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The Board of Trustees, through its Presidential Search Committee, invites inquiries, nominations, and applications for the position of President of United Lutheran Seminary. The Seminary seeks an exceptional leader who will bring demonstrated success in senior-level leadership that includes management of a substantial and complex organization, along with a deep understanding of, and appreciation for theological and seminary education. It is hoped that the new president of United Lutheran Seminary will take office July 1, 2020.
United Lutheran Seminary was formed in 2017, the year marking the 500th anniversary of the Reformation, joining two historic Lutheran seminaries into one. These two seminaries – Gettysburg founded in 1826, and Philadelphia founded in 1864 – share a common history in a robust and religiously diverse region of the nation. Pennsylvania sits astride the pathways of the story of American freedom – the forging of the nation in Philadelphia, the new birth of freedom in Gettysburg, and the opening of the nation to the west in Pittsburgh. The seminary’s 1826 founding in Gettysburg prepared students for pioneer efforts in the field of mission, education, and parish ministry. During the civil war, tensions within the small Gettysburg faculty over the language for study – German or American English – together with disputes over the direction of study, towards assimilation into American evangelical reform, or towards a greater emphasis on Lutheran distinctives, especially the Lutheran Confessions, led to the separate founding of Philadelphia seminary in 1864.

Each seminary continued to innovate to prepare students for ministry in the expanding country. Students in Gettysburg sponsored Daniel Alexander Payne as the first African American to be enrolled in a Lutheran seminary in 1835. A missionary zeal included a witness against slavery, and for other moral reforms, like Sabbath observance. Philadelphia’s dynamic urban setting fostered innovation in the development of Lutheran institutions to minister to the poor, particularly the female diaconate. The Philadelphia seminary’s strong tradition of scholarship in theology and liturgy led the Lutheran churches in America to forming a Common Service Book, the first step in the gradual path towards a united Lutheranism in the United States.

Leaders from both seminaries began to work together in the 20th century to prod and push other Lutherans towards wider fellowship, and to strengthen the witness of Lutherans in the wake of two world wars. Abdel Ross Wentz, President of Gettysburg’s seminary, drafted the constitutions of both the Lutheran World Federation and the World Council of Churches. He brought the first woman professor at a Lutheran seminary, Bertha Paulssen, to Gettysburg (1945) where she introduced the social sciences to the curriculum. Franklin Clark Fry, Philadelphia’s unforgettable alumnus whose mastery of parliamentary procedure vaulted him to the presidency of the United Lutheran Church, The Lutheran World Federation, and the World Council of Churches, was even on the cover of Time Magazine, as Mr. Protestant. United Lutheran Seminary now can claim as its joint heritage other notable graduates, including Elizabeth Platz (1965), the first woman to be ordained by an American Lutheran body (1970).

Graduates today serve churches across the ecumenical spectrum. They are equipped to move in many different directions as public leaders in church and society, in parish ministry, chaplaincies, diaconal and social service. United Lutheran Seminary prepares servants to witness to the ongoing struggle for equality and dignity for all people, to be builders of a public theology that speaks to a nation riven by racism and other rivalries. Through ongoing collaboration with the Seminary Ridge Museum in the seminary’s historic first building ULS interprets the theological disputes over slavery that shaped American religion and society, through the Urban Theological Institute we teach students to engage African-American theology, preaching, and church history, with the Asian Theological institute ULS addresses issues of theology in a global arena, while through the Town and Country Church Institute ULS brings students to the task of honing ministry to meet the needs of rural and small town churches in a time of profound change.

The United Lutheran Seminary, a Reconciling in Christ Community, today educates for public leadership in a diverse world, Unifying, Learning, Serving in the name of Jesus Christ.
United Lutheran Seminary Mission
Unifying, Learning, Serving: United Lutheran Seminary is a welcoming and diverse learning community equipping people to proclaim the living Gospel for a changing church and world.

United Lutheran Seminary Vision
Our vision is to be an innovative and vibrant seminary centered in the gospel of Jesus Christ, forming faithful servant leaders bold in public witness and action in welcoming learning environments that are Lutheran in focus, ecumenical in practice, and led by grace.

United Lutheran Seminary Values
United Lutheran Seminary bears witness to the love of God in seeking to be a Unifying, Learning, and Serving faith community. This Christian calling leads us to affirm the following values:

Love and Justice
The seminary shall live in God’s love for all through advocacy, compassion, forgiveness, reconciliation, humility, dignity, respect, and openness.

Worship and Grace
The seminary shall be a place of radical hospitality: welcoming, affirming, and open to all who study, worship, work, and visit at our Seminary, as well as to the community at large.

Diversity and Inclusivity
The seminary affirms its biblical, liturgical, and Lutheran confessional heritage, welcoming and thriving on the diversity of traditions that engage with the community, including the cultural diversity represented within the communities surrounding the Seminary and the world. This includes, but is not limited to, all races, ethnicities, national origins, languages of origins, immigration statuses, mental illnesses, physical attributes or abilities, ages, family structures, gender identities, gender expressions, sexual orientations, cultural backgrounds, former incarcerations, recovery statuses, religious affiliations, and socio-economic status.

Transparency and Trust
The seminary seeks to maintain integrity through ethical leadership, openness in decision making, and policy setting processes, while keeping confidentiality as necessitated by law, human rights, and respect for people.
**Integrity and Inquiry**

The seminary recognizes the importance of high academic standards grounded in integrity to equip students to be competent, curious, creative thinkers open to sustained civil academic discourse and engagement in public ministry in the church and world. It also affirms the importance of lifelong learning for all people.

**Community and Wholeness**

The seminary seeks to advance and protect the health and wholeness for all members of the community by practicing discipleship, stewardship, peace-making, and flexibility. It does not tolerate physical, verbal, sexual, emotional harassment or abuse. We reject these intersecting oppressions and seek their transformation.

**Partnership and Accountability**

The seminary fosters cooperation with other institutions of the Church such as the ELCA, ELCA Seminaries, synods, and congregations as well as the judicatories, seminaries, and congregations of various traditions with which we collaborate. We hold ourselves accountable to our academic accreditors, to the Church, our partners, the community, and the world.

**MISSION (cont.)**

As a community of saved and forgiven people of God, United Lutheran Seminary is called to minister with and affirm all people, knowing that the world is often a place of alienation and brokenness. Indeed, the Church and even this institution have participated in and perpetuated harm to many marginalized persons. We lament the painful alienation that many have experienced from the church and institutions of the church, including ULS and its predecessor institutions, because of what we have done and left undone. However, we firmly believe that Christ calls us to repentance, reconciliation, and wholeness. We are challenged by the Gospel to be agents of healing within our society.

We affirm the apostle Paul when he states, “There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus” (Galatians 3:28 NRSV). Christ has made us one. We acknowledge Christ’s reconciliation extends to people of all races, ethnicities, national origins, languages of origin, immigration statuses, mental illnesses, physical attributes or abilities, ages, family structures, gender identities, gender expressions, sexual orientations, cultural backgrounds, former incarcerations, recovery statuses, religious affiliations, and socio-economic statuses.

All too often, society scorns, and the Church alienates, lesbian, gay, bisexual, transgender, queer, and non-binary persons. Therefore, we are called to action and to concretely show our support, inclusion, care, solidarity, and concern. It is for this purpose that we affirm that people of all gender identities, gender expressions, and sexual orientations are of sacred worth as unique and genuine individuals created by God and are full participants, beloved members of our community.

Moreover, society, the church, and other institutions marginalize and discriminate against persons of color. Therefore, we are called to action and to concretely show our support, inclusion, caring, solidarity, and concern. It is for this purpose that we affirm that people of all racial and ethnic groups are of sacred worth as unique and genuine individuals created by God and are full participants, beloved members of our community.

Our seminary community commits to the acceptance and affirmation of all persons. While not everyone in our community is like-minded in the theological and
cultural understandings included in this statement, we commit to speaking in love and agreeing to treat our siblings in faith equitably and with affirmation and welcome.

The United Lutheran Seminary community commits to changing the world through the transformative grace of God, inclusive hospitality, and radical welcome. We commit ourselves to making this place open, welcoming, accepting, and affirming to all of God’s children. We pledge to provide a place of comfort and safety. We promise to teach that the Gospel of Christ is for everyone equally. We will strive to advocate for systemic change within the policies and practices of church and society. We will work to alleviate not only the painful symptoms of oppression and exclusion, but also to eliminate their root causes.

As a community embodying these values, we will do our utmost to translate our convictions into transformative action in all aspects of our life together. We commit to the important work of repentance, forgiveness, and reconciliation within our community life.

The five-year strategic plan of United Lutheran Seminary was developed by representatives from the administration, staff, faculty, students and alumni and adopted in May of 2019 by the ULS Board of Trustees. The strategic plan is intended to serve as a living document, with provision for review after three years.

The plan is based around three goals intended to accomplish the triple-pronged ULS mission of **Unifying, Learning, and Serving**. Each goal is followed by objectives and then broken down into detailed strategies to meet said objectives.

For a closer look at the plan, please visit the following link: https://assets.website-files.com/5dea07a449103c760a9941b7/ULS%20Strategic%20Plan%20May%202019.pdf
United Lutheran Seminary is accredited by the Commission on Accrediting of the Association of Theological Schools in the United States and Canada and also accredited by The Commission on Higher Education of the Middle States Association of Colleges and Schools.

United Lutheran Seminary offers 8 degree programs with flexible learning options:

- Master of Divinity
- Master of Divinity Distributed Learning Pathway
- Master of Divinity Accelerated Cooperative Pathway for ELCA Students
- Master of Arts in Public Leadership
- Master of Arts
- Master of Sacred Theology
- Master of Arts in Ministerial Leadership
- Doctor of Ministry

Institutes (Centers of Excellence)

**Urban Theological Institute (UTI)**
UTI oversees the Black Church Studies Program at the seminary. The UTI has three foci - degree, certificate and public programs. It provides students with a historical, social, theological and contemporary understanding of the Black Church born out of social protest. Degree students who complete four elective courses in the Black Church Concentration will qualify for a certificate of completion. In addition, the public programs (Preaching with Power & Annual Lecture) benefit the seminary and larger ecumenical community in which the seminary resides.

**Town & Country Church Institute**
Town & Country Church Institute is dedicated to teaching & learning about rural and small town ministry. Seventy-one percent of all churches in the US have fewer than 100 weekly attendees. Students who complete the Rural & Small Church Ministry course, an immersion, and electives related to rural or small town ministry, may qualify for a Concentration in Town and Country Church Ministry (CTCCM).

**Anglican Studies Program**
The United Lutheran Seminary has long expressed an ecumenical partnership with the Episcopal Church in the United States of America. For more than thirty-five years Episcopal seminarians have been receiving theological education at ULS. In today’s climate, ULS welcomes those who are seeking formation, education and opportunity in both lay and ordained ministry in the Episcopal Church.

Whether beginning your theological education closer to home before placement at an Episcopal seminary or taking the opportunity to study with an excellent faculty in such an ecumenical environment, United Lutheran Seminary welcomes your interest in the Anglican Studies program. The experience of education and formation that ULS offers, with the concentration in Anglican studies, expresses, ULS believes, the best of the Common Mission to which we are called.

**Stewardship of Life Institute**
The Stewardship of Life Institute, founded in 1994, is headquartered at United Lutheran Seminary, with campuses in Philadelphia and Gettysburg, Pa. The Institute’s mission is to serve stewardship in the Evangelical Lutheran Church in America.

**Institute for Luther Studies**
The Institute for Luther Studies serves the Seminary as the center that promotes in-depth study of Luther and interdisciplinary Reformation scholarship with inclusive, ecumenical, and global perspectives. Established in 1970, the Institute seeks to support both scholarship and ministry, responding to issues facing Lutherans today. Its original purpose of “critical reassessment of Luther and his heritage in terms of their significance for modern ecumenical Christianity” is enhanced by renewed focus on supportive interdisciplinary scholarship in the field. The Institute for Luther Studies sponsors the annual Luther Colloquy.
FACULTY AND STAFF

There are 18 members of the faculty, some who carry administrative responsibilities, and there are approximately 48 devoted full- and part-time staff members. The ULS faculty, while predominantly ELCA Lutheran, include those belonging to the Episcopal, Methodist, United Church of Christ, Church of South India, Baptist, and Pentecostal traditions. With a range of personnel- from recent PhD’s to those who have established career in congregational leadership, theological education, and the academy- the faculty encompass a wide range of professional qualifications and academic experience, all in the service of proclaiming the gospel to bring about unity, even as they teach and serve. The faculty have proved themselves adept at teaching in various formats, including residential, synchronous, hybrid, distributed, and intensive. Most of them play a significant role in professional and academic guilds, including the American Academy of Religion, Society of Biblical Literature, Academy of Homiletics, North American Academy of Liturgy, and American Library Association. The range of publications - books, chapters in books, edited volumes, journal articles, op-eds, exegetical, and devotional material - all bear witness to the impact that the faculty has on the academy, the church, and wider society. Whether ordained or lay, faculty members serve the church at multiple levels, as preachers, teachers, workshop leaders, and representatives to international, national, denominational, and local associations. The most recent survey by the Association of Theological Schools by whom ULS is accredited, put “Faculty” as the primary reason as to why students chose to come to ULS. This is a matter of pride and joy as ULS celebrates the gifts and graces that this diverse and welcoming group of colleagues offer to the ongoing vision and mission of theological education at ULS.

STUDENTS AND STUDENT LIFE

United Lutheran Seminary enrolled 66 new students in the fall of 2019 with a total of 317 degree seeking students. In addition, there are 64 non-degree students. Pastoral support and worship services are available for students on both campuses.

ULS offers fully customized programs for the Church and World including:

- An Integrated, Experiential and Empowering Curriculum that is based on ministry competencies not just grades.
- Seminary-sponsored scholarships ensure that all degree-seeking students have their education fully funded.
- Students are given opportunities to learn in a town setting (Gettysburg, PA), an urban center (Philadelphia, PA) or remotely (through ULS’s Distributed Learning pathway). Students are encouraged to gear their studies towards the type of ministry that fits their sense of call.
FINANCES

The total budget for United Lutheran Seminary is approximately $9 million. ULS currently offers full scholarships for all degree seeking students and is blessed to have an endowment in excess of $80 million.

ADVANCEMENT / ALUMNI ENGAGEMENT

ULS joins together the strong traditions of the two campuses and the involvement of alumni in the activities of the seminary. There is an active Alumni Association Board of Directors that supports graduates and hosts a variety of events. Alumni are encouraged to stay engaged with the seminary community and assist not only financially but by encouraging potential students to consider serving the church in ministry.

LEADERSHIP AND GOVERNANCE

Board of Trustees
The board of trustees functions as a board of directors and consists of not less than fourteen (14) and not more than twenty-five (25) Trustees. At least 1/5th of the board is nominated, in consultation with the Seminary, by the church wide organization of the ELCA, and is elected by the Church Council of the ELCA. Two (2) Trustees are elected by the synodical bishops of Regions 7 and 8 of the Evangelical Lutheran Church. The remainder of the Trustees are elected by the Synod Council of synods comprising Regions 7 and 8, in consultation with the Seminary. The President of the Seminary will serve on the board as an ex officio non-voting member.
Requirements and Characteristics for the Next President

ULS is seeking the following in its next president:

Requirements:
• Commitment to the Gospel and living it out authentically
• Doctorate (Ph.D., terminal degree, or equivalent experience in higher education and public theology)
• Deep involvement in the life and ministry of the ELCA

ULS ideally seeks a leader with the following characteristics:
• Ability to bring the ULS community together in common purpose and cause
• Capacity for engaging the ULS community in enacting a vision for the future
• Skilled in business, administration and communication
• Excellent Relational/Interpersonal abilities with multiple diverse constituencies (including students, faculty, staff, community, and other stakeholders)
• Demonstrated success in strengthening diversity and inclusion
• Respect for uniqueness and history of ULS in a time of dynamic change
• Demonstrated results in advancement/development
• Demonstrated ecumenical experience and the ability to work with ecumenical and interfaith partners

Nominations and Applications

The search is being assisted by Academic Search, Inc. Applicants should send a letter of interest, current résumé, and full contact information for three references no later than March 27, 2020 to be considered:

ULSPresident@academicsearch.org

For a confidential discussion, nomination and additional information regarding this opportunity please email ULSPresident@academicsearch.org to set a mutually convenient time for a call.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting United Lutheran Seminary in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

Committed to identifying and DEVELOPING LEADERSHIP by providing the highest level of search to our clients and assisting in ENRICHING THE PIPELINE of potential leaders in higher education.