



President, Lutheran School of Theology at Chicago

The Board of Directors of the Lutheran School of Theology at Chicago (LSTC) invites energized and visionary leaders to apply for the presidency of a seminary at a pivotal moment in its history. We seek a dynamic and strategic leader who can guide LSTC as it reimagines theological education for the next 20 years and beyond. This is an exciting opportunity to shape not only the future of a renowned institution but also the broader landscape of theological education. We seek a president who can inspire bold thinking, foster inclusive communities, and lead with a clear vision for the role of faith, justice, and global engagement in the 21st century church. Join us in building a future where theological education thrives and evolves, remaining faithful to tradition while embracing innovation.

LSTC Mission

The Lutheran School of Theology at Chicago, a seminary of the Evangelical Lutheran Church in America, forms visionary leaders to bear witness to the good news of Jesus Christ.



The Institution

The Lutheran School of Theology at Chicago (LSTC) is a leading urban Lutheran seminary training students to serve in the global community. True to our Lutheran heritage and built on a foundation of intellectual rigor, LSTC equips students for visionary ministry.

LSTC provides a range of degree programs, including the Master of Divinity (MDiv), Master of Arts (MA), Master of Arts in Ministry (MAM), Master of Theology (ThM), Doctor of Philosophy (PhD), and Doctor of Ministry (DMin). Joint degrees are also available in partnership with the University of Chicago, enabling students to earn an additional qualification equivalent to a master's in social work. LSTC's academic offerings are complemented by several specialized centers and initiatives, such as the Center of Christian-Muslim Engagement for Peace and Justice, Albert "Pete" Pero Jr. and Cheryl Stewart Pero Center for Intersectionality Studies, and the Zygon Center for Religion and Science, which provide students with opportunities to explore interfaith engagement and other areas of critical inquiry.

LSTC continues to be deeply rooted in the vibrant Hyde Park neighborhood of Chicago, offering students access to a diverse and enriching urban environment that supports both academic and spiritual growth. The seminary's move to a shared campus with Catholic Theological Union and McCormick Theological Seminary underscores its commitment to sustainability and innovative use of its resources. The attractive new space includes shared classrooms, offices, and gathering areas designed to foster collaboration and community. LSTC's intentional proximity to the University of Chicago provides access to world-class academic resources while its membership in the Association of Chicago Theological Schools (ACTS) offers ecumenical opportunities that respect other Christian traditions while affirming LSTC's Lutheran identity.



Position Overview

The President is the chief executive officer, responsible for promoting a culture of innovation, inclusion, and excellence, and serving as a steward of the institution's strategic vision, financial sustainability, and community relationships. The administration of LSTC is vested in a President, who shall be or who shall become a member of an ELCA congregation prior to assuming office.

Responsibilities and Activities

The core responsibilities of the President include the following:

1. Visionary and Strategic Leadership

- a. Lead the seminary in fulfilling its mission and vision, ensuring alignment with LSTC's core values of being Christ-centered, diverse, responsive to context, and committed to excellence
- b. Oversee the institution's Executive Cabinet, guiding and supporting the team, and creating systems that support mutual accountability to achieve institutional priorities
- c. Develop and execute a comprehensive strategic plan that encourages growth, honors tradition, and embraces innovation in theological education
- d. Engage stakeholders in addressing challenges and opportunities in a rapidly changing cultural and theological landscape
- e. Work effectively with the Board of Directors for mutual accountability in overseeing and supporting the strategic plan

2. External Community Engagement and Outreach

- a. Represent LSTC in partnerships and relations with church institutions, academic communities, and the broader public, enhancing visibility and establishing LSTC's role as a leader in theological education
- b. Serve as an effective envoy, strengthening relationships with the ELCA church, donors, and community partners
- c. Provide special emphasis for growing relationships and unique opportunities with co-located seminaries
- d. Strengthen external relations and outward facing institutional representation

3. Financial Acumen and Institutional Sustainability

- a. Lead the seminary in achieving and maintaining financial stability through effective budget management and fundraising initiatives
- b. Develop a long-term financial strategy, including identifying cost savings, optimizing operational efficiencies, and pursuing innovative opportunities for financial growth
- c. Build strong relationships with donors and lead advancement efforts to secure funding for LSTC's ongoing initiatives and strategic goals

4. Internal Community Engagement and Approachability

- a. Be actively engaged with students, faculty, staff, alumni, and the wider community, fostering an inclusive and supportive environment
- b. Ensure the President is approachable and visible through regular participation in events, informal campus activities, and community outreach
- c. Cultivate an environment of collaboration, ensuring that every stakeholder's voice is heard and valued

5. Advocacy for Diversity and Global Lens

- a. Advocate for and uphold LSTC's deep commitment to anti-racism, diversity, and justice-oriented initiatives within and beyond the institution, ensuring that these values are reflected in institutional practices and policies
- b. Encourage global engagement and global awareness in the recruitment of students, design of programs, and outreach to supporters
- c. Engage with diverse communities, including international students, and support LSTC's role as a globally connected theological institution

6. *Operational Leadership and Administration*

- a. Assure institutional mission through administrative oversight. This includes broad responsibility for the academic program, faculty relations, human resources, student services, facilities, and administrative operations to ensure the effective functioning of all areas of LSTC
- b. Lead and collaborate with the Executive Cabinet, develop leaders for LSTC and align their work with the institution's strategic plan
- c. Successfully bring to fruition LSTC's emerging asynchronous programs, while preserving the quality and community of the in-person experience
- d. Guide enrollment efforts that expand the reach and recruitment of students to LSTC
- e. Ensure compliance with institutional policies, operational protocols and regulatory requirements (including accreditation)
- f. Serve as the chair of the faculty



Qualifications and competencies:

Required Qualifications – The President shall:

- Demonstrate faithfulness in witness to the Gospel
- Be qualified for appointment as a faculty member by having earned an advanced academic degree

Preferred Qualifications

LSTC seeks a new president with a *demonstrated* and proven mix of these experiences, attributes, traits, and skills

- Demonstrated capacity for leadership in similar settings, with a track record of building and maintaining a collaborative organizational culture
- Experience with strategic delegation and holding team members accountable for their responsibilities
- A powerful written and verbal communicator, with demonstrated comfort in front of varying audiences
- Proven ability to innovate, implement and evaluate projects
- A history of anti-racism and diversity commitments, with experience in justice-oriented initiatives
- Notable fund-raising experience, showing enthusiasm for and competence in the personal solicitation of major gifts and grants to support mission critical work. Understanding of Lutheran donor culture, with an ability to connect institutional needs to donor priorities and motivations, is an additional plus
- Proven ability to inspire and engage diverse stakeholders through effective storytelling and communication of organizational mission
- Ability to lead effectively during financial challenges, including experience in managing complicated organizational finances in non-profit organizations
- Experience and relationships with the global church, ELCA, and/or other faith entities
- Intellectual energy and curiosity and a commitment to theological inquiry as part of the seminary's mission
- The ability to lead with energy, joy, and faith in a changing environment



This unique presidency combines elements of academic leadership, faith leadership, external relations, and day-to-day operations. We welcome interest from all candidates, especially: (1) academic leaders familiar with evolving teaching and learning approaches, especially asynchronous innovation; (2) leaders with deep knowledge of academic enterprises and the global church; (3) demonstrated ability to build community internally and externally; and/or (4) business and non-profit leaders who understand the balance between everyday administrative tasks and strategic roles.



Reporting

The President serves at the pleasure of the LSTC Board of Directors and shall advise the Board regularly on all matters of significant consequence to the vitality and mission of LSTC. The President will recommend, and the Board shall approve, chief administrative officers who will creatively and effectively manage the mission of LSTC. All administrative officers shall serve at the pleasure of the President, who shall form an Executive Cabinet for the school and chair it. The President has primary administrative responsibility over the totality of operations, subject to the LSTC Constitution, Bylaws and the authority granted to the President by the LSTC Board of Directors.

Working at LSTC

LSTC is committed to diversity, anti-racism, and anti-oppression. Women and/or persons from historically underrepresented cultural groups are encouraged to apply. LSTC is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria.

APPLICATION PROCEDURES

Candidate review will begin in December and will continue until the successful candidate is appointed. To apply, submit a resume and a letter of interest to presidentsearch@lstc.edu. For priority consideration, apply by December 1, 2024.