



PRESIDENT

POSITION TYPE: Full-time exempt
SALARY RANGE: \$175,000 - \$190,000
TRAVEL: Required
STATUS: HYBRID

POSITION SUMMARY

The President is the lead executive officer of the Starr King School for the Ministry. The President stewards Starr King's strategic vision and serves as an ex-officio member of the Board of Trustees. The President collaborates with the faculty, staff, students, Board of Trustees, and others across our community to advance our mission and strengthen our culture. Reporting directly to the Board of Trustees, the President is responsible for guiding, leading, and facilitating the school's operations, including the institutional advancement, human and financial resources, relationships with other institutions, and accountability to our goals.

STARR KING SCHOOL FOR THE MINISTRY

Based in Oakland, California, the mission of Starr King School for the Ministry is to educate people for Unitarian Universalist ministry and for progressive religious leadership in society.

Starr King's distinctive educational approach is rooted in the Unitarian Universalist values of countering oppressions, cultivating multi-religious life and learning, and creating just and sustainable communities.

Starr King aims to educate the whole person in the service of love, compassion, and justice, through:

- Teaching by who we are and what we do
- Student-centered participatory learning
- Excellence and depth in religious studies
- Formation in the arts of religious leadership
- Service with congregations and communities
- Deepening self-awareness and cultivating spiritual practice
- Striving to live in right relationship with self, others, and the earth

LEADERSHIP PRIORITIES

Working in collaboration with the Board of Trustees and with internal and external constituencies, the President will provide overall leadership and direction for Starr King. The President will advance our existing strengths and seize upon opportunities to achieve the school's



strategic goals, advance our mission, and enhance Starr King's standing in theological education throughout the world.

The next President's priorities will include:

- Securing the school's financial stability and sustainability;
- Increasing student enrollment and retention;
- Advancing Starr King's mission through innovation and increased visibility;
- Enhancing operations and organizational development;
- Developing and deepening relationships and partnerships;
- Strengthening trust, communication, collaboration, and sense of community within Starr King; and
- Bolstering Starr King's identity as a Unitarian Universalist and multi-religious seminary.

PRESIDENTIAL CORE RESPONSIBILITIES

The President's responsibilities include:

- Advancing Starr King's mission by shaping and implementing a strategic vision and identifying opportunities to bolster our work.
- Assuring that Starr King's financial stability and sustainability, including by ensuring strong financial management and oversight of the school, managing and overseeing the school's budget, supporting fundraising efforts, advancing and strengthening revenue streams, and other activities required to financially support the achievement of the school's goals.
- Supporting and enhancing the school's Educating to Counter Oppression (ECO) mission, values, and pedagogy.
- Enhancing the operations and administration of the school, in compliance with applicable regulations, in alignment with ATS identified priorities, and in support of Starr King's strategic aims.
- Cultivating relationships and partnerships – with institutions, communities, and individuals – that provide greater support and opportunities for Starr King and its students.
- Fostering collaboration, trust, and community across the life of the school to ensure a healthy, vibrant, and engaged culture.
- Leading and supervising administrative personnel and determining administrative structures to support the school's work.
- Supporting the faculty's work in advancing transformative pedagogies and programs, as well as ensuring student success.
- Modeling and maintaining effective communication with all constituencies, both internal and external.
- Promoting the school's reputation, scholarship, and visibility within the broader world.
- Bolstering Starr King's identity as both a Unitarian Universalist and multi-religious seminary.



- Strengthening partnership and collaboration with the Board of Trustees, including reporting on the school's progress, seeking guidance on major decisions, communicating senior leadership's position on various issues, and carrying out board initiatives, policies, and/or programs.
- Performing other related duties to benefit the mission of the organization.

QUALIFICATIONS AND DESIRED ATTRIBUTES

Starr King School for the Ministry seeks an experienced, mission-driven, visionary leader with demonstrated and proven skills, qualities, and experiences to best enable the president's – and the school's – success.

The next president must have proven experience in higher education, theological education, and/or religious leadership in institutions and/or communities. The next president must also have deep knowledge and/or understanding of Unitarian Universalism – both in an historical context and in its current evolution – as well as an understanding and appreciation of multi-religiosity.

The school has identified the following desired attributes sought in the next president. These desired attributes include:

- Being deeply aligned with and have a lived commitment to Starr King's counter-oppressive mission, values, and pedagogy.
- Being an effective communicator with the ability to tell Starr King's story in ways that inspire others to be part our work.
- Being a deeply collaborative and empowering leader with strong management and delegation skills.
- Being a clear and strategic thinker and decision-maker.
- Being experienced in or have proven skills in leading organizational change.
- Being an experienced fundraiser or have a deep understanding of fundraising.
- Having strong financial management skills and/or a deep understanding of finances.
- Being experienced in or skilled at building strong bonds of trust and community.
- Having a spiritual grounding or experience in spiritual or religious leadership.
- Having a sense of joy, humor, and possibility in institutional renewal.

Candidates with relationships or experience working with foundations and grant-makers, experience nurturing scholars and/or activists in their formation, and experience developing and leading in a collaborative governance structure are also encouraged to apply.

Physical Requirements and Environmental Conditions: (The conditions and requirements below are representative of those required for an employee to successfully meet the essential requirements of the role. Reasonable accommodations may be made to enable employees to meet these requirements.)



- Must be able to remain in a stationary position, at a desk or similar, at least 75% of the time. Time spent in a stationary location includes operating a computer and relevant peripherals and communicating via phone.
- Work is primarily performed indoors, within an open office setting with a moderate noise level and occasional exposure to scents.
- Regularly required by the duties of this job to move, ascend and descend, remain stationary, position oneself to access and operate machines and/or equipment and supplies, communicate, exchange information and observe details at close and medium range within work surroundings.
- Required to travel for meetings that occur in other office and indoor settings.
- Occasionally attend outdoor events, with exposure to the elements, navigate uneven surfaces, etc.

APPLICATION REQUIREMENTS

To ensure full consideration, applications should be received by **February 20, 2025**.

Applications must include:

- A letter of interest addressing the leadership attributes and opportunities identified in this profile, including your vision of theological education/philosophy of education and your work in multi-religious settings.
- A current resume/curriculum vitae; and
- List of five professional references with email addresses and telephone numbers, including their relationship to the candidate.

Applications should be submitted to FuturePresident@sksm.edu.

Please direct any nominations, expressions of interest, or questions regarding the application process to Starr King's Search Committee at SearchCommittee@sksm.edu.

Starr King School for the Ministry is an Equal Opportunity Employer, committed to living our counter-oppressive values and providing employees an inclusive workplace. All employment decisions are based on organizational needs, job requirements, and individual qualifications, without regard to race, color, religion, ancestry, sex, sexual orientation, gender identity, national origin, age, veteran or disability status, or any other protected status. We encourage all interested to apply.

Disclaimer: The above statements are intended to describe the general nature and level of work being performed by incumbents assigned to this job. This is not intended to be an exhaustive list of all the responsibilities, duties and skills required. The incumbent may be expected to perform other duties as assigned. This job may be reviewed as duties and responsibilities change with business necessity. Nothing described within this job description changes the at-will nature of employment for this role.