



EXECUTIVE DIRECTOR SEARCH SEARCH PROFILE



*The Collegeville Institute invites applications and nominations for the position of Executive Director. For full consideration, applications must be submitted by **Monday, March 1, 2021.***

COLLEGEVILLEINSTITUTE.ORG

WHO WE ARE



The Collegeville Institute for Ecumenical and Cultural Research

Established in 1967, the Collegeville Institute was founded by the monks of Saint John's Abbey through the vision of Fr. Kilian McDonnell, OSB, and generous funding from Patrick and Aimee Butler. Through its 54-year [history](#), the Collegeville Institute has played a significant role in the worldwide [ecumenical movement](#), hosted [notable religious scholars](#), writers, and leaders, and pioneered the [first-person method](#) to foster dynamic gatherings about faith in the modern world.

Located on the grounds of [Saint John's Abbey](#) and the [College of Saint Benedict and Saint John's University](#), the Collegeville Institute is an ecumenical meeting place and residential center shaped by the Benedictine tradition of work, study, and worship. The Collegeville Institute's campus includes 10 apartments and the Butler Center, a shared meeting space. It is situated in stunning natural beauty amid the lakes and forests of central Minnesota.

Mission Statement

The Collegeville Institute for Ecumenical and Cultural Research is a place of scholarship, worship, dialogue, and community immersed in the Benedictine rhythm of work and prayer. The

Collegeville Institute, rooted in Christian tradition, brings together people of diverse backgrounds and perspectives to foster the world's healing through the power of religious ideas, insight, and practices.

Over 50 years ago, the Collegeville Institute was envisioned as a place where the best Protestant, Catholic, and Orthodox thinkers would gather for study, dialogue, and prayer while engaging in important issues of



Multi-Religious Fellows Cohort, 2017-2019

faith and society. That vision has both remained strong and has expanded to include new ventures, engaging faith leaders and artists from around the country and globally in its work of multi-religious cooperation.

Through its various programs, the Collegeville Institute convenes a mix of people from different faith communities, including scholars, writers, professionals, ministers, artists, and corporate leaders, who gather to connect faith to the world and its pressing social issues. The Collegeville Institute provides space and time for the creative intersection of multiple disciplines and professional practices, diverse worlds of experience, and unlikely conversation partners.

ABOUT OUR PROGRAMS

The [Resident Scholars Program](#) is at the heart of the Collegeville Institute's life and at the core of its original vision. The Collegeville Institute gathers well-trained, creative, articulate women and men for careful thought in a place of inquiry. Each resident scholar commits to either a semester or full academic year of study, engaging in an independent rhythm of reflection and writing, discernment and conversation, while also participating in community with other resident scholars.

The [Short-Term Residency Program](#) (available September through April) accommodates individuals who cannot commit to a semester, but who can make a three-week or longer commitment. The program is flexible, providing for a variety of purposes and endeavors while still allowing individuals to take full advantage of the campus resources along with potential short-term integration into the resident scholar community.

The [Ecclesial Literature Project](#) invites pastors, ministers, lay leaders, and other thinkers for the church for week long, retreat-like, intensive writing workshops. Participants, taught and guided by accomplished writers as Lauren F. Winner, Renita Weems, and Jonathan Wilson-Hartgrove, come together to write, learn, and discover anew (or perhaps for the first time) the call to be writers for the church.

The [Emerging Writers Mentorship Program](#), launched in 2020, is a 13-month program for writers who want to address matters of faith, religion, and belief (or lack thereof) in their work. The Emerging Writers Mentorship Program gives participants the chance to work closely with a writing coach to hone their craft, as well as the opportunity to publish regularly on *Bearings Online*.

[***Bearings Online***](#) is a web-based publication from the Collegeville Institute that publishes articles, essays, interviews, book reviews and excerpts, and poems twice per week. Featuring the work of many Collegeville Institute alumni, *Bearings Online* examines relationships between religion and culture, and highlights unexplored facets of contemporary religious life.

The [**Collegeville Institute Seminars**](#) are an interdisciplinary, ecumenical, collaborative initiative designed to gather scholars and practitioners to explore issues of importance for today's Christian communities. The Seminars have completed several efforts on vocation and theological education.

The [**Called to Lives of Meaning and Purpose Initiative**](#), launched in 2018, funds 13 innovation hubs from across North America, along with the Collegeville Institute's Communities of Calling Initiative. This effort helps these hubs work with congregations in launching ministries that help Christians discover and claim how God is calling them to lead lives of meaning and purpose.

The [**Communities of Calling Initiative**](#) invites congregations to design new projects or enhance existing ministries to help Christians discover and deepen their sense of God's calling in their lives. The Initiative is a five-year project with 14 partner congregations and resources on vocation for a wide network of interested church leaders.

The [**Collegeville Institute Fellows Program**](#) brings together an ecumenical group of gifted Minnesota faith leaders, focusing on leadership development with the goal of strengthening civic leaders and public theologians. Our most recent Fellows programs concluded in the summer of 2019: one focused on rural Minnesota clergy and the other on multi-religious leaders in the Twin Cities area.

The [**Unlikely Conversations podcast**](#), launched in 2020, features unique and dynamic interviews with writers, thinkers, scholars and artists affiliated with the Collegeville Institute's programs.

LEADERSHIP OPPORTUNITY

The Executive Director of the Collegeville Institute is charged with advancing the organization's mission, which "brings together people of diverse backgrounds and perspectives to foster the world's healing through the power of religious ideas, insight and practices."

The Executive Director serves as the chief program and administrative officer, provides collaborative leadership and manages the work of [nine staff members](#), and reports to the Collegeville Institute's twenty-member [Board of Directors](#). The Executive Director plays many active roles in the life of the Collegeville Institute, such as participating in programs and events, supervising daily operations, developing new initiatives, and reaching out to partner organizations, donors, and multiple constituencies.

Looking to the future, it is expected that the leadership opportunity awaiting the new Executive Director will include the following initiatives and projects:

SUSTAINING THE ENTERPRISE

The Collegeville Institute is doing very well. Its broad array of programs and initiatives have adjusted as needed during the pandemic and continue to move forward. The current Executive Director, the Board of Directors and staff are deeply committed, well experienced, and provide effective leadership. Financially, the Collegeville Institute is not wealthy, but it is stable, and the new capital campaign is off to a strong beginning.

So, as one Board member commented, the first job of the new Executive Director will be to sustain the enterprise, to use the early days of the new administration to learn the history, culture, and programs of the Collegeville Institute, and to build trust and relationships with the people of the place, including Board and staff, donors and funders, supporting organizations, as well as program leaders and participants.



Writing to Change the World writing workshop in the Butler Center

SHAPING A VISION AND DIRECTION FOR THE FUTURE

The many strengths of the Collegeville Institute are especially important during the upcoming time of leadership change and transition. These strengths are the foundation for the Collegeville Institute, led by the new Executive Director, to utilize when moving into a time of program review and planning for the future.

Indeed there is a broad sense, among both Board members and Collegeville Institute staff, that the time is right for a kind of pivot; a time to shape and sharpen the vision, to consider a new range of program possibilities, and to incorporate new delivery strategies that have the capacity to advance the Collegeville Institute's mission and expand its reach. There is a larger sense that the dramatic social and religious changes, along with the challenges of 2020, add import and urgency to this conversation. The new Executive Director will have the remarkable opportunity to lead this effort.

BUILDING A MORE DIVERSE AND INCLUSIVE COLLEGEVILLE INSTITUTE

The Collegeville Institute's strategic plan recognizes that the "United States in general, and Minnesota in particular, are becoming more diverse: racially, ethnically, religiously and culturally," and that these changes have import for every aspect of the Collegeville Institute's operations, programs, and activities. Thus, the Collegeville Institute is committed to building a more diverse Board of Directors, to give more attention to interfaith and inter-religious differences, to reach out more intentionally to new communities, and to engage a more diverse group of program leaders and participants.

This effort will be framed by the Collegeville Institute's vision to "be a leader in innovative Christian thought and collaborative religious experience" by engaging "multiple disciplines and professional practices, diverse worlds of experience, and uncommon conversation partners." It is hoped that the new Executive Director will bring both experience and energy to this transformative effort.

NUTURING COMMUNITY AND BUILDING NEW RELATIONSHIPS

Community is central to the life and work of the Collegeville Institute. It is shaped by Benedictine themes and practices, and reflects the Benedictine motto of "prayer, study, and work." Conversation and relationships are built by listening, abiding disagreement and difference, and are lived out calmly, humbly, and with civility. It is in such community that the Collegeville Institute's mission finds life and purpose. The Executive Director is the person whose presence sets the tone and nurtures the distinctive culture of the organization.

At the same time, the Executive Director serves as the chief "outreach" officer for the Collegeville Institute, exploring ways that the programs and activities of the Collegeville Institute can be expanded to other communities and partner organizations. This work serves the multiple goals of extending the Collegeville Institute's reach and impact, engaging new and more diverse participants, and developing relationships with potential donors and funders.

BUILDING A MORE SECURE FINANCIAL BASE

Financially, the Collegeville Institute is in a strong position for an organization of its size and type. Over many years the Collegeville Institute has used major gifts and annual operating surpluses to build an endowment of over \$6 million, a total that includes over \$1.5 million in quasi-endowment funds — all of which is under professional management. Grant support for Collegeville Institute programs, particularly from the Lilly Endowment, has been steady and significant. More information on the Collegeville Institute's financials can be found in the [2019-20 Annual Report](#).



The bridge over Stumpf Lake connects the Collegeville Institute to the Saint John's University campus

Annual gift income has been limited, but the establishment of a development office and the initial reception of a new capital campaign (paragraph below) point to growth in this area. Careful budget development, management, and good stewardship have been hallmarks. The new Executive Director will inherit this very positive financial situation as a starting point from which to build a more secure financial base for the future. It is hoped that this includes growing the endowment, developing a broader array of program funders, and increased participation in annual and deferred giving programs.

COMPLETING THE CAPITAL CAMPAIGN

The Collegeville Institute's capital campaign is off to a very impressive start with leadership gift commitments of over \$900,000 toward a total goal \$2 million. Board participation has been particularly strong. As noted above, proceeds from the campaign will allow important facility upgrades as well as support for Collegeville Institute programs and operating expenses. Working closely with the Director of Development, the new Executive Director will be expected to play a key role in assuring the success of the campaign.

DESIRED ATTRIBUTES FOR LEADERSHIP

The next Executive Director of the Collegeville Institute will be a seasoned professional who has built a strong record of success and achievement in a series of progressively responsible positions. Given the Collegeville Institute's mission of promoting dialogue across religious differences, the Executive Director will be a person of theological depth and breadth who is well informed on the religious and social issues and trends that impact the Collegeville Institute's work.

A track record of scholarship and writing, advanced study at the graduate level, as well as previous experience in a leadership and administrative role(s) will be regarded as important strengths. It is expected that strong candidates for this position may come from a variety of professional backgrounds, including those in the academy, theological education, congregations and church organizations, faith-based institutes and agencies, as well as non-traditional but related careers.



Members of the Twin Cities Fellows meet in the Butler Center

The Search Committee will evaluate all candidates based of the following attributes of experience, talents, and achievements:

An Experienced Mission-oriented Leader who is energized and excited by the Collegeville Institute's calling, which "brings together people of diverse backgrounds and perspectives to foster the world's healing through the power of religious ideas, insights and practices."

A Knowledgeable and Well-educated Individual who has a broad understanding of theology, as well as curiosity and interest in the many current religious and social issues that provide both context and focus for the Collegeville Institute's programs and initiatives.

A Creative and Visionary Leader who is able to work closely with Collegeville Institute staff and Board members in exploring opportunities, articulating possibilities, and building consensus around a shared vision for the Collegeville Institute's future.

A Gifted Conversationalist who builds relationships easily and who finds joy in the give-and-take of dialogue and the exploration of issues, ideas, and possibilities.

An Imaginative and Strategic Thinker who is able to move effectively from future vision, to strategic plan, to operational activities and initiatives, to overseeing of their implementation.

A Proven Advocate and Activist for diversity, equity, and inclusion in all dimensions of the Collegeville Institute's programs and activities, and who is experienced and at ease when working in multicultural and multi-religious settings.

A Relationship Builder who is effective in building trust and fully engaging staff, members of the Board, program leaders, and key funders and supporters in the mission and work of the Collegeville Institute.

A Strong Administrator who has demonstrated the ability to build effective and high functioning teams, who provides support and assures accountability, and who embodies the values of integrity, transparency, and a focus on the other.

An Enthusiastic Fundraiser who is ready to lead and engage personally in completing the capital campaign, and in sustaining and expanding the Collegeville Institute's base of philanthropic support moving forward.

A Strong Financial Manager and Strategist who understands non-profit finances, exercises careful and consistent oversight and stewardship of financial matters, and will work closely with staff and Board in building a more secure financial future for the organization.

A Visible and Engaging Leader who enjoys the public role of the Executive Director, interacting with program participants, connecting with partners, reaching out to new communities and audiences, and "telling the Collegeville Institute's story."

An Exceptional Communicator who listens, speaks, and writes effectively, is at ease working one-on-one, in small groups, or addressing larger audiences, and is able to handle complex and sometimes controversial ideas with nuance and clarity.

NOMINATIONS AND APPLICATIONS

Nominations and applications should be sent to Loren Anderson, Executive Search Consultant, AGB Search: collegevilledirector2020@agbsearch.com.

APPLICATIONS MUST INCLUDE:

1. A letter of interest that addresses the leadership opportunity and desired attributes for leadership outlined in the search profile
2. A curriculum vitae
3. Five professional references including e-mail addresses, phone numbers, and a statement of relationship with the applicant. References will not be contacted without prior authorization from the applicant.

TO RECEIVE FULL
CONSIDERATION,
APPLICATIONS
SHOULD BE
SUBMITTED BY
MONDAY,
MARCH 1, 2021.

Nominations and applications should be sent electronically (Microsoft Word or PDF file format) to:
collegevilledirector2020@agbsearch.com.

EQUAL OPPORTUNITY

The Collegeville Institute is committed to diversity, equity and inclusion in all programs and activities. The Collegeville Institute is an Affirmative Action/Equal Opportunity Employer. We strive to attract and retain a talented, diverse workforce. Women, people of diverse racial, ethnic, and cultural backgrounds, and persons with disabilities are encouraged to apply.