



## Position Announcement

# Executive Director of Institutional Advancement



Bethany Theological Seminary invites applications for the position of Executive Director of Institutional Advancement. The Seminary seeks an experienced and dynamic advancement leader with an exceptional track record of success. The ideal candidate will embrace the Seminary's compelling mission—to empower every student to lead through spiritual engagement, faith-filled thought, and transformative practice so that the world flourishes—and will be

guided by Bethany's values of service, an interdisciplinary approach to learning, the integration of theory and practice, and a commitment to diverse programs of study.

As a member of the President's Leadership Team, the successful candidate is passionate about partnering with a committed and engaged President and collaborating with an involved Board of Trustees, and thoughtfully navigating his/her role as both an executive leader and as a "working member" of the development team. A natural leader, the successful candidate will lead the growth of a culture of philanthropy at Bethany by growing the annual fund, expanding major and planned giving programs, engaging the Bethany alumni community, and leading the Seminary into a comprehensive capital campaign.

With the credibility that comes with a successful record of fundraising leadership, the candidate will inspire donors, the Board of Trustees and the Seminary faculty and staff to raise the necessary resources to help the Seminary continue to thrive.

### **THE SEMINARY**

Bethany Seminary is a champion of affordable education, providing a low debt option for students so that they can pursue God's call wherever it might lead. As an early adopter of online education, Bethany has been a perennial innovator incorporating hybrid technology in all classes and extended the classroom into Africa through a technology center in Nigeria. With

continued enrollment growth, new programs continue to support the rich, diverse, and engaged conversations among students of diverse social and theological perspectives.

Founded in 1905 and located in the historic town of Richmond, Indiana, Bethany Theological Seminary is the official seminary of the Church of the Brethren and is accredited by the Association of Theological Schools in the United States and Canada, and the Higher Learning Commission of the North Central Association of Colleges and Secondary Schools. The Church of the Brethren offers a unique blend of practicality and spirituality. Brethren emphasize service, simple living, and the importance of the faith community. Along with the Quakers (The Society of Friends) and Mennonites, the Church of the Brethren is a historic peace church, conscientiously opposed to all war and intentional about working with peacemaking and reconciliation concerns.

Bethany Theological Seminary has a history of adapting its program to meet the changing needs of the church and society. In the current religious and spiritual landscape characterized by uncertainty, Bethany upholds its mission by embracing its Anabaptist-Pietist identity and reaching both within and beyond the church to serve a broader, more diverse constituency.

Anchored in its commitment to academic freedom, Bethany expresses a prophetic witness rooted in a deep theological understanding of scripture and the Anabaptist-Pietist traditions of disciple making, peace building, and advocacy for justice.

Bethany claims a position as a center for the study and practice of emerging areas of religious interest across faith traditions. Blending academics with application and spiritual formation, Bethany exemplifies impactful learning, developing servant leaders with theological understanding, sensitivity, and skill to forge genuine change in church and community.

Engaging people of diverse religious, geographic, and social backgrounds, the Bethany community nurtures respect for differences and sustains spiritual empowerment for students and alumni.

Bethany Seminary has been recognized as a Seminary That Changes the World by The Center for Faith and Service. Each year, Seminaries That Change the World identifies a select group of seminaries and divinity schools offering innovative courses, programs, and opportunities for students seeking to engage in social justice and service work while in seminary. This recognition reflects the quality of education Bethany is providing to prepare spiritual and intellectual leaders for ministry in the church and world.



Bethany Seminary's campus is located on the northeast corner of the beautiful and historic [Earlham College](#) campus, and Bethany students have access to many of Earlham College's resources including the [Lilly Library](#), Earlham's [Wellness Center](#), and the [Runyan Center](#) (which houses the student union, bookstore, post office, an art gallery, and a theater.) Sharing space with Earlham College also affords Bethany students the opportunities to hear nationally and internationally known speakers, enjoy a richly diverse student body, participate with a liberal arts college committed to peace and justice, and share mutual values of integrity, equality, harmony, and simplicity.

## MISSION

As an innovative learning community grounded in an Anabaptist and Radical Pietist witness, Bethany Theological Seminary empowers every student to lead through spiritual engagement, faith-filled thought, and transformative practice so that the world flourishes.

## VISION

Theological Seminary is committed to adapting its program to meet the changing needs of the church and society. Now, in a religious and spiritual landscape characterized by uncertainty, Bethany is upholding its mission by embracing and articulating its Anabaptist-Pietist identity and reaching both within and beyond the church to serve a broader, more diverse constituency. Hallmarks of Bethany's education are an interdisciplinary approach to learning, integration of theory and practice, and increasingly diverse programs of study.

Bethany's mission and vision are enhanced by partnerships with the Earlham School of Religion and those that make educational opportunities accessible in other locations: graduate courses through the Susquehanna Valley Ministry Center and nongraduate study and continuing education through the Brethren Academy for Ministerial Leadership.

## VALUES

Bethany Theological Seminary is committed to the values of affordability and accessibility, hospitality and welcome, creativity and innovation, and to maintaining a partnership with Christians in Nigeria based in mutuality and respect. These values inform our strategic



priorities and shape our educational program. They help us to prepare graduates for lives of ministry and service — so that the world flourishes!

We believe that financial concerns should never keep qualified students from answering God's call to ministry and service, so we make it possible to earn a Bethany degree without taking on additional student or consumer debt. We believe the exceptional biblical and theological education should be accessible and

beneficial to a diverse group of students from around the world, so we make it possible to

attend Bethany classes both in person and at a distance, and we provide opportunities for students at a distance to participate in fellowship, worship, and advising from wherever they may be. We believe that a thriving seminary must respond to the changing needs of students and the church, so we provide faculty with the resources they need to develop new courses — and even new degree programs — to attract and serve a growing and diverse student body. We believe that American and Nigerian students alike can benefit from conversation with those who have different backgrounds and perspectives from their own, so we make it a priority to have these students in the classroom together, learning side by side.



Bethany is also committed to providing students with opportunities to put their faith into action. Residential students have the opportunity to live in community in the Bethany Neighborhood, learning, studying, socializing, and even gardening together. We also offer opportunities for experiential learning — including ministry placements and two-week intensive classes — that provide students the chance to move outside their comfort zones, learn in new contexts, and get to know and learn from people who are different from themselves. We believe these experiences provide excellent preparation for careers in ministry and leadership.

## LEADERSHIP



Bethany Theological Seminary is led by a dynamic and engaged 21-person Board of Trustees. Nine of the trustees are elected by the Church of the Brethren Annual Conference: three of them represent the Church of the Brethren colleges and universities, three represent the ministry, and three are from the laity of the church. The three clergy may be active or retired ministers of the church. One trustee is elected by the alumni association and confirmed by Annual Conference. Ten at large trustees are elected by the Seminary's Board of Trustees and confirmed by Annual Conference. Currently the board is working at greater diversity and now includes members of other denominations. The President of the Seminary serves as an ex officio trustee.

In 2013, the Board of Trustees announced that Rev. Dr. Jeffrey W. Carter accepted the call to serve as the Seminary's tenth President.

An alumnus of the Seminary, Jeff came to Bethany with years of pastoral and denominational leadership in the Church of the Brethren. He was pastor and head of staff at Manassas Church of the Brethren in Virginia, a position he held since 2003. He was also lead chaplain for the Department of Fire and Rescue of Prince William County. Previous pastoral ministry includes

positions as associate pastor and team pastor at Manassas between 1995 and 2003 and two years as associate pastor at Florin Church of the Brethren in Mt. Joy, Pennsylvania.

Prior to entering ministry, he served as a legislative aide with the Church of the Brethren Washington Office through Brethren Volunteer Service, participating with ecumenical and public policy advocacy agencies and representing the denomination's views and positions in collaborating with government officials and organizations. In 2011, Jeff was nominated by Sen James Webb of Virginia to be guest chaplain of the US Senate. From 2003-2010, Jeff was the Church of the Brethren representative to the World Council of Churches and simultaneously served on the US Conference of the World Council of Churches Board of Directors. Jeff currently serves on the Central Committee of the World Council of Churches and is a member of the Churches Commission on International Affairs. Locally Jeff serves as president of the Richmond Symphony Orchestra board, vice-chair of the Wayne County Chamber of Commerce, and he is a frequent consultant to area non-profits.



On January 17, 2020, Jeff was presented with the Excellence in Higher Education award from the Wayne County (Indiana) Chamber of Commerce. This award honors an individual who has served the higher education population in Wayne County with exceptional leadership, innovative techniques, and community involvement. In presenting the award, chamber CEO Melissa Vance stated that such leadership "provides our community with a strong future workforce that will lead Wayne County to a brighter future. Under Jeff's leadership, Bethany has become more and more present in the community."

Jeff is a graduate of Bridgewater College with a bachelor's degree in international studies. He earned a Master of Divinity degree from Bethany in 1998 and a doctorate in ministry with a concentration in practical theology and hermeneutics from Princeton Theological Seminary in 2006.

## THE LOCATION



[Richmond](#) is a historic, midsize midwestern city in east central Indiana within easy driving distance of Cincinnati, Indianapolis, and Dayton.

Richmond is sometimes called the "cradle of recorded jazz" because the earliest jazz recordings and records were made at the studio of Gennett Records.

Richmond is brimming with natural beauty, unique history, and a vibrant culture. For those who love city life, Richmond hosts a Civic Theater, the professional Richmond Symphony Orchestra, many diverse museums, and a variety of restaurants and nightlife experiences. And whether it's hiking at Hayes Arboretum, exploring at Cope Environmental Center, biking on the Cardinal Greenway, or enjoying time at one of its 19 beautiful public parks, Richmond is home to a wide array of opportunities to reconnect with and enjoy the outdoors.



Additionally, the cost of living in this quaint, midwestern town is nearly 33 percent lower than the average cost of living in the United States. The city is home to Earlham College and Indiana University East as well as campuses of Ivy Tech Community College and Purdue Polytechnic. Richmond is also a regional health care center, with a large hospital and numerous health care providers.

## COMMUNITY



Bethany supports their students as they build a vibrant and creative community life. Each year, students who come for intensive classes and those that are living in the Bethany Neighborhood and other local places share their experiences and interests through backyard fires, movie nights, game nights, local events, and communal meals. This includes recipients of the [Pillars and Pathways Residency Scholarship](#), who enhance the campus community through participation in chapel, Common Meal, special events, and informal conversations in the Gathering Room. Distance students are included virtually in nearly every conversation space, even sending them food gift cards so they can participate in a gathering. Creativity is key to community life!

Year after year, Bethany proves itself to be a safe place for education and work where students and employees come together daily to learn and become. An ever-changing breadth of theological ideologies, socioeconomic realities, races, and nationalities is represented. This is a hallmark of the Bethany experience: *"that we can come together in our differences, listening well to each other, challenging each other, supporting each other in the pathways God leads us."*

## CANDIDATE PROFILE

The ideal candidate for the Executive Director of Institutional Advancement position will be an experienced, engaging and inspiring advancement professional who is deeply committed to Bethany's mission, vision, and guiding values. The ability to work effectively with many diverse constituencies in a religious environment should be evident, and knowledge of Church of the Brethren values and practice is beneficial.

The ideal candidate will have the necessary emotional intelligence to understand the *art* of fundraising, as well as the technical experience to practice the *science* of fundraising. S/he will be a visionary with demonstrated success in growing annual giving and an unrestricted annual fund, creating a thriving major gifts program, growing endowments, scholarships, planned giving, capital campaigns, and increasing alumni engagement, especially within the context of a graduate school. Having an unusual ability to build effective relationships with a diverse group of key internal and external constituents, the ideal candidate will understand the importance of also building relationships and working as a thought partner with the President of the Seminary, and in partnership with the Seminary's leadership team.

For more information about this position and to read the full position description, please go to the following link: [Executive Director of Institutional Advancement](#)

## NOMINATIONS AND APPLICATIONS

Nominations and applications will be accepted until the position is filled. Inquiries, nominations, and applications may be directed in confidence to: Gonser Gerber Search, c/o Gonser Gerber LLP, 1776 Legacy Circle, Suite 100, Naperville, IL 60563; [search@gonsergerber.com](mailto:search@gonsergerber.com). To apply, please submit a cover letter, résumé, and three professional references. References will not be contacted until later in the search process. Diverse and traditionally underrepresented candidates are encouraged to apply.

