

Forming and nurturing relationships is at the heart of *diakonia*, therefore the principal of the Centre for Christian Studies will be a person who approaches leadership, social justice, theology, and education with the aim of developing relationships of mutuality, respect, trust, compassion, and laughter. The principal will understand one's individual and collective role in creating inclusive environments, who can assure all people's identities and perspectives are welcomed and valued.

The new principal of the Centre for Christian Studies will possess a strong vision of what education for ministry in a changing church will need to look like in the twenty-first century. Rooted in the diaconal tradition of education, social justice, spiritual care, and strategic in their thinking, the new principal would need to demonstrate how they're prepared to deepen the school's relationship with the Sandy-Saulteaux Spiritual Centre and its staff, students, and governing board; how they're prepared to honour diversity by attracting staff, students, and volunteers from a broad range of experiences and identities, prioritizing marginalized, underrepresented or underserved communities (for example, Disabled, 2SLGBTQI+, BIPOC communities, and anyone living at the margins of society); how they're prepared to speak and act in favour of the anti-racism work occurring in the supporting denominations and at the Centre, such as the United Church of Canada's [Anti-Racism Action Plan](#) and the [Charter for Racial Justice](#) from the Anglican Church of Canada.

In addition to a deep faith, a demonstrated commitment to social justice and its place at the Centre, the ability to work collaboratively with staff, fundraise, and develop broader public and church awareness of CCS education will be an asset.

The new principal needs to embody a real sense of what diaconal ministry is – head, heart and action. The breadth of this position requires someone who is able to:

- Be inclusive, equity-oriented, and diversity-aware, someone committed to working with people holding similar or different world views while advocating for inclusion of all people.
- Promote equity through identification and removal of barriers, cultivation of community, awareness of cultural competency, and empowerment of people (equity and social justice embedded into day to day work)
- Address needs related to student development and well-being, supporting marginalized persons through the process.

- Have a high level of emotional intelligence, ability to remain calm in conflict or escalating situations
- Encourage students, staff and volunteers to view themselves as having the potential to make meaningful contributions and to be engaged in their communities

When students, faculty, stakeholders and the Central Council were surveyed, the following were the top eleven skills and qualities desired in a principal (some of which have been mentioned above):

1. Visionary and transformational leadership
2. Commitment to upholding the values and partnership of the Anglican Church of Canada and The United Church of Canada with knowledge of United Church and Anglican Church processes and theology
3. Understand and support the principles that undergird reconciliation, affirming, and anti-racist work
4. Development/fundraising expertise
5. Management skills: group facilitation, conflict resolution, nurtures supportive work environment.
6. Good communication skills
7. Knowledge of academic processes
8. Academic background: graduate work in related field, and/or diaconal training preferred
9. Entrepreneurial spirit and business acumen
10. Adaptability and flexibility re transitions in denominations
11. Openness to creative ways of teaching, including online

The observation was made in our survey that the smaller the institution, the broader range of competencies needed by its leadership. This applies to the Principal of the Centre.

A person who loves exercising the broad range of skills that education for ministry schools require, while valuing a small and intimate circle for learning, justice and outreach, will find the Centre for Christian Studies to be a wonderful, enlivening place; a place to bring their faith, their passion for learning, their commitment to diaconal ministry, and their desire to be a transformational leader.

“Educating leaders for justice, compassion and transformation.” (CCS Mission)