Position Description

Position: Director of Pathways: Co-Creating the Church of Tomorrow at CTU
Classification: Administrator – Full Time
Supervisor: Assistant Dean for Student Life

General Summary

The Director of Pathways: Co-Creating the Church of Tomorrow at CTU is a grant-funded position to manage the Pathways for Tomorrow Initiative at CTU. The grant was received by the Lilly Endowment in late 2021 and the project is scheduled to be grant-funded through 2026. The Director is a full-time staff position, reporting to the Assistant Dean for Student Life. Two faculty members will collaborate with the Director over the five-year course of the grant and will rotate with each semester. Co-Creating the Church of Tomorrow at CTU will have an internal Advisory Committee to guide and advance the initiative.

A. Overall Goals

• Collaboratively plan and implement three goals of the project:
  • Increase the number of young adults from diverse communities (especially Latinx, African American, Asian American/Pacific Islander, and LGBTQ+) that engage with CTU for degree, audit and credential programs through the establishment of a living and learning community, @CTU Community.
  • Engage in an intentional and ongoing curricular, administrative, and faculty development efforts, led by the Academic Dean, to ensure that formation, coursework and community life integrate around a preparation for inclusive ministry.
  • Strengthen existing and form new collaborative partnerships with other institutions in order to broaden CTU’s exposure to new audiences and build a larger universe of prospective students.

B. Essential Duties and Responsibilities

• Lead the design, launch and management of the @CTU Community, the living and learning community:
  o Engage and direct up to six students per academic year in initiative activities
  o Manage LLC budget including stipends, housing and institutional programming, as called for in the initiative timeline.
  o Assist in the creation of a dedicated community space for this cohort within the CTU campus.
  o In tandem with the Assistant Dean of Students and Director of Enrollment, develop ministerial roles within CTU for LLC participants.

• In collaboration with the @CTU Community:
  o Host biannual, online meetings of young adults that will offer informative talks, opportunities to engage with current CTU ministry sites and moments for prayer and social interaction.
  o Design and develop a plan for app-based engagements with notifications to view relevant Catholic young adult content and social connections.
Manage the crossroads of in-person and online student engagement; using technology to build community for prayer, special events and service activities, with a particular focus on diverse young adult audiences.

- Attend social justice-focused national events (ie: Ignatian Family Teach-In for Justice, Catholic Social Ministry Gathering, etc.)
- Bring together CTU’s current formation models for lay students and develop an annual school-wide unifying formation event, alternating a spiritual retreat one year with a social justice activity the next year.

- Collaborate with faculty liaisons:
  - Integrate the LLC students to a specific academic area
  - Engage the larger faculty in paradigms rooted in social justice
  - Assist the LLC students in research related to their ministry
  - Guide the LLC students’ collective capstone project

- Assist with strengthening existing partnerships and create new partnerships for the purpose of developing a pipeline of new students.
- Engage with Springtide Research Institute to develop and conduct assessments via surveys and interviews for programs.
- Work with the Marketing Department to create ongoing publicity and a digital presence highlighting justice and activism opportunities.
- Manage initiative budget, monitoring expenditures and making course corrections in coordination with the Assistant Dean for Student Life and Vice President of Finance and Operations.
- Complete annual grant reports in conjunction with the Vice President for Finance and Operations and the Vice-President for Institutional Advancement to be sent to the Lilly Endowment for each year of the grant’s activities.
- Participate in activities of the Pathways for Tomorrow Coordination program offered by the Lilly Endowment, Inc.

**Required Skills/Abilities:**
- Excellent management and supervisory skills
- Excellent written and verbal communication skills
- Excellent organizational and time management skills

**Education and Experience:**
- MA, MDiv and/or PhD Degree, preferably in a theological discipline
- Experience working with a diverse population of young adults (especially Latinx, African American, Asian American/Pacific Islander, and LGBTQ+)
- Familiarity or experience (preferred) with a Living and Learning Community
- Familiarity or experience (preferred) in faith formation
- Experience with Catholic young adult programming and recruitment
- Preferably a Roman Catholic familiar with ministries in the Catholic Church

This description contains information and facts considered necessary to describe and evaluate this job fairly and equitably. This document should not be considered as a detailed description of all the work requirements to be performed, but as an indication of the duties and level of skills required.

Catholic Theological Union is an Affirmative Action/Equal Opportunity employer. Applicants are considered on the basis of their qualifications for the position without regard to race, color, religion, national origin, sex, age, disability, marital status, sexual
orientation, or veteran status. CTU aspires to seek candidates who reflect the diversity of the students who will be enrolled in this program (especially Latinx, African American, Asian American/Pacific Islander, and LGBTQ+). Applications from members from racially and ethnically underrepresented groups are encouraged.

**About A Pathway for Tomorrow: Co-Creating the Church of Tomorrow at CTU**

The grant was awarded through a competitive “phase-two” of the Lilly Endowment’s *Pathways for Tomorrow Initiative*, a three-phase initiative designed to help theological schools across the United States and Canada as they prioritize and respond to the most pressing challenges they face as they prepare pastoral leaders for Christian congregations both now and into the future.

“As the Catholic Church continues to evolve, CTU has precedent for proactively responding to new realities and emerging needs,” said Sr. Barbara Reid, OP, President of Catholic Theological Union. “This grant by the Lilly Endowment will provide the financial support CTU needs to embark on an innovative pathway of co-creating the Church of tomorrow by building a living and learning community of students who are young adults from Latinx, African American, Asian American/Pacific Islander, and LGBTQ+ communities. As the student experience is heightened and transformed, so too will the future Church as these missionary disciples join the thousands CTU alumni who minister in more than sixty countries around the world.”

Grounded in current research that focused on young adults and faith, the living and learning community will become an agent of institutional change, bringing to the foreground the contextual awareness of changing ecclesial and cultural dimensions of the Church of tomorrow. CTU’s initiative also includes expanding institutional partnerships and engaging in intentional and ongoing curricular, administrative, and faculty development efforts to ensure that formation, coursework, and community life integrate around a preparation for inclusive ministry.