



Dean and President
Berkeley Divinity School at Yale
New Haven, Connecticut

THE SEARCH

Andrew McGowan will be retiring in June 2026 after three remarkably successful terms as Dean of Berkeley Divinity School. Berkeley seeks a successor who will be a confident and creative leader who will nurture and advance the institution in its primary mission to prepare ordained and lay leaders for The Episcopal Church.

The School seeks a leader who:

- will advance the School ambitiously in its foundational mission as a seminary and in its work to serve the Church more broadly through its growing leadership programs
- has a demonstrated track record as an administrator as well as an intellectual leader
- will be a collaborative partner with Yale Divinity School and Yale University, eager to find ways of magnifying the advantages of Berkeley's affiliation with one of the world's great universities
- is committed to ensuring that the School is welcoming to all
- has an appetite for, and preferably experience with, fund-raising and cultivating donors
- takes delight in pastoring students and in ensuring an excellent program of Ministerial Formation for them,
- is a strategic thinker who has a "roll-up-your-sleeves mentality" for getting things done and is also financially literate, administratively talented and capable of nurturing a team of exceptional colleagues
- is inspired by our mission and sees this position not just as a career opportunity but as a calling — and an amazing chance to bear witness to Jesus Christ with moral courage for the future of the Episcopal Church

Berkeley Divinity School has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next Dean and President. Please direct all applications, nominations, and inquiries to Isaacson, Miller, as indicated at the end of this document.

ABOUT BERKELEY DIVINITY SCHOOL

Berkeley Divinity School is one of five residential seminaries of The Episcopal Church. We believe in the power of community that a residential seminary provides, and we are steadfast in our commitment to remaining residually based. Berkeley's long-standing, close partnership with Yale University is a source of strength and an opportunity for further collaboration.

Berkeley is thriving. In seven out of the last eight years, our students have achieved the top scores in the nation on the General Ordination Exam, which is required of all seminarians to assess readiness for Episcopal ordination. In 2023, the School achieved its long-desired goal of offering full-tuition scholarships to every student who qualifies for financial aid. The early successes of the *Transforming Leaders* program have been gratifying, with a Virtual Curacy program launching this fall.

The School's Capital Campaign, which will end in June of 2026, has already exceeded its initial target goal of \$18 million, and Berkeley's endowment stands at \$63 million. The Berkeley Center, the primary facility of the School, was comprehensively renovated in 2024 and provides reimagined spaces for student life and for our new leadership programs. It is also the home of St. Luke's Chapel, the heart of our community.

The most recent ten-year reaccreditation by the Association of Theological Schools was completed in 2022. Its final report highlighted Berkeley's "denominational-centered training of a residential seminary and the ecumenical depth and breadth of a multi-denominational (and increasingly multi-faith) divinity school at a premier research university." The reviewers stated:

"within a more diverse institution, [Berkeley] combines a dedicated formation program [with] a greater sense of how to minister within a broader world, one more like what the students will encounter in their ministries. In other words, their students receive a set of experiences that would be impossible in a free-standing Episcopal school."

Early History of Berkeley

Berkeley Divinity School was established in 1854 by a Charter from the General Assembly of the State of Connecticut. As defined by the Charter, Berkeley is a "divinity school for the training and instruction of students for the sacred ministry of the [Protestant Episcopal] Church."

In 1928, Berkeley's third Dean, William Palmer Ladd, wanted Berkeley's students exposed to the intellectual climate of a major university and moved the School from Middletown, CT to New Haven. In 1929, Berkeley established the first of a series of affiliation agreements with Yale University, which continue to this day. The terms of those early affiliation agreements granted Yale Divinity School ("YDS") and Berkeley students admission on a reciprocal basis to courses offered at each other's institutions.

Berkeley faculty and students were also granted full access to the libraries and museums of Yale University.

Closer and Mutually Beneficial Affiliation with Yale

In 1971, Berkeley Divinity School and Yale Divinity School agreed to a more extensive affiliation, which brought the two institutions closer. As a result, Berkeley became “Berkeley Divinity School at Yale.” Berkeley sold its facilities in New Haven to Yale University and combined some of its operations with those of Yale Divinity School. However, Berkeley retained its Charter status, including its own board of trustees and administrative staff. Since the 1971 Affiliation Agreement with Yale, Berkeley students have also been able to pursue degrees suited for lay leadership and the Academy (the M.A.R. and S.T.M. degrees). The core of the Berkeley program, however, remains the formation of ordained priests in The Episcopal Church and churches in the Anglican Communion.



Yale Divinity School Campus, a block from the Berkeley Center

The Affiliation Agreement is reviewed and renewed about every ten years; the most recent agreement was signed in 2021. Berkeley retains in its Charter the right to grant degrees to its students but has given to YDS the right to confer a Yale degree on Berkeley students, who must now satisfy requirements of both YDS and Berkeley.

The following key provisions of the recent Affiliation Agreements with Yale University highlight the great benefits to our students:

- The affiliation with Yale offers a much more expansive curriculum for students than Berkeley could provide independently.
- It provides a far larger faculty drawn from YDS, with more diverse scholarly interests, than any other Episcopal seminary;
- It offers Berkeley students access to the wealth of courses at all of Yale's graduate schools; increasingly, the University's work in environmental sustainability, public health, health equity, law and justice, and management and non-profit leadership is important for those preparing for service in The Episcopal Church; and
- It ensures that Berkeley students graduate with the same rigorous education required of all Yale Divinity School students.

All Berkeley faculty are approved by YDS and considered full members of the YDS faculty. All Berkeley coursework is provided by faculty members appointed by Yale Divinity School, which include those faculty affiliated with Berkeley.

Upon graduation, Berkeley students are awarded a graduate degree by Yale University (M.Div., M.A.R. or S.T.M.). Berkeley's trustees also confer on Berkeley students a Diploma or Certificate in Anglican Studies.

One of the distinct advantages of the School's partnership with Yale University is that Berkeley has the infrastructure of a major university—from business and HR services to libraries and information technology. Many small seminaries are increasingly struggling to defray the escalating costs of their physical plant, the rising costs of compensating their faculty appropriately, and the growing need to support their students with greater financial aid to ensure the most talented students can afford to attend their institution. The Yale-Berkeley affiliation transfers those responsibilities from Berkeley to Yale. The “bottom line” of the affiliation has been to create an exceptional Episcopal community and academic program without the seminary bearing all the operational responsibilities.

Our Students

Berkeley students are of high academic ability. They are inquisitive, bright, and interested in making a difference in the world. Most come with, or develop, a vocational commitment to serving as ordained Episcopal clergy, whether or not they have been granted postulancy prior to arrival. Some are still discerning their faith and professional journey when they matriculate. Berkeley is also committed to offering a complete formational experience to lay persons or potential deacons, but the overwhelming majority of students will be ordained priest in due course.

Berkeley's student body is intentionally small. The current enrollment of students is 57, hailing from 24 states and four countries. In recent years, Berkeley students have represented between 15%-20% of the YDS student body, which itself draws from many countries, denominations and faith communities.

The Affiliation Agreement specifies that Yale has the “exclusive authority to admit students to the Yale Divinity School and to determine the standards of, and procedures for, admission.” As such, Berkeley

students are among the Episcopal students who are admitted to Yale Divinity School. (Not every Episcopal student who is admitted by YDS chooses to be considered to become part of Berkeley, but the vast majority do.)



Every Berkeley student goes through the regular admissions process for entry into Yale Divinity School; the Admissions Committee includes a representative from Berkeley, and in recent years the Dean has served in that capacity. YDS, which includes Berkeley students, has set new records each of the last two years in terms of selectivity.

Berkeley seminarians, as full YDS students, complete the same YDS-required curriculum as other YDS students. They have the same rights and privileges to take advantage of courses across the University and to access Yale's collections, museums, and libraries.

Increasing financial support for students is a key Berkeley and YDS objective. Since 2022 no student with demonstrated financial need has had to pay any tuition. Berkeley now seeks to increase annual student stipends; the minimum annual stipend for every student on aid will be \$4,400 for 2025-26, with special stipends of up to \$15,000 available. Berkeley students qualify for financial aid on precisely the same attractive terms as all YDS students.

Our graduates have been very successful in finding excellent jobs. Last year's seniors are all in fulfilling roles, serving as ordained or lay leaders or pursuing additional study. They are serving in positions ranging from chaplain to associate priest to priest-in-charge.

Academic and Spiritual Formation Program for Seminarians

Yale Divinity School Curriculum

Berkeley students are required to take the full complement of course requirements undertaken by any YDS student. That curriculum provides a remarkably broad set of course offerings: 97 courses were offered in the YDS catalog in Spring 2025. As noted above, Berkeley students can also access courses around the university, including at the Yale School of Public Health, Yale Law School, Yale School of Management, and Yale School of the Environment—all of which address topics of growing importance to clergy leaders. Revisions to the M.Div. curriculum will go into effect in the fall of 2025; the new curriculum offers a cohort-based model with more flexibility for students who will be able to earn a certificate in a specialized area if they desire (e.g., chaplaincy).

Berkeley Divinity School Diplomas and Certificates

The educational program offered by Berkeley encompasses both for-credit course requirements and a set of formation requirements for the Anglican Diploma/Certificate. The courses bearing credits toward the M.Div. or M.A.R. degree are:

- Anglican I
- Anglican II
- The Book of Common Prayer
- Participation in the Berkeley Colloquium on Ministry Formation Series

Berkeley Students are also expected to take courses in Hebrew Bible, New Testament, Ethics, History, Theology, Pastoral Care, Preaching, and Liturgics. In this way, they prepare not only for Ordination Examinations, but more importantly for service to the Church and the world as theologically grounded and pastorally adept spiritual leaders.

In the past several years, Berkeley has re-envisioned the curriculum in Anglican Studies so that greater attention is paid to the diversity of worship, polity, and tradition characteristic of global Anglican practice and to the traditions and developments in the Episcopal churches that serve Black, Hispanic and indigenous communities.

Annand Program for Spiritual Formation

The Annand Program is a *required* part of all Berkeley M.Div. students' formational experience and is *strongly encouraged* for Berkeley M.A.R. and S.T.M. students. As part of Berkeley's partnership with YDS, it is also available to all YDS students, regardless of denominational affiliation. The purpose of the Annand Program is to add spiritual grounding to students' formation through individual spiritual direction and special offerings. At the heart of the Annand Program are spiritual mentors, typically around twenty in number, both lay and ordained, who represent a diversity of backgrounds and theological traditions.

The Annand Program also funds annual retreats for each class, including a pilgrimage in the students' final semester. All third-year students participate in this intensive week-long trip in their senior Spring to experience a different part of the Anglican Communion. In recent years, pilgrimages have been undertaken to South Africa, England, and the Holy Land.

To provide additional opportunities for spiritual formation, we introduced in 2024 the Spiritual Exercises of Saint Ignatius in Everyday Life. Over the course of a year students meet weekly with a trained Spiritual Director and engage in contemplative and imaginative prayer every day. Student participants report significant deepening in their own prayer and spiritual lives.

Additional Spiritual Formation and Community Activities at Berkeley

Morning worship at St. Luke's Chapel in the Berkeley Center four days a week is a central part of the Berkeley student experience, as is the Wednesday evening Eucharist, which is followed by a community dinner, where other member of the Yale community are welcomed. A team of student Chapel Ministers is responsible for worship at the Berkeley Center, while other teams provide dinner for the community each week and organize other Berkeley social events. Berkeley students may also—and frequently do — participate in the daily chapel services of YDS in Marquand Chapel. Berkeley students also subscribe to the a “Berkeley Rule of Life,” which reinforces the importance of worship and participation in the life of the community.



Associate Dean Yejide Pietersen at the Eucharist

ELM Certificate Program

The Educational Leadership and Ministry (ELM) program is sponsored by Berkeley and is available to both Berkeley students and other Yale Divinity School students. The program prepares those of all

denominations for chaplaincies in schools and universities, as well as those who seek to be teachers of religion in a variety of schools. ELM offers a Certificate built around three courses: Models and Methods of College and University Chaplaincy; Leadership Ministry in Schools; and an advanced seminar course covering topics relevant to leadership ministry in colleges and schools. A preaching course and electives, together with an internship in a school, college or other educational institution, round out the program. Students also benefit from field trips, presentations by visiting practitioners, and help with placements in schools and colleges.

Leadership Programs to Serve the Church

Several years ago, the Berkeley trustees had an “epiphany moment” when we realized that we could remain the outstanding residential seminary we are – yet be much more: we could become a center for training and inspiring Episcopal clergy and laity to be the innovative leaders we need for the future of the Church. The School’s response was to establish in 2022 *Transforming Leaders*, a hopeful, courageous, and imaginative learning ecosystem that supports spiritual leaders to create more vibrant communities of belonging and faith. Already over 1,000 clergy and lay leaders have been served. Berkeley has raised over \$1 million from individuals and \$600,000 in foundation support. *Transforming Leaders* is now a four-prong initiative:

The Leader’s Way residential certificate program for clergy fosters innovation and adaptive leadership to inspire transformational changes in congregations and communities. To increase its impact, the program continues for six months following the residency at Yale where participants continue in online communities to expand their learning. With the support of a mentor and a small group of colleagues, each fellow incubates a ministry experiment to address a persistent adaptive challenge in their parish and/or community.

Online courses and workshops provide some twenty learning opportunities where hundreds of church leaders hone their skills each year. During the past year, short courses have ranged from “Spiritual Entrepreneurship for Faithful Leadership” to “Adaptive Leadership for Parish Life.”

The Leader’s Way podcast convenes leaders for inspiring conversations at the intersection of spirituality, leadership and theology. This growing podcast has had over 30,000 downloads in its first two years.

The **Virtual Curacy Program**, the first of its kind for The Episcopal Church, will be launched in the fall of 2025. Organized for new priests who do not have the opportunity for a traditional curacy, it will provide the tools and attention needed for ministerial success and will offer online education, weekly mentoring and in-person retreats.

One of the great opportunities for the new Dean will be to build upon the impressive first years of these programs and to secure stable funding for the future of *Transforming Leaders*.

Facilities

As described above, Berkeley staff, faculty, and students are considered full members of the Yale community. Thus, they have full access to all the facilities of Yale Divinity School, including the extensive library holdings, and they enjoy Yale University facilities and services to the same extent of students in any of Yale's professional schools. These benefits are wide ranging—from health clinics to transportation services to arts and athletic opportunities.



The Right Rev Vicentia Kgabe, Bishop of Lesotho, was one of the recent visitors to the Berkeley Center

In addition, Berkeley owns the Berkeley Center, one block from the Sterling Divinity Quadrangle, which serves as the community center for Berkeley seminarians. A \$6 million comprehensive renovation was completed in 2024 to upgrade every aspect of the 12,000 square-foot building. A new meditation chapel as well as student study and social spaces were created. The newly designed spaces accommodate the *Transforming Leaders* programs and Annand Program activities. Attractive apartments and studio spaces were added so that Berkeley can regularly invite visitors from around the Anglican Communion who can be in residence, contribute to *Transforming Leaders*, and enrich the students' experiences. The Berkeley Center includes on the second floor the Dean's residence, which is a four-bedroom apartment with a private terrace.

Governance

Berkeley is a separate non-profit organization with its own board of trustees who serve as the stewards and fiduciaries for the School. Trustees are lay and ordained members of the Board who are leaders in their professions and communities. The Dean of YDS and two people nominated by Yale's President sit on

the Berkeley board, and the Bishop of Connecticut is an *ex officio* member. The Berkeley board, with the approval of the YDS Dean, appoints the Dean of Berkeley, who also serves as an Associate Dean of YDS. 21% of the board are men and women of color, and 46% are women.

Strategic Planning

The board is eager for the new Dean to have the opportunity to shape the next Strategic Plan in partnership with the Berkeley trustees and colleagues. The School's most recent Strategic Plan, approved by the Board in 2022, has four initiatives that have been ambitiously pursued. They are:

1. **In Penitence & Faith:** Berkeley's initiative "In Penitence & Faith" focuses on becoming a more inclusive and diverse community. Making the school tuition-free for all who qualify for financial aid was one important objective.
2. **Transforming Leaders:** The leadership initiative has reached over a thousand church leaders and is adding its first new program since its launch, the Virtual Curacy.
3. **Renewing the Berkeley Center:** The Berkeley Center has been reimagined and fully renovated. It is now poised to serve Berkeley well into the future.
4. **Transforming Formation:** Berkeley has revised its Anglican Studies curriculum and has conducted thorough research surrounding the Annand Program for Spiritual Formation.

The success of the capital campaign has supported the foregoing and brought new donors and friends into common purpose with us.

KEY OPPORTUNITIES AND CHALLENGES FOR THE NEW DEAN

- Berkeley is at a time of strength so the next Dean can focus on strengthening the School in its work as a seminary and in its ambitions to contribute more to the future of our Church, especially through the Transforming Leaders initiative. We look forward to learning what ideas the new Dean will have for each.
- The School attracts outstanding students, but we need to be more intentional in active recruitment, especially to attract more people of color.
- We aspire to offer no less than the best program in Spiritual Formation and are eager to consider how our programs can be further enhanced.
- We need to build on the considerable momentum in fundraising from the Capital Campaign to attract more donors generally and fund the leadership initiative for the long run.
- Our partnership with the Yale Divinity School is prized and is one of our most distinctive strengths. We entrust the Dean to be the chief steward of that relationship.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will embody the following professional qualifications and personal qualities:

- A devoted and ordained member of The Episcopal Church or a member church of the Anglican Communion with an acute sense of the polity, practices and needs of The Episcopal Church and a general understanding of the wider communion
- A M.Div degree or equivalent
- A PhD/doctorate or respected reputation as an intellectual leader
- The credentials or experience to teach in the Anglican Studies curriculum
- A strategic thinker who has a “roll-up your sleeves” mentality for getting things done and who delights in nurturing a team of exceptional colleagues
- An individual whose life and work is rooted in prayer and in seeking a deeper relationship with Jesus Christ
- A deep well of integrity and high emotional intelligence who engages closely with students and can balance the relations needed with all stakeholders
- A leader with demonstrated administrative talents, appetite, and energy in navigating complex times
- An experienced fundraiser or someone with the appetite for fundraising who is committed to helping Berkeley secure additional gifts and resources

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The trustees and the community are eager to join the new Dean in realizing the next chapter for the School in ways both ambitious and faithful. For additional information about Berkeley Divinity School at Yale, please visit: <https://berkeleydivinity.yale.edu/>.

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/berkeley-divinity-school-yale-university/dean-and-president>. Electronic submission of materials is strongly encouraged.

Following are the members of the Isaacson, Miller team who are involved in this search:

Ernest Brooks, Partner
Claire Hennessy, Managing Associate
Liz Braun, Senior Associate
Elizabeth Arvanitis, Senior Search Coordinator