

MEMORANDUM

To: Virginia Theological Seminary and General Theological Seminary Stakeholders

Date: April 2026

Re: Dean and President Search Listening Sessions

As we prepare to launch the search for the next dean & president of Virginia Theological Seminary and General Theological Seminary (VTS & GTS), we will be scheduling 1-on-1, small group, and townhall style listening session meetings with [Ernest Brooks](#), [Liz Braun](#), and [Annah Wells](#) from Isaacson, Miller, the executive search firm retained to support the search.

During your conversation with Ernest, Liz, and Annah, they hope to learn about your connections to VTS & GTS and what you consider the key opportunities and challenges to be addressed under the leadership of the next dean and president. These discussions will help them gain an understanding of the cultures of VTS and GTS, the current environment, and the organizational context in which the dean & president will operate. These meetings are confidential conversations.

They will ask you to consider the following topics for discussion:

- *How would you describe the current context at VTS & GTS? What will the new dean & president find when they arrive?*
- *What are some of the essential features of the institution that you hope will be sustained or enhanced under the leadership of the next dean & president? Are there others that may need to be re-evaluated? Finally, are there new possibilities to be explored?*
- *Under the leadership of the next dean & president, what do you envision as fundamental differences at VTS & GTS one year from now (short-term), three years from now (mid-term), or five years + from now (long-term)? What are the measures of success?*
- *What characteristics, skills and/or experience would you identify as most important for the success of the next dean & president?*

Following these conversations, the consultants will work with the search committee to develop a detailed position profile that will provide a compelling description of Virginia Theological Seminary and General Theological Seminary, the key opportunities and challenges for the leadership of the next dean & president, and the set of skills and experiences sought in the most compelling candidates for the role. As the search launches, this document will be made publicly available and shared broadly by the search firm with prospective candidates and helpful sources.

Ernest, Liz, and Annah will also welcome your suggestions of possible candidates and thoughtful sources who might lead them to strong candidates. They will draw upon their own networks but want to make sure to tap into yours as well.

Thank you for your participation in this important effort. As a key stakeholder, your input will be important to the outcome of this search and the success of the next dean & president of VTS & GTS.