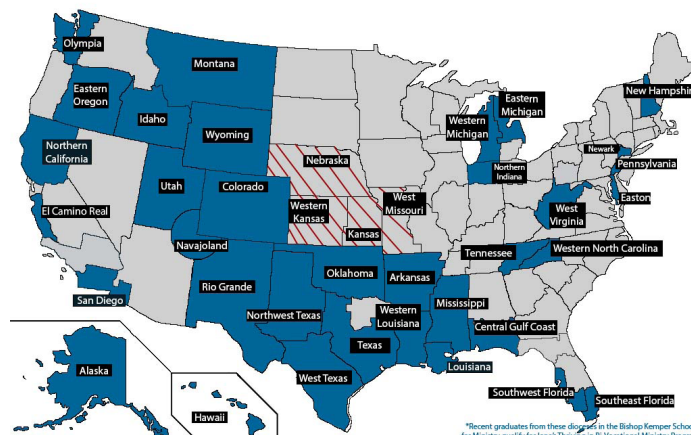


About Seminary of the Southwest

KEY FACTS

- Since 2018, incoming MDiv and DAS students represent 38 different dioceses in the Episcopal Church.
- Our 1,500+ graduates are serving in all 50 states, in countries around the world, including 22 Bishops serving in the Episcopal Church and Anglican Communion.
- Seminary of the Southwest has an endowment of \$44 million which allows for an affordable education for future clergy, chaplains and counselors.
- Southwest [recently completed construction of the Bishop Dena A. Harrison Library and new Learning Complex](#). This \$23.7 million project - funded by more than 600 donors - is a state-of-the-art teaching facility that stands alone in theological education.
- For more than four decades Seminary of the Southwest has been committed to Latino/Hispanic studies as part of its curriculum in multiple degree programs. [Learn more here](#).
- Seminary of the Southwest is in year four of a five-year strategic plan based on four areas of focus: Beloved Community, Resourced and Resilient, Formation and Teaching, and Community Treasure. [Learn more here](#).
- Seminary of the Southwest has a rich tradition and emphasis on writing, expression, and the arts. The [Center for Writing and the Arts](#) centers our student community on these important academic and expressive values, and the Southwest's on-line offering, [Open Book](#), houses weekly faculty blog writing, Advent reflections from our community, and the many areas of expression that are a key characteristic of Southwest.
- The CACREP accreditation of the Master of Arts in Clinical Mental Health Counseling degree is unique in Central Texas, and allows graduates of Southwest to work within the VA health-care system and transfer their license across several states.
- The [Iona Collaborative](#) supports the vocations of locally formed priests, deacons, and lay ministers in 34 U.S. dioceses and global partners in Latin America:

The Episcopal Church Map of Iona Collaborative Member Dioceses



*Recent graduates from these dioceses in the Bishop Kemper School for Ministry qualify for Iona's Thriving in Bi-Vocational Ministry Program



About Seminary of the Southwest

STRATEGIC PLAN

STRENGTH TO STRENGTH:

INNOVATIVE EXCELLENCE FOR MINISTRY, SERVICE, AND HEALING

In May, 2021, the Seminary of the Southwest Board of Trustees adopted a new strategic plan. This plan aimed to reflect Southwest's emerging identity as a seminary of innovation and excellence, while maintaining the tradition and core values that have served the institution for generations.

Covering five years of operations but with visionary outcomes a decade into the future, the plan revised the mission and vision statement, created four areas of focus, and provides a detailed playbook for Seminary of the Southwest to fulfill its ever-increasing potential amid this next season of growth. Concluding in at the end of the 2024-25 Academic Year, the visionary outcomes and measurable goals are largely on track.

Four Areas of Focus (Pillars): The work of the strategic plan is divided into our distinct areas of focus, referred to in the plan as 'pillars':

BELOVED COMMUNITY



Creating a community that values and welcomes diversity and different perspectives, Southwest continues to work toward increased diversity in academic instruction and student body, enhanced diversity within institutional staffing and operations, increased communication and story-telling about its commitment to diversity and inclusion.

RESOURCED AND RESILIENT



Nurturing the fiscal resources necessary to fulfill our mission and withstand challenges, Southwest has begun fundraising with a target of growing the endowment to \$50 million, has increased Annual Fund revenue by 5% annually, retired long-term debt, increased significantly the living expenses it can provide for students, and completed construction of the Harrison Library and new Learning Complex.

FORMATION AND TEACHING



Developing and maintaining the highest curricular standards and pedagogy in our fields, the seminary has created a new MDiv Curriculum, diversified the MDiv Student Body, build a national reputation for the MHC degree, and integrated the Iona Collaborative into Southwest with new and expanded offerings.

COMMUNITY TREASURE



Becoming a resource in our greater community to convene, gather, and host critical conversations, the seminary has engaged with key audiences, ensured strategic alignment with hosted events, refined the identity of the Center for Writing and the Arts, and launched a dynamic new digital presence and brand.



About Seminary of the Southwest

CAMPUS AND FACILITIES

THE BISHOP DENA A. HARRISON LIBRARY AND NEW LEARNING COMPLEX

In September of 2023, Seminary of the Southwest opened the Bishop Dena A. Harrison Library and new Learning Complex. A complete reconstruction of the previously existing library and classroom building, the new facilities are the culmination of work that began in 2016 with the creation of a comprehensive Campus Master Plan. This work informed a feasibility study and subsequent capital campaign that raised the funds to build the \$23.6 million dollar project. The visionary and indefatigable work of the Southwest leadership, faculty, and staff – much of it amidst the pandemic – culminated in the unveiling of a new transformational facility which began hosting classes at the beginning of the Fall 2023 semester.

The new buildings feature state-of-the-art pedagogical technology and design throughout, and add to Southwest's already thoughtfully constructed campus. In addition to housing Southwest's Booher Collection, the Harrison Library is now the home of Library Administration, Southwest's Center for Writing and the Arts, the Information Technology Services department, several flexible gathering and study spaces, and two professional level recording studios. The Learning Complex is home to four new classroom spaces (including a Learning Chapel), the student bookstore, a counseling practicum room, and the Iona Collaborative. At the heart of the project is Trinity Crossing, an inspired re-imagining of the unique space created by the relationship of the new buildings on the Southwest campus.

CHRIST CHAPEL

At the center of worship and theological formation on campus is Christ Chapel. Built in 1962 and designed by architect Arthur Fehr, Christ Chapel features an entire wall of windows on one side, a Holt Kamp organ, and floor-to-ceiling hand-blown stained glass windows. Through the East facing window, you can see the Chapel cross, intentionally placed outside to remind our students that their ministries are not bound within the walls of any building.

MCDONALD BUILDING AND WEEKS CENTER

Named for Dean Emeritus the Very Rev. Dusty McDonald, the McDonald Building houses 6 classrooms of varying size, and faculty offices. The Weeks Center is home to a variety of campus life, with lectures in Knapp Auditorium, community meals in Howell Dining Hall (supported by a full-scale catering kitchen), and gatherings in Maddux Lounge.

RATHER HOUSE

Built in 1911, this Spanish Renaissance revival house was the original home of the family that donated the land for the Seminary of the Southwest campus. It was renovated and modernized in 2008 and now is the main administrative offices for the seminary.

