

Texas Lutheran University Campus Pastor

Texas Lutheran University (TLU) seeks to call a full-time Campus Pastor and invites nominations and applications for this significant leadership position. The Campus Pastor will be asked to provide spiritual leadership and direction for the whole campus community—students, faculty, and staff with many faith commitments or none at all. The Pastor will accompany students in their journey of faith development and vocational discernment; create a variety of worship opportunities and avenues for spiritual growth; facilitate ecumenical and interfaith dialogue; build community within a diverse and changing student body; and be a trusted mentor, confidant, and colleague. While reporting to the TLU President, the Campus Pastor will also be an essential member of the student life team and will work closely with the Vice President and Dean of Student Life and Learning. The opportunity to bring energy and vision to the position is matched by the need to revitalize TLU's Campus Ministries after the constraints imposed by the COVID-19 pandemic.

About the Campus Pastor Position

A qualified candidate will be a rostered Minister of Word and Sacrament of the Evangelical Lutheran Church in America (or a full communion partner), with five or more years of experience in congregational ministry. Significant experience in campus ministry or another specialized ministry may be considered in lieu of congregational ministry. A qualified candidate will also be familiar with the traditions and values of Lutheran higher education, especially vocation, intellectual freedom, the arts, and social justice.

Desired Attributes:

A faithful Christian full of joy, hope, and the Holy Spirit, who proclaims the good news of God's grace and love in word and deed.

A student-centered pastor who builds relationships with students from many backgrounds and religious identities and understands the needs of "Generation Z."

A creative and collaborative professional who works with student leaders to develop programming that builds community, nurtures spiritual growth, and fosters a sense of belonging.

An advocate for inclusion and justice who challenges the community to live up to its commitment to diversity and its calling to respond to the needs of the world.

A teacher-scholar capable of leading students, faculty, and staff in informed conversations about matters of ultimate concern and the relationship between academic study and spiritual life.

A visionary guide to how distinctively Lutheran values shape TLU's vocation and are a common legacy shared by all members of our community, Lutheran or not.

A visible pastoral presence on campus and at campus activities, available at the times most convenient for students and connected to all parts of the campus community.

TLU Mission and Goals

As a community of faith and learning, Texas Lutheran University empowers a diverse student body through an education centered on the liberal arts and professional programs. In pursuit of a more just world, TLU is committed to academic excellence, servant leadership, and career development. This mission is built on the core values of education, community, and faith, each linked directly to how we serve our students.

- **Education:** In service to our students, we are committed to offering access and opportunity to pursue intellectual growth in an environment that fosters open dialogue and the freedom to share and discover diverse thoughts and ideas.
- **Community:** In service to our students, we are committed to providing a supportive and inclusive environment that emphasizes respect for all its members. Through leadership and service, we seek to promote justice and support the common good.
- **Faith:** In service to our students, we are committed to operating at the intersection of faith and learning, to inviting exploration and discovery through spiritual and educational growth, and to creating bold leaders who pursue lives of purpose and meaning.

Our mission and values lead us to a vision for the future. Through innovative liberal arts and professional programs, Texas Lutheran University will engage the aspirations of our students in an inclusive, challenging, and faith-based community. A TLU education will create bold and adaptable leaders who transform society for the better.

About TLU

Texas Lutheran University is a primarily residential private liberal arts and sciences university affiliated with the Evangelical Lutheran Church in America. More than 90% of students are from Texas, and a large percentage come from within 50 miles of campus. In 2011, TLU earned the recognition of federally designated Hispanic-Serving Institution and has steadily increased its Hispanic student enrollment every year. In Fall 2020, 43% of incoming students were Hispanic, and 12% were African American. The total Fall 2020 student head count was 1499 with a freshman class of 361. Of the entering freshmen, 44% were Pell eligible, and 55% were first-generation college students.

Another form of diversity on our campus lies in religious affiliation. Approximately 10% of our student body is Lutheran; Roman Catholics and evangelicals together make up about 28%; and our community comprises many other types of Christians as well. Our number of students affiliated with non-Christian religions is small but growing. As with Generation Z as a whole, a substantial portion of our student body lists its religious identity as “none.”

TLU is located in the ethnically diverse city of Seguin (pop. 30,000) in one of the highest-growth regions in the United States. The dynamic capital city of Austin is less than a one-hour drive from campus, while culturally rich San Antonio—the nation’s seventh largest city—is just 35 minutes away.

TLU is concerned with the development of the whole student in mind, body, and spirit. The co-curricular and extra-curricular programs provide a variety of academic, social, cultural, spiritual, and

athletic opportunities. Special emphasis is placed on service-learning and volunteer work. The Moline Center for Servant Leadership coordinates a wide variety of activities through which students serve the larger Seguin community.

Faculty, students, and staff gather for voluntary twenty-minute chapel services Monday, Wednesday, and Friday, and the campus congregation gathers for services at additional times, as established by the Campus Pastor. People of all denominations and faiths are welcome. Student organizations on our campus include fraternities and sororities, academic honor societies, campus ministry, concert band, choir, theater, the Student Government Association, student publications, and a wide variety of intramural sports. TLU's nineteen intercollegiate sports teams compete in NCAA Division III.

About the Process

Candidates should submit a cover letter explaining their interest in the position; a resume or curriculum vitae that includes the names and contact information of three professional references; a delivered sermon (link to a video preferred); and a one-page statement of their vision for a thriving campus ministry program at TLU. In addition, applicants should have their bishop submit their Rostered Ministry Profile.

Review of applications will begin October 4 and continue until the position is filled; applications received by that date are guaranteed full consideration. The committee plans to conduct first-round interviews via Zoom in mid-October and to conduct on-campus interviews for finalists in November. We expect to extend a call by early December and hope that the new Campus Pastor will begin in Winter 2022. Questions may be directed to the chair of the Call Committee, Dr. Carl Hughes, Associate Professor of Theology, at chughes@tlu.edu.

Completed applications should be emailed in PDF form to humanresources@tlu.edu.