Carleton College seeks an experienced, dynamic, culturally responsive, spiritual leader to serve as its next College Chaplain. Reporting both to the President of the College and to the Vice President for Inclusion, Equity, and Community, the Chaplain will guide a vibrant, diverse, and welcoming religious and spiritual program to continue to meet the evolving needs of the campus community.

The Carleton Chaplain position exists to deepen and broaden the spiritual, religious, and ethical life of the college and its individual members and to provide pastoral care and counsel to members of the campus community. This mission is lived out through three overlapping goals: supporting religious students, staff, and faculty in worshiping or practicing in ways that are appropriate to them; encouraging all to learn about other faiths and spiritualities for the sake of their own search for meaning and for understanding other cultures and perspectives; and helping students, faculty, and staff to explore and live out their spiritual and ethical values, and understand those of others, whatever their backgrounds. The Office of the Chaplain offers a wide range of programs, services, and events to support and reach the broad campus community.

**Religious and Spiritual Identities and Groups at Carleton**

Since the 1970s, surveys of incoming students have continued to rank “Developing a Meaningful Philosophy of Life” as one of the most important goals in their education. An important aspect of supporting the search for meaning is maintaining a welcoming campus climate for religious and spiritual perspectives, along with many other identities. This includes maintaining a pluralistic environment in which all voices are encouraged to participate, including all religious perspectives, while maintaining the independence of all faiths and traditions.

Slightly under 50% of Carleton’s student body names a religious affiliation. In recent years, the demographics of these affiliations have been as follows: 18-22% Protestant Christian (including about 4-5% Evangelical or non-denominational and 14-17% Mainline); 10% Catholic; 10% Jewish; 1-2% each for Hindu, Muslim, Buddhist, and Unitarian Universalist; 1-2% other religions.

The student religious groups for many traditions are sizable and active. There is substantial diversity of cultures, as well as theological, political, and social perspectives within any group. Overall, the student religious groups have been supportive of each other and attend each other’s services and activities.

**Primary Position Responsibilities**

**Leading or coordinating religious services and hosting weekly religion-specific observances**Coordinate or facilitate regular Chapel services and religious holiday celebrations and observances from a broad variety of religious practices. These services allow believers of that tradition to worship in their own ways. They also allow people who are exploring faith and meaning to experience other faith practices, though it is important that the Chaplain help facilitate this process of inquiry to avoid marginalized students feeling that they are “performing” their religion for the benefit of those in the predominant culture or faith.Thiswork calls for a broad understanding and appreciation of faith traditions; an ability to lead services or coordinate the engagement of other practitioners, including students and associate chaplains; and the ability to access a network of religious leaders inside and outside of the campus community to preside at services and events.

**Supervisory and Administrative Responsibilities**  
A fundamentally collaborative position, the Chaplain supervises three professional Associate Chaplains (.46 FTE each), the Chaplain’s Office Coordinator (.86 FTE), and the student Chaplain’s Associates (ten to fourteen student peer leaders, each working 10 hours per week), four House Program managers and Buddhist Meditation leaders (each at three hours/week). The Chaplain also interfaces with the VP and Dean of Students’ division, the Community, Equity, Diversity, and Inclusion Leadership Board, and with other campus leaders to stay attuned to current issues and ready to respond to community needs. The Chaplain oversees the Chapel operating budget and its endowed funds.

**Develop and Support Opportunities for the Community to Engage in Faith Practices**   
Support the professional Associate Chaplains and student Chaplain’s Associates in leading weekly religious practices. Strategize with Associate Chaplains on approaches that respond to community needs and maintain an awareness of and responsiveness to the broad set of community faith interests. Welcome the community to explore and deepen their understanding of faith practices. Recent weekly services have included an ecumenical Christian vespers service; Buddhist Meditation; Muslim Jummah prayers; and Jewish Shabbat services and dinners. Other programs have included Christian Bible study; Jewish exploration of the Torah; Qur’an study and other topical Muslim exploration; and religious road trips to various worship sites in the area. The Chaplain must carefully listen for community interest in expansion or shifting of programming in order to address current needs.

**Support Programs to Explore Spirituality and Meaning**  
Sustain a portfolio of programs that engage the campus in inquiry and reflection, providing space for discussion of probing questions about the human condition, social, racial, and environmental justice, and building understanding and trust within the community through dialogue across religious traditions and spiritual perspectives. In the past, these have included discussions, dialogues, and meditation groups. Such programs are welcoming of all, including campus community members who identify with a faith tradition and those who may not consider themselves to be religious but are searching for meaning. Work with Associate Chaplains and student Chaplain’s Associates to identify and execute a range of programs to address timely topics that support holistic wellbeing and engage all constituencies of the campus community. This work involves listening and being responsive to community interests and needs, creativity in planning, familiarity with resources, and active promotion of engagement opportunities.

**Pastoral Care**In addition to the Student Health and Counseling Center, the Chaplains provide confidential counseling for students regarding emotional or spiritual issues, career decisions, etc. The Chaplains are also the only on-campus confidential resource for faculty and staff. Mental health or academic issues are often referred to other professional resources on or off campus. The Chaplains are also the only on-campus confidential resource for faculty and staff. These confidential roles sometimes involve the Chaplains in the sexual misconduct process, providing support when needed to either complainants or respondents. Mental health literacy and experience with personal counseling is important to serving in this resource role.

Working in close collaboration with the President and other senior administrators, the chaplain also plays a leadership role in helping the community grieve losses, process tragedies, and promote dialogue. Whether the issue is internal to the campus, such as hate speech or the death of a student, faculty, or staff member, or is external, such as natural disasters or mass shootings, the Chaplain helps to assess community needs and offers opportunities to engage and heal. Past examples have included candlelight vigils to accommodate personal grief and reflection; community gatherings to find support in times of tragedy; and community announcements regarding anniversaries of tragedies or the death of former faculty and staff. When appropriate, the Chaplain hosts memorial services for campus community members, working closely with the family and friends of the deceased. This work requires personal empathy and training and facility with pastoral care, both for the individual and for the community.

**Issue Advocacy on Campus**  
Seek ways to address concerns that do not have another “home” on campus. The Chaplaincy often serves as an incubator for developing responses to community concerns or partnering with other campus resources to find paths forward (past examples include sexual misconduct and prevention, support for the LGBTQA+ community; and navigating and embracing difference). Fulfilling this responsibility requires circulation among campus constituencies, an attentiveness to issues of concern, an engagement in pastoral care, and the political acumen to represent issues of concern to the Administration and within the shared governance process.

**Building Community**  
Helping to build a community of belonging on and beyond campus is both a central plank of Carleton’s [Community Plan for Inclusion, Diversity, and Equity](https://www.carleton.edu/inclusion/) and the [next strategic plan](https://www.carleton.edu/carleton2033/) and is an essential part of the Chapel program. Whether through hosting meals after Chapel services, engaging the campus in discussion events, serving on shared governance committees tasked with building community or collaborating with the VP of Inclusion, Equity, and Community, the Chaplain is a leader in stewarding community values and in attending to community needs. The Chaplain also keeps Carleton connected to local religious groups by attending and working with the Northfield Area Interfaith Alliance and other city, state, and national networks and organizations.

**Advising Student Religious Groups and Houses**  
The Chaplain and Chaplain’s staff support student religious groups who want assistance with event planning, publicity, or navigating issues within the group, or need modest financial support for group events. They also serve as advisors to the Jewish, Muslim, and Christian houses on campus, serving as liaisons to students in the “House Program Manager” positions. Experience in a higher education setting and a fundamental understanding of the growth and development of 18- to 22- year old students is essential in this work.

**Leadership in Public Ceremonies**

The Chaplain is often called upon for major institutional events such as Opening Convocation, Honors Convocation, Commencement, presidential inaugurations, etc. to invoke a shared set of community values and set a reflective tone by offering a convening and a closing reading that is usually spiritual but not explicitly religious.

**Education**At Carleton, the Chaplain’s role as an educator takes place largely in the co-curricular context, leading religious practice and discussions, offering topical reflections, and working with the Chaplain’s Associates and other student leaders. Occasionally, the Chaplain or their staff may be invited into classrooms to share their expertise.

**Professional Qualifications and Personal Qualities**

**Required:**

* Graduate degree in a religious field, such as a Master of Divinity (MDiv).
* Evidence of collaborative leadership, a commitment to continuous learning in their own faith traditions, as well as a passion for supporting and expanding a multi-faith approach to religious and spiritual life.
* Evidence of professional preparation for chaplaincy, such as one completed unit of supervised clinical pastoral education.
* Demonstrated aptitude for dealing with confidential and sensitive issues with care and compassion.
* Familiarity with a diverse higher education environment and with the intellectual, social, and spiritual development of young adults.
* Excellent organizational, interpersonal, and communication skills.
* Enthusiasm and an openness to engaging with the campus community; approachable, trustworthy, and actively welcoming.
* Ability to work with undergraduates and colleagues from a wide array of backgrounds and identities; experience serving as an advocate and mentor.
* Demonstrated experience with multi-faith engagement and dialogue.
* Schedule flexibility to allow for evening or weekend hours.
* Fluency in multiple religious practices and traditions.

**Preferred:**

* Ordination from a recognized religious organization.
* Experience in higher education settings.

**Salary and Benefits:**This is an exempt level position. The selected finalist’s salary will be based on the candidate’s qualifications, internal pay structure, and our overall compensation package. Carleton offers a generous benefits package, including comprehensive medical, dental, and vision insurance, 403(b) retirement plans with a 10% employer contribution with immediate vesting, health savings account with college contribution, a generous paid time off, as well as access to many other campus amenities.

Carleton College is an AA/EEO employer. We are committed to developing our staff to better reflect the diversity of our student body and American society. Members of underrepresented groups are strongly encouraged to apply.

**Applications**  
Initial review of applications will begin on March 13, 2023.