

VIRGINIA THEOLOGICAL SEMINARY
DEAN AND PRESIDENT SEARCH
2006 – 2007

QUALITIES OF LEADERSHIP

It is expected that the next Dean and President will be a member of a church of the Anglican Communion, and if not ordained will possess the gift of spiritual leadership. It is desirable that (s)he has a terminal degree, preferably the Ph.D. or Th.D., and has professional experience in theological education. Parish leadership experience is also desirable. The following qualities, expected of the successful candidate, are not ranked in order of their importance. The Nominating Committee and the Board of Trustees seek a candidate who

- Is committed to the proclamation of the Gospel of Jesus Christ; to the worship, creeds, sacraments and Holy Orders of the Episcopal Church, and to a life of prayer and daily worship in community.
- Has a deep and abiding Christian faith, and views this opportunity as a call to serve as the spiritual and pastoral leader for a vibrant academic residential community of faith and as a call to the ministry of the formation of men and women for leadership in the Church and the world.
- Will expect and support excellence in faculty teaching, scholarship and research; will be able to forge new teaching/learning partnerships with The Episcopal Church, church-related organizations and educational institutions; will be a strong advocate for the role of seminaries in The Episcopal Church.
- Understands the nature of shared governance with the Board of Trustees.
- Is able to make well-reasoned and timely decisions, including the difficult ones.
- Shall recruit, select and nurture excellent candidates for faculty, staff and administrative positions.
- Demonstrates the capacity to give capable oversight to business and financial affairs and the Seminary's substantial endowment.
- Has significant administrative experience with a complex organization, functions collaboratively, and effectively empowers others to act by delegation with the appropriate authority and responsibility.

- Affirms the Seminary's commitment to increasing its racial, ethnic, gender, cultural and theological diversity and to cultivating and sustaining a sense of the greater unity of the body of Christ and freedom of inquiry.
- Is ecumenical and has a personal and professional desire to be an enabler of relationships and cooperative ventures with other Christian denominations, particularly as it pertains to strengthening laity and ordained ministry.
- Has a positive public and church presence through prior involvements and achievements, and possesses a clear understanding of the challenges and opportunities facing The Episcopal Church.
- Is a "reasoned risk taker", one who possesses an entrepreneurial spirit, thinks strategically and creatively, assesses carefully, and seeks to motivate and enable planned change.
- Has a strong and engaging presence; is comfortable before the public; is an articulate and gifted speaker; is a proven fund-raiser, or exhibits identifiable potential for doing so; and is committed to building relations with alumni/ae and friends of the Seminary.
- Enjoys people; is interested in and will be involved with students, faculty and staff; is a good listener and communicator whose poise, character and demeanor serve as a model of Christian leadership.
- Has demonstrated leadership abilities in diverse situations; has a strong sense of who (s)he is; and is personally secure and self-confident.
- Is an inspiring visionary and strategic thinker.
- Is a person of unquestionable Christian character and integrity whose very presence signals honesty, forthrightness and trust; has a generous sense of humor and an abundance of common sense.