

GAMMON THEOLOGICAL SEMINARY

PRESIDENT-DEAN



The Gammon Theological Seminary Board of Trustees and Transition/Search Committee announce a national search for the next President-Dean of Gammon and invites inquiries, nominations, and applications for the position.

Founded in 1883 and located in Atlanta, Georgia, Gammon Theological Seminary is The United Methodist constituent member of the Interdenominational Theological Center (ITC), a consortium of six historically African American theological schools. Gammon/ITC is a co-educational, professional graduate school of theology. The faculty and administration create an environment in which critical thinking, investigative reflection, decision making, and responsible action are fostered. Gammon/ITC is a member of the Atlanta University Center Complex, the world's largest enterprise of African American higher education. It is the world's premier resource for black church scholarship and faith-based solutions to the spiritual and socio-economic challenges confronting the African American community.

The Seminary seeks an experienced professional with a proven record of leadership for the position of President-Dean. Gammon's next President-Dean will be responsible for casting a vision for the Seminary, while also bringing inclusive, collaborative and decisive leadership to this position. The preferred candidate must demonstrate superior administrative skills and possess a sound understanding of Gammon's unique history, mission, and values and its partnership with the Interdenominational Theological Center. The elected administrator will be expected to assume the executive position effective January 2021.

THE POSITION

The President-Dean of Gammon Theological Seminary has the responsibility for leading the institution now and into the future, without losing the culture that has made Gammon/ITC unique among United Methodist theological schools. There are key functions that must be fulfilled in order to ensure the institution is strategically positioned as a leading entity in theological education. These include, but are not limited to:

- Establish and maintain a viable and productive relationship with Gammon's Board of Trustees and other evaluative entities within The United Methodist Church.
- Fulfill all the requirements as The United Methodist representative within the ITC.
- Maintain a robust student population through rigorous recruitment and student support.
- Manage and increase financial resources to support the institution's mission and function.
- Recruit and employ staff that supports the mission, vision, and needs of the institution.



- Represent the Seminary at appropriate local and national meetings, conferences, and other gatherings of connectional importance.
- Cultivate and maintain interactions with alumni, donors, friends, and other stakeholders.
- Develop effective communication strategies that share Gammon's history with a broad audience.
- Interact with other Executive Officers of educational institutions of The United Methodist Church and other denominations.
- Build partnerships that will enhance the mission of Gammon.
- Develop a strategic plan for Gammon's short-term and long-term future.
- Demonstrate judicious use of financial, human, and environmental resources.

ATTRIBUTES

The successful applicant will hold an advanced degree (masters required, doctorate preferred) commensurate with theological education or administration from an accredited institution of higher education and a record of the following:

- Five to Seven years of proven successful administrative leadership in a church or institutional setting at increasingly higher levels.
- Five to Seven years of demonstrated capacity in employee supervision, financial acumen, and management of physical properties.
- Demonstrated experience in successful fundraising and funds development.
- Demonstrated ability in student recruitment and engagement.
- Demonstrated ability to build relationships with individuals at all levels of the organization.
- Excellent written and verbal communication skills and strong interpersonal skills.
- Demonstrated ability in visionary and strategic leadership.
- In-depth knowledge and understanding of United Methodist Church structure and polity.
- Knowledge of and experiences with United Methodist general board and agencies and other officially recognized entities.
- Demonstrated capacity to share Gammon's story and to engage others in developing an appreciation for the uniqueness it represents.
- Demonstrated experiences in ecumenism.

NOMINATIONS AND APPLICATIONS

To receive full consideration, nominations and application materials should be submitted no later than September 15, 2020.

Application materials must include:

- A cover letter that addresses the attributes identified.
- A comprehensive résumé (or curriculum vitae).
- A minimum of three (3) nomination letters.



- A minimum of five (5) references, including each person's position, US mailing addresses, email addresses, and phone numbers. Applications will remain confidential through the semifinalist stage; references will be contacted only with prior authorization from the applicant.

Nominations and application materials should be sent electronically (MS Word or PDF Format) to gammon.pres@gcfa.org.

A comprehensive list of the professional attributes and competencies, along with an overview of the history and philosophy of Gammon Theological Seminary can be found in the 2020 Presidential Search Profile.

Gammon Theological Seminary is an Equal Opportunity Employer and actively seeks and encourages applications from minorities, women, and individuals with disabilities. All offers of employment are subject to the applicant successfully completing background, reference, and other applicable checks.