

Curriculum Vitae

Kenneth J. McFayden

3401 Brook Road
Richmond, VA 23227

E-mail Address: kmcfayden@upsem.edu

Office: 804.278.4230

Cell: 804.514.4224

Positions Held

- 2000-present** **Union Presbyterian Seminary, Richmond, VA**
Vice President of Academic Affairs (2019-present)
Academic Dean, Richmond (2015-present)
Executive Staff of the President (2009-present)
Dean of the Leadership Institute (2000-2015; promotion from director to dean in 2009)
Director of Doctor of Ministry Program (2000-2012)
Professor of Ministry and Leadership Development (2000-present)
- 1994-2000** **North Central Ministry Development Center, New Brighton, MN**
Executive Director
- 1991-1994** **Home Health Agency, Baptist Hospital East, Louisville, KY**
Chaplain
- 1986-1990** **First Presbyterian Church, Alliance, OH**
Associate Pastor

Ecclesiastical Information

- Ordained Minister, Presbyterian Church (USA), 1986
Member, Presbytery of Muskingum Valley, 1986-1994
Member, Presbytery of the Twin Cities Area, 1994-2000
Member, Presbytery of New Hope, 2000-present

Education

- Ph.D.** **The Southern Baptist Theological Seminary, Louisville, KY, 1994**
- Area: *Psychology of Religion—Pastoral Care and Counseling*
 - Dissertation: *Threats to the Formation of Pastoral Identity in Theological Education: Insights from the Tavistock Model of Group Relations*
- Th.M.** **The Southern Baptist Theological Seminary, Louisville, KY, 1991**
- Area: *Psychology of Religion—Pastoral Care and Counseling*
 - Thesis: *The Implications of John Bowlby's Theory of Separation Anxiety for Pastoral Care with Hospitalized Children*
- D.Min.** **Union Theological Seminary in Virginia, Richmond, VA, 1986**
- B.A.** **The University of North Carolina, Chapel Hill, NC, 1982**

Formal, non-degree educational experiences

Distance Education Professional Development Certificate Program at the University of Wisconsin—Madison, 2010-2012 (certificate awarded)

Between 1988 and 1993, I completed nine units of Clinical Pastoral Education. Five of these units were in supervisory CPE, and I was in the certification process from 1991-1995.

Teaching Responsibilities, Degree Programs—Union Presbyterian Seminary

Master's Degree Programs (Master of Divinity, Master of Arts in Christian Education)

Courses in areas of pastoral care, congregational leadership, church business administration, congregational studies, and Presbyterian Polity.

Six international travel seminars: South Korea (May 2005); Ghana (January 2006); South Korea and China (May 2007, 2009, 2011, and 2013)

Doctor of Ministry Program (2000-2012)

The Nature and Purpose of Pastoral Leadership (annually)
Pastoral Research Methodology in relation to the final project (annually)
Other courses in advanced theological reflection and congregational studies

Non-Degree Workshops and Seminars—Union Presbyterian Seminary

Frequent workshops and seminars on various aspects of leadership
Strategic planning
Team/staff development
Conflict management
Executive leadership assessment seminars for middle governing body positions
Leadership development events for newly ordained pastors
Topics of interest in relation to pastoral care such as:
All the Rage: The Dynamic Power of Anger in Conflicted Relationships
The Power of Anger and Conflict in Transitional Work
Tiptoeing on Eggshells? Navigating our Way in Ideologically Diverse Faith Communities
International travel seminar for a group of pastors to Brazil (2002)

Selected Administrative and Programmatic Contributions to Union Presbyterian Seminary

Current roles and responsibilities

Member, Executive Staff of the President
Chair, Self-Study Steering Committee for Reaffirmation of Accreditation with the Association of Theological Schools
Ex Officio Member, ATS Self-Study Subcommittees (3)

Member, Leadership Team for Reaffirmation of Accreditation with the Southern Association of Colleges and Schools Commission on Colleges
Ex Officio Member, Quality Enhancement Plan (QEP) Working Group
Member, Academic Affairs Committee (Board of Trustees)
Member, Advisory Council, Global Mission Center for Christian Education
Member, Assessment Committee (Board of Trustees)
Member, Enrollment Management Committee
Member, Committee on Academic Programs (Faculty)
Member, Committee on Faculty Concerns
Member, Committee on Student Life and Vocations
Member, *Pathways* (Lay Education) Faculty Advisory Group
Member, Practical Theology/Christian Education Department
Member, Search Committee, Professor of Christian Education
Member, *Senders* (Lay Education, Spanish Language) Design Team
Convener, Institutional Review Board

Previous roles and responsibilities

Clerk of the Faculty
Chair, Review Committee
Chair, Search Committee, Professor of (*discipline open*) and Director of the Global Mission Center for Christian Education
Chair, Search Committee for Pastoral Resident for Urban Ministry with Young Adults, Second Presbyterian Church, Richmond, VA
Chair, Strategic Planning and Assessment Committee

Convener, Educational Assessment and Ethos Task Force (Richmond Campus)
Co-Convener, Task Force for the Revision of the Sexual Misconduct Policy
Lead writer, revised sexual misconduct policy approved by Board of Trustees, February 2004

Member, Admissions Committee (for D.Min. applicants)
Member, Board of the Howie Center for Science, Art, and Theology
Member, Board of the Institute for Reformed Theology
Member, Curriculum Task Forces (2)
Member, Faculty Finance Work Group
Member, Mission and Accreditation Subcommittee of the Accreditation Self-Study
Member, Professional Degrees Committee
Workgroup on Policies and Practices in Distance Education
Member, Search Committee, Chaplain and Director of Urban Ministry
Member, Search Committee, Director of Admissions
Member, Search Committee, Professor of Christian Education and Director of the Asian American Ministries Center
Member, Search Committee, Professor of Old Testament
Member, Search Committee, Professor of Pastoral Care
Member, Search Committee, Professor of Preaching and Worship
Member, Search Committee, Professor of Theology and Ethics (a concurrent search for two faculty appointments)
Member, Student Awards and Assessment Committee
Member, Special Committee of the Board of Trustees (to review strategic objectives and consider new ways of operating the administrative and curricular functions of the seminary)

Member, Special Committee of the Board of Trustees (to explore strategies for closing the budgetary gap between revenues and expenses)
Member, Technology Committee
Member, Technology Task Force
Lead Writer, Grant Proposal for the Association of Theological Schools, Faculty Development Grant
Lead Writer, Quality Enhancement Plan (QEP) Impact Report and Several Standards related to Fifth-Year Impact Report for SACSCOC (2017-2018)

Special Administrative Roles

Assistance to the President of Union Presbyterian Seminary with strategic planning processes (2014-2019 and 2019-2024 plans)

Administrative leadership with two key priorities of the *2019-2024 Strategic Plan*:
Diversity Self-Assessment Process and Action Plan (2019-2020)
Technology Task Force Assessment Report and Recommendations (2019-2020)

Administrative leadership in the development of a new Master of Arts in Public Theology, to begin in Fall 2021

Writer, Substantive Change Petition for the Approval of Distance Education by the Southern Association of Colleges and Schools Commission on Colleges (2020)

Administrative leadership in the visioning and development of a new Doctor of Ministry Degree Program, implemented in Fall 2019

Administrative oversight for an annual Korean Elders Education Event (2011-2018), and related assistance to our seminary president in the deepening of our partnership with the Presbyterian Church in Korea (including three trips to Korea)

Administrative oversight of the Global Mission Center for Christian Education and its predecessor Center (Asian American Ministry Center)

Project manager for our *Church-Serve Initiative* (2013-2018) with funding from The Lilly Endowment Inc., to increase the financial literacy of our students and recent graduates to counter seminary debt

Assistance with a grant to The Lilly Endowment Inc. that created *communities of learning* and a pre-matriculation program for accepted applicants (\$600k grant, awarded in 2010)

Institutional representative to the meeting of the Committee on Theological Education of the Presbyterian Church (USA) in San Anselmo, CA, in the absence of our seminary president (November 2009)

Assistance with a grant to The Lilly Endowment Inc. for a seven-year sustaining pastoral excellence program (Two grants, \$1.5M); service on the Steering Committee

Primary leadership role in the design and implementation of a master's level student assessment process (2001-2005)

Primary leadership role in the curriculum revision of our D.Min. degree program (2003-2004), which a specialized track for pastors in small congregations

Scholarship and Professional Activities

Current Memberships and Affiliations

Association of Theological Schools

Participation in biennial meetings (2016, 2018, 2020)

Participation in Chief Academic Officers' Conferences (2016-2019)

- Workshop Panelist, *Economic Challenges Facing Future Ministers: How are Theological Schools Responding?* (2016)
- Presenter, Case Study on *Ideological Diversity* (2017)
- Facilitator, Workshop on *Developing a Shared Faculty Vocation* (2019)

Participation in Accreditation Self-Study Workshop (2020)

Participation in Membership-Input Session on Proposed *Commission Standards and Policies and Procedures* (2020)

Participation in the *School for New Deans* (2015)

Southern Association of Colleges and Schools Commission on Colleges

Participation in annual meetings and workshops (2017-2020)

Participant, *Substantive Change Workshop* (2016)

Member, On-Site Visitation Team for Reaffirmation of Accreditation (2019)

Member, Substantive Change Committee (2009)

Member, On-Site Visitation Team for Reaffirmation of Accreditation (2007)

American Academy of Religion

Participation at annual meetings (since 2003)

Member, Professional Advisory Group, Clinical Pastoral Education Program at Virginia Commonwealth University, Richmond, VA (2017-present)

Member, Professional Advisory Group, Trauma Informed Care Initiative, Department of Gerontology at Virginia Commonwealth University, Richmond, VA (2018-present)

Participant, *Hispanic Summer Program: Through Hispanic Eyes*, Oblate School of Theology, San Antonio, TX (2019)

Past Memberships and Affiliations

The Academy of Religious Leadership

Editorial Board, *Journal of Religious Leadership*

The Alban Institute

The Association for Clinical Pastoral Education

The Association for Doctor of Ministry Education

Ministry Development Council

National Association of Church Business Administration

Member, *Professional Training and Standards Committee*

Member, Central Virginia Chapter of NACBA

Recipient, *NACBA Hall of Fame Significant Contributor to Church Management Award*, 2009

Religious Education Association

Society for Pastoral Theology
The Society for the Advancement of Continuing Education for Ministry

Professional Writings, Publications, and Reviews

Books

Strategic Leadership for a Change: Facing Our Losses, Finding Our Future. Herndon, VA: The Alban Institute, 2009.

Chapter, "Education or Calling: What Makes a Commissioned Lay Pastor a Pastor?" In *Multiple Paths to Ministry: New Models for Theological Education*, Lance R. Barker and B. Edmon Martin, eds. Cleveland, OH: Pilgrim Press, 2004.

Articles

"Stewardship of One's Self as Stewardship of One's Vocation," *NACBA Ledger*, Vol. 30, No. 4, Winter 2011, 6-7, 9-10, 36-39.

"Developing the Capacity to Attach Anew," *Congregations*, Vol. 37, No. 3, Summer 2010, 20-21.

"The Art of Harmonizing a Staff: Moving from Notes of Dissonance to Notes of Consonance," *NACBA Ledger*, Vol. 28, No. 4, Winter 2009, 6-13.

"Threats to the Formation of Pastoral Leaders in Theological Education: Insights from the Tavistock Model of Group Relations," *Journal of Religious Leadership*, Vol. 7, No. 1, Spring 2008, 1-34.

"The Teaching of Leadership at Union Theological Seminary and Presbyterian School of Christian Education, Richmond, Virginia," *Journal of Religious Leadership*, Vol. 4, No. 1 & No. 2, Spring 2005 & Fall 2005, 93-107.

Educational Curriculum Piece

"Presbyterians in Changing Cultures," Session 1 in *Being Reformed: Transformational Leaders for the PC(USA)*, Louisville, KY: Presbyterian Church (U.S.A), 2013, 5-11.

Book Reviews

Disruption and Hope: Religious Traditions and the Future of Theological Education edited by Barbara G. Wheeler, *Interpretation*, Vol. 74, No. 2, April 2020, 223-225.

Family Systems and Congregational Life: A Map for Ministry by R. Robert Creech, *Interpretation*, Vol. 74, No. 1, January 2020, 101-102.

Mentoring: Biblical, Theological, and Practical Perspectives edited by Dean K. Thompson and D. Cameron Murchison, *Interpretation*, Vol. 73, No. 3, July 2019, 327-328.

- Faithful and Fractured: Responding to the Clergy Health Crisis* by Rae Jean Proeschold-Bell and Jason Byassee, *Interpretation*, Vol. 73, No. 3, July 2019, 321-322.
- Integrating Work in Theological Education* by Kathleen A. Cahalan, Edward Foley, and Gordon Mikoski, *Interpretation*, Vol. 73, No. 1, January 2019, 113-114.
- God Unbound: Wisdom from Galatians for the Anxious Church* by Elaine A. Heath, *Interpretation*, Vol. 72, No. 2, April 2018, 232.
- Servants and Fools: A Biblical Theology of Leadership* by Arthur Boers, *Interpretation*, Vol. 72, No. 1, January 2018, 101.
- Pastor as Counselor: Wise Presence, Sacred Conversation* by John Patton, *Interpretation*, Vol. 71, No. 4, October 2017, 458-459.
- The History of Theological Education* by Justo L. González, *Interpretation*, Vol. 71, No. 3, July 2017, 357-358.
- Facing Decline, Finding Hope: New Possibilities for Faithful Churches* by Jeffrey D. Jones, *Interpretation*, Vol. 71, No. 1, January 2017, 126-127.
- Soul Repair: Recovering from Moral Injury after War* by Rita Nakashima Brock and Gabriella Lettini, *Interpretation*, Vol. 69, No. 1, January 2015, 102-103.
- Christianity After Religion: The End of Church and the Birth of a New Spiritual Awakening* by Diana Butler Bass, *Interpretation*, Vol. 68, No. 1, January 2014, 101-102.
- Called to Lead: Paul's Letters to Timothy for a New Day* by Anthony B. Robinson and Robert W. Wall, *Interpretation*, Vol. 67, No. 3, July 2013, 319-320.
- Journey in the Wilderness: New Life for Mainline Churches* by Gil Rendle, *Interpretation*, Vol. 67, No. 3, July 2013, 331-332.
- Reading the Bible, Transforming Conflict* by Carol J. Dempsey and Elayne J. Shapiro, *Interpretation*, Vol. 66, No. 3, July 2012, 346.
- Transforming Christian Theology: For Church and Society* by Philip Clayton, *Interpretation*, Vol. 65, No. 3, July 2011, 319.
- Ministry by the Book: New Testament Patterns for Pastoral Leadership* by Derek Tidball, *Interpretation*, Vol. 64, No.4, October 2010, 426.
- Faith as a Way of Life: A Vision for Pastoral Leadership* by Christian Scharen, *Interpretation*, Vol. 63, No. 3, July 2009, 328-329.
- Transforming Leadership: New Vision for a Church in Mission* by Norma Cook Everist and Craig L. Nessian, *Interpretation*, Vol. 63, No. 1, January 2009, 105.

The Ministry of the Missional Church: A Community Led by the Spirit by Craig Van Gelder, *Interpretation*, Vol. 63, No. 1, January 2009, 107-108.

Leadership Can Be Taught: A Bold Approach for a Complex World by Sharon Daloz Parks, *Journal of Religious Leadership*, Vol. 7, No. 1, Spring 2008, 87-90.

Leadership for the Common Good: Tackling Public Problems in a Shared-Power World, 2nd ed., by Barbara C. Crosby and John M. Bryson, *Journal of Religious Leadership*, Vol. 6, No. 2, Fall 2007, 118-121.

Transforming Leadership: A New Pursuit of Happiness by James MacGregor Burns, *Journal of Religious Leadership*, Vol. 3, No. 1 & No. 2, Spring 2004 & Fall 2004, 291-294.

Additional Professional Meetings and Consultations

Participant, *Pedagogical Possibilities: New Paradigms in Teaching for Ministry*, Vanderbilt University Divinity School, June 3-5, 2015

Participant, Southern Cluster Faculty Meeting, Pastoral Excellence Network, June 18-19, 2014, Durham, NC

Participant, Interim Ministry Consortium Meetings, Presbyterian Church (USA) in 2001, 2002, 2005, and 2010-2014

Participation in the Lilly Endowment and Association of Theological Schools Forums, Pittsburgh, PA, 2013 and 2014

Member, Accreditation Site Visit Team, Northeast Career and Counseling Center, Princeton, NJ, for the Ministry Development Council, November 18-19, 2010

Participation in the Lilly Endowment Forums, Indianapolis, IN, in 2001, 2003, 2004, 2007, and 2010

Induction into the *NACBA Hall of Fame as a Significant Contributor to Church Management*, National Association of Church Business Administration, Long Beach, CA, on July 19, 2009

Participation in Lifelong Learning Consultation, The Alban Institute, Herndon, VA, January 12, 2009

Participation in a Site Visit of the Committee on Theological Education of the Presbyterian Church (USA) to Union-PSCE for a Seminary-Church Conversation, September 14-15, 2006

Participation in a Presbyterian Church (USA) Seminary Faculty Consultation on the Relation of Curricula to the Standard Ordination Exams and on the Use of Technology in Distance Education, Chicago, October 7-9, 2005

Keynote Presentations, Workshops, and Seminars

Frequent opportunities to speak on topics of leadership in a variety of settings during the past twenty years in diverse settings including congregations, middle governing body (judicatory) events, and regional and national conferences. Beyond the mid-Atlantic states, events in Alabama, California, Florida, Georgia, Illinois, Iowa, Kansas, Kentucky, Michigan, Minnesota, Mississippi, Missouri, New York, Ohio, Pennsylvania, South Carolina, Texas, West Virginia, and Wyoming.

International events:

Lecture, *Transforming Contexts of Religious Leadership: Engaging Faith, Culture, and Persons*, Training Centre of the Anglican Diocese of Mauritius (2019)

Leader, Canadian Ministries Leadership Conference on *Being Re-formed? Following and Leading in a World of Change*, Presbyterian Church in Canada, Toronto (2017)

Keynote address, Social Welfare and NGO in the Era of Globalization and Localization Conference, Hanil Seminary, Jeonbuk, South Korea (2005)

Service to Church or Denomination

Association of Presbyterian Church Educators (2015-2019)

Past President (2019)

President (2018)

President-Elect (2017)

Member, *Executive Council* (2017-2019)

Member, *Coordinating Council* (2017-2019)

Member, *Leadership Council* (2015-2019)

Member/Moderator, *Administrative Ministry Team* (2017-2019)

Member/Moderator, Governance Ministry Team (2015-2016; 2019)

Moderator, *Sustainability Task Force* (2017)

Moderator, *Organizational Administrator Search Committee* (2019)

Board member, National Training Center for Resource Center Directors, Richmond, VA

Board member, treasurer, and executive committee member, Career and Personal Counseling Service, Charlotte, NC

Member, Treasurer, and Member of the Coordinating Team of the Interim Ministry Consortium of the Presbyterian Church (USA)

Search Committee member, Associate for Ministry Support, Leadership and Vocation Unit of the National Ministries Division, PCUSA

Highlights from Service at North Central Ministry Development Center, New Brighton, MN (1994-2000)

Professional assessment of and consultations with over 500 ministerial candidates using individual interviews, biographical data, and personality and interest inventories

Evaluative and developmental career counseling for 350 clergy and lay professionals

Consultation with 36 search committees in discerning appropriate candidates for leadership positions in the church (primarily positions in middle governing bodies)
Consultation with 78 Doctor of Ministry students from the Minnesota Consortium to assess how personality preferences and learning styles may impact doctoral experiences and shape research methods

Consultation with over 700 theological students to deepen awareness and enhance the processes of formation and development

Conducting 26 workshops designed for church professionals in congregational and middle governing body (or judicatory) settings, and for committees charged with the oversight of candidates and pastors

Consultation with 21 staff groups in team development, strategic planning, and conflict management