



PRESIDENTIAL PROSPECTUS





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The next President of Starr King School for the Ministry will build upon the momentum of our outgoing president, Rev. Rosemary Bray McNatt – and on our 120 year legacy of being on the leading edge of progressive theological education – to help shape and execute our mission to educate people for Unitarian Universalist ministry and for progressive religious leadership in society.

We face a pivotal moment in the school's history. The school is the final years of an ambitious strategic plan. As we prepare to look to the future, we recognize that we are operating in an increasingly uncertain time. The current cultural and political environment will likely present new challenges, given the possibility of regulatory changes in education and increasingly systematic backlash against organizations with counter-oppressive missions and values. This emerging reality comes at a time when Starr King is already responding to the larger headwinds within theological education, including lingering inflation, widespread decreases in enrollment in higher education, and changing dynamics within religion and religious communities. These uncertain times present both new challenges, as well new opportunities to innovate in ways that advance our mission and vision.

Therefore, Starr King is seeking an experienced, mission-driven, bold and visionary leader to help guide the school through these changing times to write the next great chapter of Starr King.

Position of President

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.





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.

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

Bolstering Starr King's Identity as a Unitarian Universalist and Multi-Religious Seminary



Securing the School's Financial Stability and Sustainability

To enable the school's success and thriving, the next President will actively seek to strengthen the school's financial position, now and into the future. This will likely include enhancing our advancement efforts, both by bolstering existing fundraising efforts and by developing new alternative revenue streams to support the school. This will also include strong financial and budgetary management.

Increasing Student Enrollment and Retention

At a time when the need for well-trained progressive religious leaders is great, when the nature of religious leadership is changing, and when rising costs are leading fewer people to pursue higher education, a core priority for the next President will be to bolster student enrollment and retention. This will likely include championing strategic and innovative efforts to recruit more students, advancing new programs that provide opportunities for people of different experiences and interests to study at Starr King, and ensuring financial and other resources are available to both attract and retain students.

Advancing Starr King's Mission Through Innovation and Increased Visibility

One of the President's priorities will be to find ways of advancing the school's counter-oppressive mission, values, and pedagogy to achieve our vision of becoming the hub for counter-oppressive theological education. This will likely include finding creative, innovative ways to further our mission and remain on the cutting edge of theological education in a context of changing dynamics within theological education and possible societal opposition to our mission. This will also likely include bolstering the school's reputation and visibility as an institution of academic excellence and one of the best schools to prepare people for progressive religious leadership.

Enhancing Operations and Organizational Development

Over the past decade, the school has strengthened and formalized its operations as a small, nonprofit theological school. However, to meet the school's current needs and adapt to the changing environment in which we live, it will be essential for the next President to continue to enhance the operations and administration of Starr King. This will likely include clarifying roles and responsibilities within the school, addressing silos and streamlining processes, helping the school meet shifting regulatory requirements, leading strategic operational change in alignment with our counter-oppressive values, and achieving our ATS-identified priorities.





Developing and Deepening Relationships and Partnerships

As we seek to increase enrollment and become the hub for counter-oppressive theological education, a core priority of the next President will be to strengthen and expand strategic partnerships and relationships to provide greater support and opportunities for Starr King and its students. This will include identifying and fostering relationships with institutions, congregations, and communities that align with our mission and values and that can help the school achieve its goals.

Bolstering Starr King's Identity as a Unitarian Universalist and Multi-Religious Seminary

Starr King holds a unique position in theological education as one of only two Unitarian Universalist seminaries in North America. As a result, Starr King plays a pivotal role in preserving and advancing Unitarian Universalism. At the same time, Starr King welcomes and prepares students from all faith traditions for progressive religious leadership in society – a long-standing, lived commitment to the Unitarian Universalist value of pluralism. One of the priorities of the next President will be to reaffirm and strengthen Starr King's dual identity as a Unitarian Universalist and multi-religious seminary.

Strengthening Trust, Communication, Collaboration, and Sense of Community within Starr King

Starr King has long had a vibrant and engaged community, grounded in a sense of joy, renewal, and possibility. However, Starr King has operated almost entirely virtually for the past five years as a result of the COVID-19 pandemic – making it more difficult to maintain that same vibrancy experienced in in-person settings. Moreover, the school has historically gone through cycles of profound change and may face a need for more change in response to the evolving social and political environment. Approaching such moments of change requires a high level of communication, collaboration, and trust across the life of the school. Therefore, a core priority for the next President will be to model collaboration and effective communication, foster trust across constituency groups, and enhance a common sense of community within the school. This will include building strong relationships of trust with each constituent group, guiding the school in how to best work together to advance our vision and respond to societal changes, cultivating a strong culture within virtual settings, and exploring opportunities for the community to gather and learn in-person and/or in hybrid settings.



Qualifications & 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.

Desired Attributes

The next president will:

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



Mission and Values

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





About the School

Starr King School for the Ministry was founded in 1904 as the Pacific Unitarian School for the Ministry and incorporated in 1906. The school was founded because our west coast Unitarian ancestors believed that the theological education of their time was inadequate. They hoped for ministers trained in the practical arts of ministry, not just scholars of biblical languages and patristic theology. Like Ralph Waldo Emerson, they dreamed of ministers who could acquaint people directly with Divinity and convert life into truth. Our motto, chosen by first president Earl Morse Wilbur, is *Non Ministrari Sed Ministrare* – not to be ministered unto but to minister.

From our very beginning, Starr King was a radical new vision to expand theological education. Today, 120 years later, we remain one of the most progressive theological schools in North America.

Our students report being attracted to Starr King because of our Educating to Counter Oppressions (ECO) mission and pedagogy, which underpin everything within the life of the school – from our curriculum choices to our investing decisions.

We have also been on the leading edge of adopting new technologies to advance our student's educational journeys. In 1997-1998, Starr King offered its first online course. This early adoption of online technology facilitated the pivot to exclusively online courses during the acute pandemic in 2020.

In 2004, Starr King President Emeritus McKeeman boasted, "Our Graduates are among the [Unitarian Universalist] denomination's most effective leaders." In 2024, this is still true: the current President of the Unitarian Universalist Association (UUA), Rev. Dr. Sofía Betancourt, is the fourth Starr King graduate to be elected to the denomination's highest office. Only three theological schools have produced UUA presidents, the others being Harvard Divinity School (four) and Meadville Lombard Theological School (two).



When asked in a recent interview why it is important to help develop religious leaders, our current president, Rev. Rosemary Bray McNatt, responded: "...the world needs more progressive, savvy, and ethical religious leaders in a way that we have never needed them before. We live in a world that is beset by extremist religion... And the only real counter to that is progressive, loving, embracing, inclusive religious leaders who understand the importance of community and of working together."



Rev. Thomas Starr King

Rev. Thomas Starr King moved to California in 1860 to serve at the First Unitarian Church of San Francisco. A renowned preacher from the Northeast, Starr King made this move partly due to the need for more skilled Unitarian ministers and preachers in the West. At the time of this transition, the country was about to enter the Civil War, and California had to decide whether to stay in the United States and whether to be a slave state or a free state. Starr King, long an advocate for abolition, was a passionate and inspiring preacher. He spoke throughout California continuously in favor of California staying in the United States and being a free state. He was successful on both issues; in fact, Abraham Lincoln said he believed Starr King was the person most responsible for keeping California in the Union during the early days of the Civil War. During this time, Starr King also helped found the American Sanitary Commission, which was the original American Red Cross. King conducted this state-wide advocacy work while also devoting himself to transforming the congregation he was called to serve – taking a small congregation in debt into a prosperous congregation with a new building by the time he passed away on March 4, 1864. In less than four years, Starr King made a lasting impact in California. In 1913, the California State Legislature named Starr King one of California's greatest heroes.

In 1941, the Pacific Unitarian School for the Ministry changed its name to the Starr King School for the Ministry to honor Rev. Thomas Starr King's legacy as a transformative religious leader, his commitment to strengthening the faith tradition in the West, and his vision for a more just and equitable world.





Unitarian Universalist & Multi-Religious Identity

At Starr King School for the Ministry, our roots are deep in the fertile soil of Unitarian Universalism, and our branches embrace the multi-religious life and learning.

Starr King is one of two denominationally affiliated seminaries for the education of Unitarian Universalist (UU) ministers, chaplains, and other leaders of sacred social change. The majority of our student body is UU, and the remainder are religiously progressive individuals who may or may not adhere to traditional doctrinal or cultural frameworks.

Starr King's multi-religious, progressive orientation throughout our history has created a haven for individuals whose identities might challenge a more traditional seminary, perhaps even deliberately excluded. Some of our students come from various established religions; some identify themselves as interfaith or multi-religious; and some call themselves "spiritual but not religious." All are called to become religious and spiritual leaders, and all are held together by a commitment to shared liberatory values.



Organic Multi-Religiosity

Starr King's understanding of multi-religiosity has been shaped by the work and practices of our last Provost, the late Professor Ibrahim Farajajé. For him, Organic Multi-Religiosity was a way that individuals and/or communities engage spiritual and theological practice which is not exclusive to one tradition, while prioritizing connectivity and countering oppression and cultural misappropriation. In the words of Ibrahim Farajajé, Organic Multi-Religiosity, "interrupts practices of considering religions as monolithic, rigidly-separated traditions in conflict from one another (as though they could only exist in relations of conflict), but rather understands them as having complex and constantly-morphing relationships in successive generations and in ever-widening geographical and cultural contexts."



Educating to Counter-Oppressions & Create Just and Sustainable Communities

In the early 1990s, the president of Starr King's Board of Trustees asked the question, "How do we create the beloved community within our walls and model the beloved community to our students?"

This led to the development Starr King's Educating to Counter Oppressions and Create Just and Sustainable Communities (ECO) pedagogical model, which is now core to Starr King's work. This distinctive pedagogical approach prepares our students to take on the challenges of the day and to create sacred social change in the communities they lead.

The ECO model is grounded in four core principles that permeate all our work:

- We seek to embody what we hope to see in the world – a just, loving humanity and community in which people are free to be themselves fully and without fear; a community where no one is exiled, silenced or exploited because of gender, gender expression, race, color, ethnic or national origin, religion, sexual/affectional orientation, age, class, physical character or disability.
- We seek to embrace, support, and promote the religious leadership, vision, and wisdom of prophetic people of all genders, who bring to the human community experiences and knowledge that the dominant culture has ignored or silenced.
- We seek to dismantle white supremacy culture within and beyond the walls of our school.
- We seek to advance liberation, healing, and the establishment of a just and sustainable society by enabling people to gain the knowledge, experience, skill, and religious understanding they need to address intersecting forms of violence in North America and around the world.

For the past 25 years, Starr King has sacrificed for this vision. As an institution, we have chosen justice over financial gain again and again. We have done what we believe to be right, even when it has not been easy. But we have been rewarded by our results. Because this school has followed its sacred calling, there are now ministers and religious leaders throughout Unitarian Universalism and myriad other faith traditions fully equipped for these challenging times. These shining lights represent the very best of Starr King; they stand as examples of how to live into one's deepest values – how to live, work, and resist.



At Starr King, we teach by who we are and what we do. Therefore, our commitment to Educating to Counter Oppressions guides not only what we teach, but how we teach our students. Our ECO pedagogy, in alignment with our mission, is expressed through four academic learning goals, and further elaborated into our Eight Threshold competencies. These four learning goals, also known as the Four Cs, are:

Cultivating multi-religious life and learning

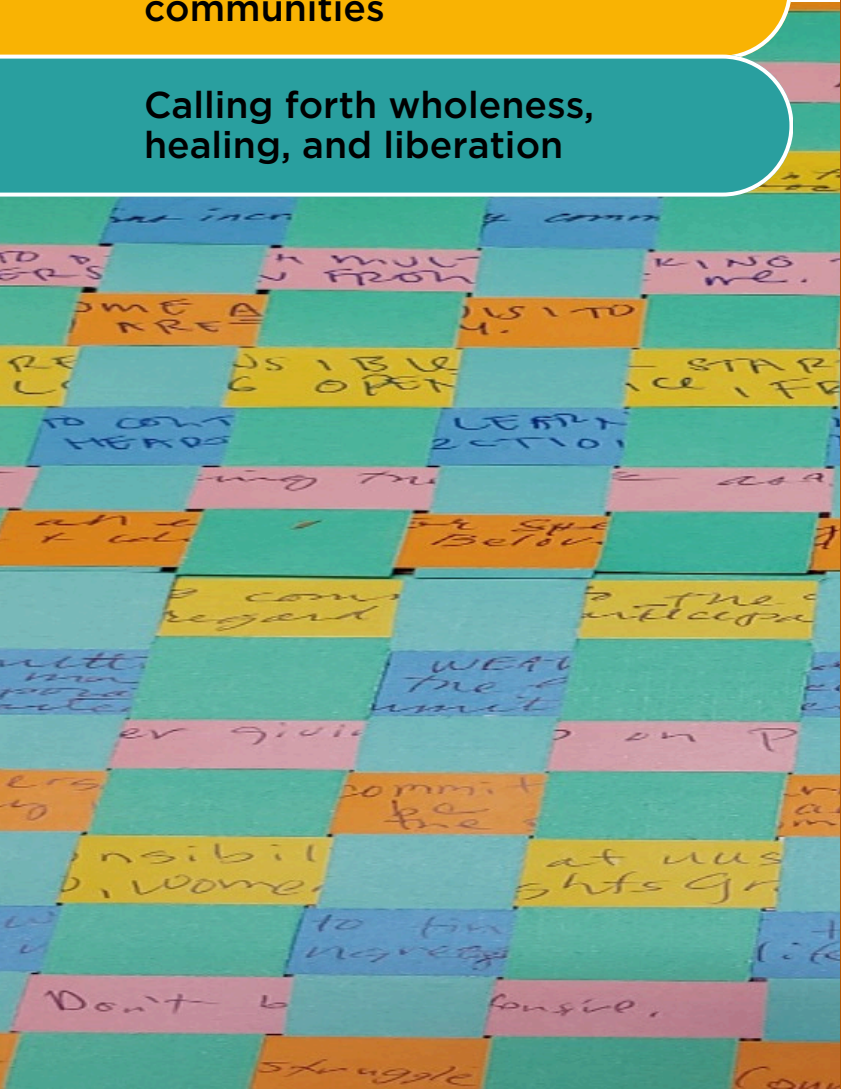
Countering oppressions and embracing radical hospitality

Creating just and sustainable communities

Calling forth wholeness, healing, and liberation

WEAV

In the Spring of 2023, Starr King launched the pilot program of WEAV (Who and What are UUs? Embodied Justice, Advocacy, and Vision). WEAV is Starr King School for the Ministry's Educating to Counter Oppressions and Create Just and Sustainable Communities model for congregations and communities. This 10-module small group ministry program designed to inspire participants as agents of sacred social change. Created by Dr. Shannon Frediani, the program was developed in response to Starr King alumni feedback compiled from our 2021 ECO survey research, the UUA's 2020 "Widening the Circle of Concern" report, and the recommendations of our school's Team ECO, faculty, staff, and consultants. Data shows that harm is still being done within UU communities as those communities reckon with what it means to live into our values and to build a multicultural spiritual community. WEAV was created to address this harm and to help bridge the gap between the reality within many UU communities and our vision of a UU beloved community. This program is still in its final testing stages, with growing interest across UU congregations to host this program.





Educational Philosophy & Design

Starr King emphasizes student-centered, holistic learning that cultivates habits for successful ministry and effective religious leadership. Our educational philosophy is rooted in Unitarian Universalist values. We educate in ways that:

- trust in an empowering and liberating grace that is larger than ourselves,
- call forth the full, authentic presence of people,
- welcome silenced knowledge, feeling and experience,
- undergird human wholeness, integrity, interdependence and agency,
- foster self-awareness and self-respect,
- strengthen relational capacities and the ethics of community,
- deepen knowledge and wisdom arising from engagement with primary texts and primary experience, and
- embody an ongoing practice of inquiry, study, action and reflection.



Our educational design centers on the transformative power of relationships and honors the “interdependent web of all existence.” Each student works in relationship with a faculty advisor who guides and accompanies their learning process. Study groups, rituals and spiritual practices programs invite students into creative interchange with one another. Courses, immersions, internships and fieldwork projects relate theological studies to the lived realities of specific communities, cultures and traditions.

Working within a counter-oppressive and multi-religious framework, Starr King students and faculty continually consider the relationships and intersections of religions, the arts, race, class, gender, embodiment, ecologies, cultural representations, sexualities, spiritual practices, justice and peace issues, technologies, and global economic realities.

Our contextual education fosters the integration of theory and practice for students preparing for religious and social change leadership. This is a “hands-on” model of learning in which emerging leaders engage practices of ministry and justice-making in various contexts and communities, honing their professional skills and benefiting from the insights of experienced mentors and supervisors.

Our model recognizes that each person’s path to spiritual leadership is unique. Therefore, each student’s course of study is individually designed, offering support, challenge, and accountability. Students are also expected to participate fully in the community and worship life of the school – from planning a special event to offering their liturgical gifts, as well as shaping school policy and practice through representation on faculty-student committees and board of trustees’ committees.

All facets of the Starr King experience are considered part of formation: critical reflection of who and how one is in the world, and how one is accountable to other people and communities is crucial not only in the classroom and in field work, but also in all the ways we relate within the school.





Academic Programs

At Starr King School for the Ministry, we are dedicated to preparing students to become progressive religious leaders capable of meeting the challenges of the day and equipped to counter oppressions wherever they are found. With that in mind, we offer a variety of graduate degree programs and certificate programs to prepare students for a variety of different forms of religious leadership:

Master of Divinity (MDiv)

The Master of Divinity (MDiv) program is designed to prepare students for a variety of forms of ordained ministry, including congregational ministry, community ministry, religious education ministry, chaplaincy, and related forms of religious leadership in diverse traditions. The MDiv program meets the graduate-level educational requirements for fellowship as a Unitarian Universalist minister, certification as a Chaplain, as a Pastoral Counselor and ordination in a variety of other religious traditions and interfaith contexts. The MDiv degree is 90 credit program that can be completed in three to four years of full-time study, or up to six years of part-time study.

Master of Arts in Social Change (MASC)

The Master of Arts in Social Change (MASC) program is designed to prepare students for progressive religious leadership in society through institutions and vocations that serve the common good by working for justice, equity and compassion. The MASC program launched in 2005 as a first of its kind degree program for lay religious leadership. The program emphasizes not only theological knowledge, but also



practical experience in honing the transformational leadership skills needed for graduates to assume a professional role in institutions and organizations that work for progressive social change. This 48 credit degree program can be completed in two years of full-time study, or up to four years of part time study.

Joint Degree (MDiv/MASC)

Starr King allows students interested in integrating academic, ministerial and activist professional formation to pursue both the Master of Divinity (MDiv) and the Master of Arts in Social Change (MASC). The Joint Degree program consists of a total of 114 credits, with 24 units that can be used towards both degrees.



Chaplaincy Concentration

Starr King offers a Chaplaincy Concentration for both MDiv and MASC degree students. The Chaplaincy Concentration can help prepare students to become chaplains – both board-certified or not – in a variety of different settings, including hospital, hospice, military, law enforcement, and more.

Symposium

Symposium is an annual gathering of our entire student body, faculty, staff, trustees, and community members. This “urban retreat” serves as a day of study, dialogue, food, art, music, community-building, service, and celebration of the Spirit of Life, as we cultivate multi-religious, counter-oppressive, just and sustainable communities.

Symposium was held in-person until 2020 and has been held in a multi-local hybrid form since 2023.

Symposium is convened by The Rev. Dr. Gabriella Lettini, Starr King’s Dean of Faculty. Previous Honored Teachers at Symposium have included Dr. Cláudio Carvalhaes, Dr. Sylvester Johnson, Professor Najeeba Syeed, Dr. Rachel Harding, Rev. Dr. Melanie L. Harris, Dr. Ysaye M. Barnwell, and Rev. angel Kyodo williams.

Unitarian Universalist Concentration

Starr King’s Unitarian Universalist Concentration prepares students for ministerial fellowship in the Unitarian Universalist Association. The Unitarian Universalist Concentration includes courses in introductory and advanced counter-oppressive theologies and ministerial theories, as well as Unitarian Universalist identity and prophetic witness, and assists those in the concentration in their pursuit of a career as a Unitarian Universalist minister.





Certificate Programs

Starr King currently offers four distinct graduate-level certificate programs to prepare people for a variety of different forms of leadership and counter-oppressive sacred social change. These certificate programs can be completed by both degree students and by special students looking for a specific set of knowledge and skills. With these certificate programs, Starr King aspires to open the doors of progressive theological education to more students:

The Certificate in Unitarian Universalist Studies is ideal for seminarians attending non-UU identity schools, enabling them to study the full complement of Unitarian Universalist topics relevant to ministry and religious leadership and expected by the UUA's Ministerial Fellowship Committee.

The Certificate in Multi-Religious Studies engages students in exploring the intersections and interactions among the world's diverse religious traditions.

The Certificate in Chaplaincy Studies enables you to study the full complement of Chaplaincy topics to help you understand the types of Chaplaincy positions available today, go through a formation process at your own pace, and become prepared to minister to the world.

The Certificate in Psychedelic Justice and Companionship provides a space for people of faith to train in the use of psychedelics and help propagate conversation about these altered states of consciousness in a religious context.

The Center for Multi-Religious Studies

The Center for Multi-Religious Studies (CMRS) at Starr King is a premier hub for the academic and vocational exploration of multi-religious identity and practice. The first of its kind, CMRS offers research, symposia, and public programs that advance scholarship and dialogue about multi-religious spiritual formation, ritual arts, education, and their interrelated dimensions. Dr. Som Pourfarzaneh, Assistant Professor of Islamic and Digital Media Studies, serves as CMRS's Director, and Taya Mâ Shere, Assistant Professor of Organic Multi-Religious Ritual, serves as the CMRS's Associate Director. CMRS was founded in 2021 to further the study of multi-religious identities, practices, ritual arts, and education, and honors the legacy of Dr. Ibrahim Farajajé's ministry in organic multi-religiosity. In addition to its public programs, CMRS also hosts *The Tapestry*, an online repository of multi-religious articles, media, curricula, and educational materials.



Meet Starr King

Students

Our students are at the heart of everything we do at Starr King. Our students are diverse in many ways, including geographic location, national origin, race, ethnicity, gender, sexual orientation, economic background, professional background, and religious identity. In alignment with our educational model, students are expected to actively participate in the life of the school – with student representatives on our Board of Trustees and other committees that guide decisions of the school, to leading innovative programs and community gatherings. Our students represent the next generation of Unitarian Universalist and progressive religious leaders – ready and eager to take on the work of sacred social change in communities and congregations around the world.

Graduates

Starr King's graduates have embodied a living legacy of theologians, activists, ministers, artists, religious educators, and lay leaders who have changed our understanding of Unitarian Universalism and progressive religion. Many of our Unitarian Universalist graduates serve at the highest levels of our denomination's leadership. Other graduates are leading communities as chaplains, social change activists, spiritual directors, artists, interfaith ministers, and teachers in their progressive religious settings. Our vibrant Graduate Association actively engages within the life of the school to support our mission and current students.

Faculty

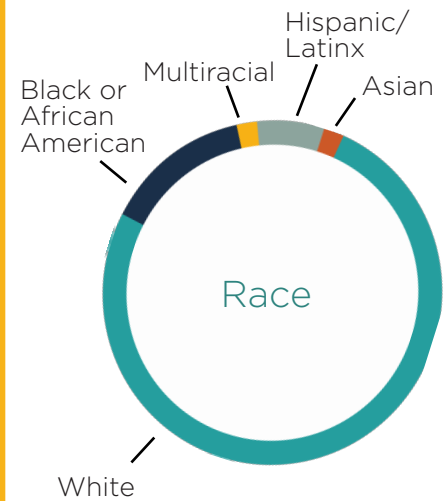
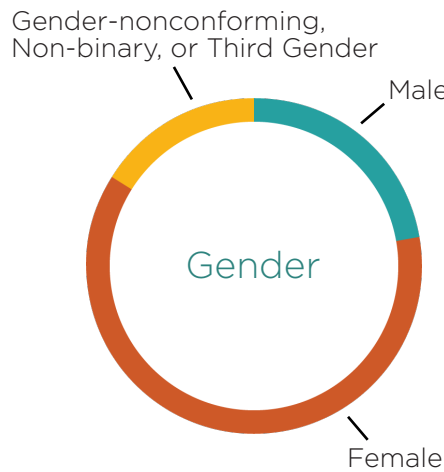
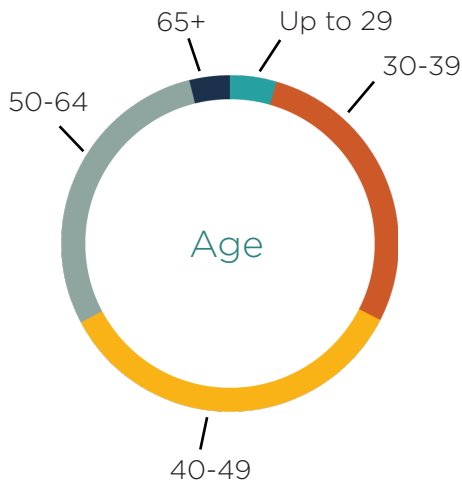
Starr King's unique educational vision is stewarded by a group of committed and gifted faculty. Starr King's diverse faculty are mainly comprised of people traditionally underrepresented in the academy. Faculty have responsibilities in teaching, advising, formation, administration and other areas of the school's programs and departments. Starr King's approach to personalized programs of study requires a distinctive commitment from faculty to provide in-depth mentoring and advising in response to each student's calling, gifts and challenges. Faculty members also make significant contributions to the wider academic and scholarly study of religion through publication, participation in professional associations, other forms of scholarly collaboration, and public witness on social justice issues.

Staff

Starr King's professional and dedicated staff are responsible for ensuring the smooth operations and continued growth and success of the school, as well as the transformative experience for students we are known for. Our staff, like our faculty, come from a variety of academic, professional, and religious backgrounds. Our staff work collaboratively with each other and with all other groups within the school to support and advance Starr King's mission and vision.

2023-2024 Student Demographics

Starr King leads our movement in counter-oppressive, multi-religious theological education. Our teaching, witness, and commitment to dismantling white supremacy culture can be found in every corner of Unitarian Universalism. We invite you to learn more about our extraordinary seminary!



History

- 1904 • Opened doors as the Pacific Unitarian School for the Ministry
- 1941 • Changed name to Starr King School for the Ministry
- 1971 • Gained 501(c)3 non-profit status
- 1981 • Established the Aurelia Henry Reinhardt Professorship to ensure feminist perspective
- 1995 • Established core curriculum around Educating to Counter Oppressions
- 2005 • Launched Master of Arts in Social Change program
- 2021 • Launched the Center for Multi-Religious Studies
- 2022 • Launched a 5-year roadmap to become the hub for counter-oppressive theological education

Programs Offered

- Master of Arts in Social Change
- Master of Divinity
- Joint MDiv & MASC
- Chaplaincy Concentration (MDiv or MASC)
- Unitarian Universalist Ministry Concentration (MDiv or MASC)
- Certificate in Unitarian Universalist Studies
- Certificate in Multi-Religious Studies
- Certificate in Chaplaincy Studies
- Certificate in Psychedelic Justice and Companionship

Enrollment

- Number of Students: 107
- Full Time Equivalents: 79.39
- Special Students: 14
- MDiv: 89
- MASC: 9
- Joint MDiv & MASC: 7
- Certificate: 4
- Average Class Size: 7



Governance

The Board of Trustees consists of representatives from the staff, faculty, and student body, as well as devoted community members. They meet formally four times each year.

Notable Gifts

- In 2020, we added a new endowed fund, The Earl Morse Wilbur Endowed Scholarship Fund, which offers a scholarship prize for papers in Unitarian Universalist history
- In 2023, the Board of Trustees agreed to give an additional \$50,000 for a scholarship named after former Board Chair, Ted Fetter

Tuition & Fees

- Student Body Fee: \$20 per semester
- SKSM fee per credit: \$925 per credit

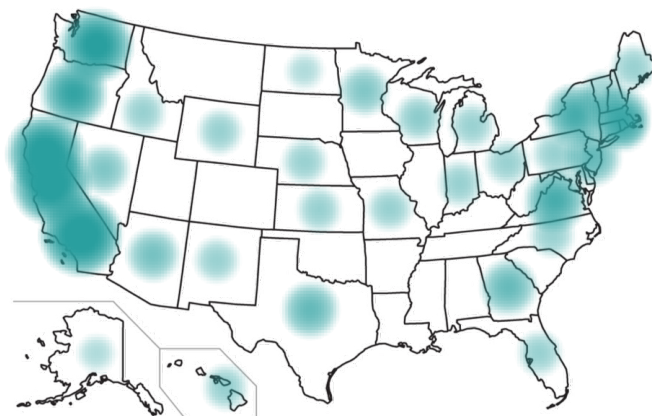
Scholarships & Financial Aid

- Total Institutional Scholarship Amount: \$255,000
- Named Scholarship Funds:
 - The David and Norma Lewis Scholarship
 - The Charles and Hilda Mason Scholarship
 - The St. Lawrence Annual Scholarship
 - The Hinckley Annual Scholarship
 - The Earl Morse Wilbur Scholarship Fund
 - The Raymond and Betty Goodman Scholarship
 - The Arnold and Ariel Grace Scholarship
 - The Earl K. Holt III Scholarship
 - The Rev. Rosemary Bray McNatt Endowed Scholarship
 - *Plus many more!*

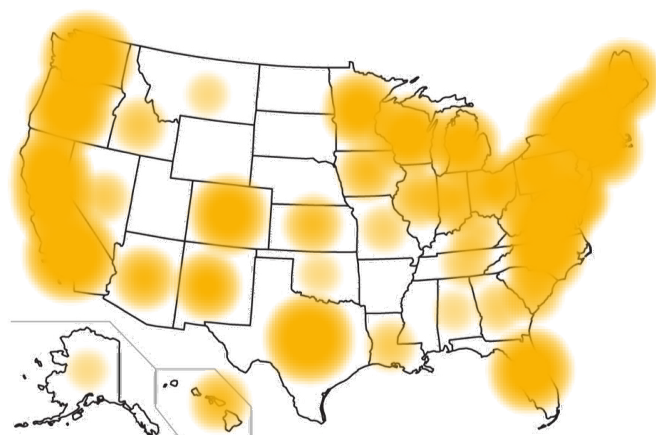
Online Study

For years, we have been providing courses via a hybrid format, making it easy to pivot when the pandemic started. Our accrediting body, The Association of Theological Schools, has permanently waived residential requirements. This means you can currently get your entire degree online. This multi-local model results in both students and graduates from across the country:

Students (US)



Graduates (US)





Five-Year Roadmap

In 2021, the Starr King School for the Ministry began the process of (re)imagining where the school could be in five years. Over 18 months, the staff, faculty, student, and Board members participated in visioning sessions to define what it would mean for Starr King to become the hub for counter-oppressive theological education in five years.

Amongst other things, these visioning sessions helped Starr King define its desired destination, which is in part:

“

As the hub for counter-oppressive theological education, Starr King will be a recognized authority on educating to counter oppressions, standing at the intersection of academic scholarship and practice. We will be a driver of justice conversations, a thought leader in theological education and religious leadership, a sought-out resource by established practitioners and by seekers of change, and one of the best schools for religious and lay leaders to learn how to engage in sacred social change work.

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As a result of this process, a Five-Year Roadmap was created, which details both our desired destination and a compass direction to reach that desired destination. In this roadmap, each fiscal year focuses on a framing idea and guiding questions to help the school make decisions on which paths to pursue to become the hub for counter-oppressive education in five years. A Roadmap Working Group was established – with representatives from the staff, faculty, student body, and Board – to regularly assess progress and establish benchmarks for each fiscal year. As we move through the framework, each subsequent part builds off what came before, leading us to the end of FY27 and our desired destination.

We are currently in the third year of this Roadmap framework, focused on Widening the Conversation around religious leadership and practice, educating to counter oppressions and create just and sustainable communities, and counter-oppressive sacred social change. Our Roadmap framework guides the strategy, focus, and decision-making across the life of the school.



Financial Overview

Over the past several years, the school has invested in strengthening our financial management systems to enhance our financial position and ability to respond to the larger headwinds within theological education. Starr King has partnered with outside consultants to strengthen our finance and accounting practices. Each year, Starr King has had a consistent financial track record that has been strengthened by effective financial management over time, especially in the area of cost containment. We have had four clean audits and have received numerous comments and accolades from our independent audit partners on how much the school's processes have improved and been optimized during these last several years.

We have also created a forward-looking, three year strategic budget and projections process. This budget helps us set realistic goals and expectations as we seek to address existing budget deficits and achieve budget surpluses in the next few years. Core to achieving these financial goals is a commitment to disciplined expense management, increased enrollment, and strengthened revenue.

Starr King has a \$3 million annual budget, and a \$7 million endowment. Through the efforts of our Advancement team, the school has cultivated an engaged donor base to support our work. As a result, we have increased our total dollars raised annually by 72.94% over the past five years and by 133.95% over the past 10 years (FY24 total dollars raised equaled \$1,151,632.00). This growth also includes an increase in unrestricted dollars raised annually by 34.27% over the past five years and 141.28% over the past 10 years (FY24 total unrestricted dollars raised equaled \$651,838.00). Through scholarship cultivation and financial aid, Starr King has \$255,000 in institutional scholarships to support our students.

Over the past several years, Starr King has increased our tuition to \$925 per credit to bring our tuition up to current higher education standards. In the 23/24 academic year, we had 79.39 FTEs (based on total headcount between degree, certificate, and special students of 107). We are currently advancing strategic efforts, supported by outside marketing and recruitment consulting firms, to increase enrollment in the next several years.





Sowing Seeds: The Campaign for Starr King

In June 2023, Starr King launched a Comprehensive Campaign to sow seeds of hope and liberation by bolstering our school's ability to help more people answer their call to progressive religious leadership and to equip those leaders and their communities with the tools to counter oppressions and create just and sustainable communities. The campaign has identified four critical priorities for funding that will ensure our school's future success:

- **Sustainability:** We seek to create a firm financial foundation for the school by encouraging the creation of endowed unrestricted funds and other unrestricted gifts.
- **Scholarships:** We seek to expand our ability to offer generous scholarships to students, making a Starr King education possible for even more people while reducing their debt.
- **Faculty Support:** We seek to create endowed professorships that will enable us to attract and retain faculty with keen insight and deep commitment to Unitarian Universalism, multi-religious studies, and counter-oppressive education.
- **Experiential Learning:** We believe in the value of experiential learning opportunities, and supporting students through scholarship programs focused on Starr King immersion classes is a crucial focus of this campaign.

As of November 2024, Starr King donors put our beloved school over the \$7.3 million mark for this campaign, with a goal of raising a total of \$9 million.



Application Process

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.



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