

August 30, 2023



Vice President for Institutional Advancement

Austin Presbyterian Theological Seminary



Ter Molen Watkins & Brandt LLC

STRATEGIES. SOLUTIONS. SUCCESS.

About the Position

Established in 1902 to train pastors for the frontier churches, Austin Presbyterian Theological Seminary has expanded its vision as a servant of the whole church, across the geographic and denominational spectrum. The Seminary has had several years of transformational fundraising activity culminating in 2020 when the Seminary completed a record \$46.23 million campaign—*Weaving Promise and Practice into Ministry: The Campaign for Austin Seminary*.

A New Beginning

The Seminary has a new president and a new vision. The Reverend Dr. José R. Irizarry joined the Seminary in August 2022 as the tenth president. This position presents an experienced fundraising professional with the opportunity to partner with a dynamic new leader, assess the potential of the existing institutional advancement staff, and establish a team with the skills to build on past successes.

A Beautiful Campus

The Austin Seminary campus is immediately adjacent to the University of Texas campus. In recent years, the Seminary has raised the funds necessary to add two state-of-the-art residential housing units, Anderson House (2009) and John and Sue McCoy House (2017) for students and their families and has completely renovated its library facility and renamed it the Mary and Robert J. Wright Learning and Information Center.

People of All Christian Traditions Welcomed

The Seminary's students identify as Presbyterian as well as Methodist, Lutheran, African Methodist Episcopal, Episcopalian, and other denominations. Experienced fundraising leaders of all denominations, who are in communion with a church, are encouraged to apply.

Austin Presbyterian Theological Seminary is a seminary in the Presbyterian and Reformed tradition committed to a diverse workplace. People of color, people with disabilities, and LGBTQIA+ candidates are encouraged to apply.



Position Overview

The Vice President for Institutional Advancement at Austin Seminary oversees the Seminary's comprehensive and integrated alumni engagement program. This person will provide strategic vision and direction for cultivating philanthropic giving in support of the Seminary.

The Vice President is responsible for setting, assessing, and achieving fundraising goals, soliciting major and planned gifts, managing and mentoring the advancement staff, and developing and implementing fundraising plans. Working effectively with leadership-level volunteers, colleagues in the President's Cabinet, and members of the Board of Trustees is an essential element of the position. As a member of the senior staff and an officer of the institution, the Vice President works cooperatively with colleagues to provide management oversight of the Seminary's operations.

Reporting Relationship

The Vice President for Institutional Advancement will report to the President of the Seminary, the Reverend Dr. José R. Irizarry, and serve on the President's Cabinet. The Vice President will oversee a team of staff members in the Advancement Office.

Dr. Irizarry is the tenth president of Austin Presbyterian Theological Seminary. Before joining the Seminary, he served as Vice President of Education at the Board of Pensions of the Presbyterian Church (U.S.A.). A scholar in the field of practical theology, he has taught at Villanova University. He has held teaching and administrative positions at various educational and theological institutions, including The University of Cambridge (Visiting Fellow), Lutheran School of Theology, the Pacific School of Religion, and McCormick Theological Seminary.

Dr. Irizarry directed Cambridge College's regional campus in his native San Juan, Puerto Rico. He served as academic dean and acting president and held the Limardo Chair in Practical Theology at the Evangelical Seminary of Puerto Rico. He earned degrees from the University of Puerto Rico, McCormick Theological Seminary, and Northwestern University.



About Austin Presbyterian Theological Seminary

Through theological education, the collective knowledge and wisdom about God is transferred from generation to generation. One of the hallmarks of churches in the Reformed tradition is an educated clergy, well-formed in the Bible, theology, and the tradition and history of the church. Austin Seminary prepares pastors, educators, missionaries, and chaplains for the work of Christ's church, and it offers lifelong learning programs for those seeking leadership development and spiritual renewal:

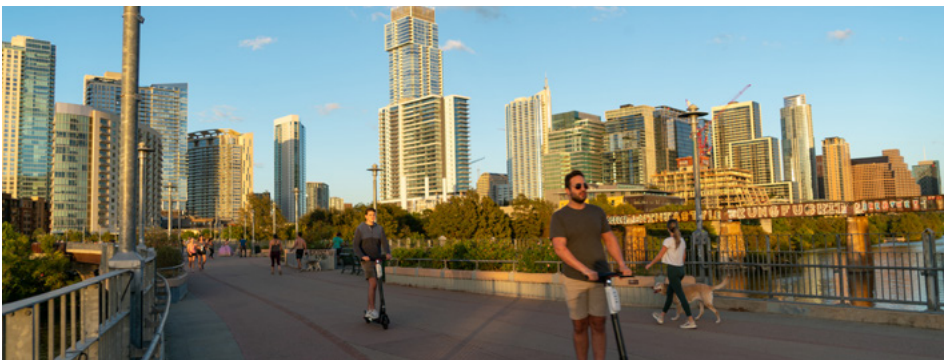
- Ordained ministers and scholars teach in broad areas of ministry, including Bible, theology, Christian ethics, church history, stewardship, church administration, and pastoral care.
- Austin Seminary students gain practical experience in ministry through the guidance of seasoned pastors and clinical pastoral educators. Upwards of 80% of graduates find calls as pastors; more than two thousand serve in nearly every state and fifteen foreign countries.
- Austin Seminary is a spiritual and intellectual hub, offering the resources of its excellent (and recently renovated) library and innovative lifelong learning opportunities.

Location

The Seminary is located in Austin, Texas, on the eastern edge of the American Southwest. Austin Presbyterian is the theological institution closest to the US/Mexico border and therefore, a place of cultural confluence and exchange from language to food.

Austin is the capital of the state of Texas, the Lone Star State. The city dates back to the 1830s when the first Anglo-American settlers arrived in the area, then part of Mexico. In 1837, settlers founded the village of Waterloo on the banks of the Colorado River, the first permanent settlement in the area. By 1839, Waterloo would adopt the name Austin and the frontier town would become the capital of the Republic of Texas. The City is named for Stephen F. Austin, the "Father of Texas."

With about 800,000 residents, Austin is the fourth-largest city in Texas and the fourteenth largest in the United States. Combined with its neighbors to the north and south, the city consistently appears on lists of the best cities to move to based on amenities, cost of living, housing, crime rate, and other factors. Austin is a youthful, vibrant community with an active event calendar and nightlife. Many of Austin's people are dedicated fitness enthusiasts who participate in the many athletic events held throughout the year. Many are also socially aware and strong on volunteerism. Community service organizations thrive in and around the city, serving local, regional, and global issues. Thousands flock to Austin each year from all over the world for South by Southwest, a week-long display of music, film, business, technology, and social issues held each spring.



Primary Responsibilities

The Seminary's next vice president for institutional advancement will have a demonstrated track record of advancing meaningful relationships to achieve fundraising goals.

- Serve in a highly visible leadership role responsible for a comprehensive and integrated alumni engagement program.
- Lead and mentor the Advancement team while continuing to build its culture of collaboration, collegiality, and innovation.
- Integrate best practices to improve results and performance within all areas of Advancement.
- Develop fundraising strategies to provide the Seminary with the resources it needs.
- Engage and steward Seminary alumni and donors and create a culture of philanthropy and gratitude for all stakeholders.
- Report regularly to the President and the Board of Trustees on progress in all Advancement areas.
- Along with the President, nurture relations with the governing bodies of the Presbyterian Church (USA) and the governing bodies of other denominations.
- Work closely with the Seminary's Cabinet to set priorities and devise strategies to achieve institution-wide objectives.

Characteristics of a Successful Candidate

- The successful candidate for this position will be a seasoned, experienced leader with:
- Strong oral and written communication skills.
- Strong customer service and interpersonal skills.
- Highly refined listening skills.
- Strong conflict management and resolution skills.
- Ability to advance the President's and the Board of Trustees' fundraising priorities.
- Ability to engage new generations of philanthropists by adopting emerging fundraising practices.
- Knowledge of computers and software utilized in advancement activities.
- Knowledge of the Presbyterian Church tradition and its constituents or willingness to acquire such knowledge is considered extremely helpful.
- Understanding of the academic setting and ethos.
- Commitment to being a team player.
- Ability to use discretion and maintain confidentiality.
- Ability to organize and prioritize work.
- Ability to successfully achieve both short and long-term goals.

Equal Opportunity

Austin Presbyterian Theological Seminary is an equal opportunity and affirmative action employer, and it shall not discriminate based on age, race, religion, color, creed, sexual orientation, gender or gender preference, handicap, or national origin.

Salary and Benefits

The salary range for this position is within the salary ranges of peer institutions. Austin Seminary offers a comprehensive and extremely generous benefits package.

Application Procedure

This search is being conducted by Ter Molen Watkins & Brandt. To apply, please submit a cover letter and resume at <https://bit.ly/AustinVP>.

Confidential inquiries and questions regarding this search may be directed to Don Souhrada by email at dsouhrada@twbfundraising.com.

Recruitment will continue until the position is filled.

