

# ATS seeks new associate director of initiatives for the Pathways for Tomorrow Coordination Program

By HEATHER CAMPAIN HARTUNG

*At a time when theological education is navigating profound change, the Pathways for Tomorrow Initiative stands as a vital catalyst for innovation, sustainability, and leadership development across ATS-accredited schools. To strengthen this work, The Association of Theological Schools (ATS) is expanding its coordination capacity by dedicating a full-time associate director of initiatives to the Pathways team. This strategic adjustment will help guide and grow the initiative's impact.*

The Pathways initiative, funded by Lilly Endowment Inc., has empowered schools to expand their ability to serve pastoral and lay leaders, respond to shifting demographics, and build scalable models for institutional sustainability. With hundreds of institutions engaged in collaborative projects, the initiative has become a cornerstone of theological education's future.

The associate director of initiatives will play a key role in this movement, curating, and leading the virtual learning infrastructure that supports grantees by facilitating peer learning, among grantees, and supporting program evaluation and reporting to strengthen coordination work at ATS.

Reporting to Jo Ann Deasy, director of institutional initiatives, the associate director will work closely with partners across the ATS network to foster innovation and connection. This is a full-time, remote position that can be based in either the US or Canada. It involves periodic travel to Pittsburgh for onsite meetings, as well as to other locations—including an annual gathering in Indianapolis—to connect with colleagues, grantees, and partners.



PATHWAYS  
*for* TOMORROW  
*Coordination Program*

These in-person engagements are essential to building trust, strengthening networks, and fostering the collaborative spirit at the heart of Pathways.

"Pathways thrives on the creativity and commitment of the people who make it happen," said Deasy. "We're looking for someone who is excited to connect with leaders from across the United States and Canada, spark meaningful conversations, and help turn good ideas into sustainable change. This is an opportunity to make a real difference in the future of theological education."

## ***A strategic and supportive role***

Working under Deasy's direction, the associate director will:

- Design and lead virtual learning communities that foster collaboration and innovation among grantees.
- Support management of the Pathways for Tomorrow Coordination Grant including strategic planning, program execution, data collection, and report writing.
- Work with consultants to analyze annual reports from grantees to track progress and analyze impact.

- Develop evaluation processes to assess and enhance programming effectiveness.

This role calls for a thoughtful leader with a strong background in theological education or organizational leadership, along with a passion for adult learning and strategic coordination. The ideal candidate will bring:

- A master's degree or higher, with five to seven years of relevant experience.
- Exceptional organizational, communication, and analytical skills.
- A collaborative spirit and commitment to kindness, professionalism, and respect.

## ***A remote role with binational impact***

The associate director will join a highly educated and diverse constituency, manage complex programmatic agendas, and contribute meaningfully to the future of theological education. By combining the flexibility of remote work with purposeful travel, this position ensures that the Pathways initiative continues to grow as a model of innovation, connection, and long-term sustainability.

To apply, please send a letter of interest, résumé, and contact information for three references to Elise Sutter, associate director of human resources, at [hr@ats.edu](mailto:hr@ats.edu).



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