

Position Profile  
President and Dean  
Berkeley Divinity School at Yale



**Purpose:** Berkeley Divinity School at Yale is searching for a new Dean for an extraordinary “both/and” opportunity: the leadership of a highly respected Episcopal divinity school in affiliation with Yale’s ecumenical divinity school.

**Vision for the Future**

The Board of Trustees’ vision is for BDS to become a center for creative leadership and mission for the vitalization of Christian communities in The Episcopal Church, Anglican Communion, and Christianity worldwide. We must measure ourselves by how successful our students are in showing people the Good News of Jesus – through their formation, knowledge, experience, ability to teach, and by the way they live their own lives – and in so doing creating new disciples. Our graduates will serve in a time of significant change and challenge for the Church. BDS will prepare them for this by providing:

- rigorous academic pedagogy, spiritual formation, and entrepreneurial and theological leadership training in one of the world’s leading research universities
- a place where they can model a strong and vibrant Christian community among a highly diverse student body and a three-year residential seminary environment
- an ecumenical and interfaith context for learning at YDS and Yale University
- financial support such that graduates will be less constrained by financial considerations when seeking a calling
- the opportunity to develop as faithful and spiritually resilient leaders, capable of creating new and effective models of ministry
- experimentation in innovative ministry to share the Good News of God in Christ in a rapidly changing world of ever greater cultural and spiritual diversity

This vision needs to be more fully shaped: it emerged out of the Board’s 2012 process of revising and updating its long-range strategic plan, with an eye towards building on past accomplishments and school strengths while engaging with challenges facing The Episcopal Church, the Anglican Communion and Christianity at large. The new President/Dean will be expected to elaborate and develop this into a long-term strategy.

## **Our Next Dean and President**

BDS offers the next President/Dean extraordinary “both/and” opportunities: leading the highly respected Berkeley Divinity School, and helping lead Yale Divinity School as part of one of the world’s finest research universities with unparalleled academic resources and broad global reach. The incoming President/Dean must be at home in the Episcopal seminary and in the overall academy: leading BDS to deepen its place in the Episcopal Church and the Anglican Communion while serving as a respected member of YDS and the Yale University faculty. This both/and situation brings with it the great opportunity of the President/Dean's position, and is inherent in the identity of Berkeley Divinity School.

The BDS Dean is at once both President of BDS and Associate Dean of YDS. As President, the Dean is responsible to lead a seminary that prepares people as ordained and lay leaders of great significance in the Episcopal Church. The President ensures that graduates are prepared to lead its communities of faith into the future. In this role, the President is accountable to the Board of Trustees. The President must also proactively work with bishops and dioceses in sending students to BDS, and placing graduates back in the dioceses and ministry. As President, the Dean is responsible for developing an extensive network in the Episcopal Church and Anglican Communion and for cultivating individuals, institutions and foundations to provide financial support to fund the vision.

As Associate Dean of YDS, the President/Dean must uphold the integration of BDS with YDS and Yale University. The Associate Dean is accountable to and on the staff of the YDS Dean, Gregory E. Sterling. The Associate Dean must be accepted as faculty of YDS. The Associate Dean develops a budget within that of YDS, hires and manages staff according to Yale policies, and recruits students preparing for Episcopal ministry who also will be accepted by YDS and Yale. The Associate Dean position is a renewable five-year appointment.

Our next President/Dean must model for students the ministry and life of a successful witness of Christ and servant leader of growing and vibrant Christian communities. The person must bring God’s love to everyone and inspire members of the community to grow into their faith and ministry. The Board sees BDS as uniquely poised to take on the challenge of transforming The Episcopal Church and The Anglican Communion.

## **Description of BDS**

Berkeley Divinity School at Yale is one of eleven accredited seminaries of The Episcopal Church. BDS is the only Episcopal seminary to be fully associated with an ecumenical Divinity School and a major research University. While Berkeley retains its distinctive Anglican identity as well as an independent board of trustees, its faculty and staff are employed by Yale University, and its students are enrolled as members of Yale Divinity School and receive their degrees from Yale University.

## **Mission Statement**, adopted by Board of Trustees 2011

Berkeley Divinity School at Yale fosters the knowledge and love of God, the depth of personal character, and the professional skills needed for faithful and creative leadership in the churches of the Anglican Communion. As a full-time, residential seminary of The Episcopal Church—located within an ecumenical divinity school and a major research university—Berkeley draws on exceptional resources to train both lay and ordained leaders for Christian ministries in a variety of vocational settings.

In collaboration with Yale Divinity School and the Institute of Sacred Music, Berkeley Divinity School carries out its mission of theological education by means of a core curriculum in Anglican studies, daily corporate worship, intentional spiritual formation, community life guided by a common rule, global mission opportunities, and ongoing programs in leadership development.

## **History of BDS**

BDS was founded in Middletown, Connecticut, in 1858, and named after Bishop George Berkeley, as a place where students from the various streams of Anglicanism could learn, worship, live and minister alongside one another.

In 1928, the seminary moved to New Haven in order to be a part of the broader horizon of Yale University, so that students might be “conversant with the world in which they are preparing to minister.” The School’s relationship to Yale, first established at the time of the move through an informal affiliation, has likewise remained a part of its identity to the present day.

In 1971, BDS entered into a formal affiliation with Yale Divinity School. The original motives behind the affiliation included a mutual need between the two schools for the strengths each offered: YDS would provide a rigorous academic curriculum and the resources of Yale University, while BDS would oversee programs in professional formation, as well as contribute faculty, a significant library, and students. BDS also owns a large 1905 mansion at 363 Saint Ronan Street, “Berkeley Center,” which functions as a deanery, chapel, community center and residence for students and guests.

## **Relationship with Yale University and Yale Divinity School**

Under the current Affiliation Agreement, which was revised and mutually reaffirmed in 2012, BDS maintains responsibility for its own endowments, fundraising, and physical property (Berkeley Center). It appoints as faculty only persons who are also appointed as faculty of Yale, and admits into the Anglican Studies program only students who are Yale students (either at YDS or the Institute of Sacred Music). In addition to certificates and diplomas, BDS may grant honorary degrees as designated by the Trustees. BDS’s budget is determined by YDS, which also administers its funds, and its staff is hired and work according to policies of Yale University.

This affiliation has proven mutually beneficial. BDS brings a focus on ministerial formation to YDS, and contributes a critical mass of between 55 and 85 students, exerting an important ecclesial pull on the academic programs of YDS. Conversely, YDS helps to draw Episcopal students into a broader ecumenical engagement, sets a high bar for academic rigor, and provides students with access to the full resources of Yale University.

### **Faculty**

The BDS faculty includes the President/Dean, who serves in a non-tenured position, along with two tenure-track positions: a chair in Anglican Studies and another in Liturgy.

In addition to the BDS faculty positions, the combined Anglican/Episcopal tenured faculty at YDS now numbers ten, one quarter of the overall tenured positions at YDS. There are also a significant number of non-tenured Anglican/Episcopal faculty.

Anglican/Episcopal faculty serve in multiple ways beyond classroom teaching and the walls of academia. Faculty serve on various BDS committees, two as members of the Board of Trustees, and all serve as academic advisors to BDS students. Ordained faculty regularly preside at liturgies in both Berkeley's chapel and the ecumenical chapel of YDS. Anglican/Episcopal faculty also frequent worship and participate in community life, especially at the weekly Community Eucharist and dinner. Finally, many faculty members have active roles in parishes and various ministries in the broader New Haven area.

### **Student Body**

The BDS student body typically ranges from 55 to 85 individuals at various stages of formation, with the average age typically around 30 years old. In the fall of 2013, 57 students matriculated, ranging from 20 to 69 years old, including six part-time students and one on medical leave. Seven BDS students are also enrolled in Yale's Institute of Sacred Music.

For the 2013-14 academic year, BDS students represent 29 dioceses: 26 students are Postulants or Candidates and one is a Deacon; 17 are aspirants and nine are exploring a call; four are not seeking ordination. Four students joined the middler class this fall after having completed their first year at YDS. Each fall three to four exchange students from Westcott House in Cambridge, England join BDS for a semester and one or more BDS students study at Westcott.

### **Staff**

BDS has a six-person staff with four people devoted exclusively to BDS affairs: a Director of Studies, a Director of Development and External Affairs and two administrative assistants. BDS staff also includes the Directors of two YDS-wide programs: the Educational Leadership and Ministry Program and the Annand Program for Spiritual Formation.

## Highlights of the Past Decade

In the 2003-04 academic year, the School undertook a long-range planning process, which resulted in the document, "Going Beyond..." (a title which plays off the School's motto *in illa quae ultra sunt*; "into the regions beyond"). Under the leadership of President and Dean Joseph Britton, nearly all of the specific goals it describes have been realized. Five key themes emerged as the focus:

1. Leadership formation
2. Global engagement
3. Service in schools and colleges
4. Religion and the environment
5. Ministry in urban settings

### *Academics*

The core Anglican Studies courses have been deepened, and additional elective courses related to Anglicanism have been added. The requirements for the Anglican Studies Diploma and Certificate have been standardized, and definition given to what constitutes a BDS student for scholarship and graduation purposes.

The Educational Leadership and Ministry program (ELM) was launched by BDS in 2008 to provide training for students interested in careers as school and college chaplains, teachers, and administrative leaders. The program requires two of three core courses; a course on preaching; a choice of electives; an internship; and site visits to schools. The program is open to all YDS students—indeed, the majority are not Episcopalian—and has become an attractive recruitment tool for YDS.

### *Formation*

A Rule of Life, adopted in 2009, makes explicit practical expectations regarding worship, personal integrity, academic achievement, spiritual development, community life, and mission. It forms us into a Christ-centered community, proscribes our covenant and is a foundation for future ministry in community.

The Annand Program in Spiritual Formation, which affords students from the whole Yale Divinity School community the opportunity to discover the fundamentals of prayer and Christian discipleship from seasoned clergy and lay teachers, was strengthened by appointment of a coordinator, closer supervision of directors, and the inauguration of annual class retreats, culminating in a senior class pilgrimage to Canterbury Cathedral in England.

The required Wesley-Royce Leadership Colloquium, begun in 2005, has explored a variety of models for building students' capacity for congregational and institutional leadership. The colloquium uses a case-study approach. In the last three years, topics have included urban ministry, transformational leadership, and most recently, compelling models of youth ministry as an instance of effective pastoral leadership.

The YDS Supervised Ministry program has been given an enhanced urban ministry option through the BDS Mulford Urban Internships. In addition, St. Hilda's House, a young adult residential service program, was created in partnership with Christ Church, New Haven, and with funding from Trinity Church Wall Street.

Students make regular trips abroad through grants from both external and internal sources, including such sites as St. Nicholas Seminary, Ghana; the Diocese of El Salvador; the Diocese of Mt. Kilimanjaro, Tanzania; YDS study seminars to such places as China, Egypt, Saudi Arabia, Uganda, and Brazil; and an exchange program with Westcott House, Cambridge, England.

A \$1 million renovation of Berkeley Center made it more suitable for serving its many functions (deanery, student residence, chapel, public hospitality and meeting space).

BDS has become more integrated into YDS by moving its offices to the Sterling Divinity Quadrangle, its Community Eucharist and weekly Evensong to Marquand Chapel, and providing a weekly student/faculty dinner at Berkeley Center open to the whole of YDS.

#### *External Relations*

A regular summer term offering provides ongoing leadership formation for alumni and other lay and ordained church leaders.

BDS maintains a steady stream of visitors from around The Episcopal Church and Anglican Communion, often collaborating with the Overseas Ministries Study Center and exchanging visits with such partners as St. Nicholas Seminary, Ghana; the Diocese of El Salvador; Westcott House, Cambridge; and the Episcopal Church of Sudan.

#### *Development and Finance*

A joint \$38 million capital campaign with YDS was successfully completed (of which BDS raised \$9.8 million on its own goal of \$8 million), with a particular emphasis on increasing scholarship aid for students. The annual appeal has held steady despite adverse economic conditions, with a ten-year average of \$419,000.

Since 2003 the School's finances have been managed to produce healthy budgets in every successive year. Even after the economic downturn of 2008, careful budgetary management allowed the School to maintain all the core elements of its program. The endowment has increased in the period since 2003 from \$19 to \$31.8 million, due to the combination of successful fundraising, fiscal prudence, and superior endowment performance. BDS has no debt.

Moreover, the School's financial and personnel policies and procedures are now fully those of Yale University; its insurance policies are current and adequately underwritten.

## **How to Apply**

Inquiries and applications including a c.v. and any other supporting information should be emailed to [BDSdeansearch@gmail.com](mailto:BDSdeansearch@gmail.com) and will be kept in strict confidence. The search committee, led by The Very Rev. Stephen Carlsen, BDS Trustee and closely supported by YDS Dean Gregory E. Sterling, will begin reviewing applications on October 31, 2013. The position will be available July 1, 2014.

Yale University is an Affirmative Action/Equal Opportunity employer. Yale values diversity in its faculty, staff, and students and especially encourages applications from women and underrepresented minorities.

## **Search Committee**

Stephen Carlsen, Chair  
Dean and Rector, Christ Church Cathedral  
Indianapolis, IN  
317-636-4577

Gregory E. Sterling  
The Reverend Henry L. Slack Dean of Yale Divinity School  
and Lillian Claus Professor of New Testament  
New Haven, CT

Carol Anderson  
Rector of All Saints Church, Beverly Hills, California, *retired*  
New York, NY

Alan Blanchard  
President Emeritus, Church Pension Group  
New York, NY

Katie Cadigan  
Student Trustee, Berkeley Divinity School  
New Haven, CT

Anne Mallonee  
Vicar, Trinity Wall Street  
New York, NY

Geoffrey Hoare  
Rector, All Saints Church  
Atlanta, GA

Carolyn J. Sharp  
Professor of Hebrew Scriptures, Yale Divinity School  
New Haven, CT

Leonora Tubbs Tisdale  
Clement-Muehl Professor of Homiletics, Yale Divinity School  
New Haven, CT

David Wilson  
Board of Trustees, Berkeley Divinity School  
Mattapoisett, MA