

DIRECTOR OF SPIRITUAL LIFE SEARCH

CULVER ACADEMIES

Culver, Indiana

culver.org

Start Date: July 2025



CULVER ACADEMIES



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Culver educates its students for leadership and responsible citizenship in society by developing and nurturing the whole individual – mind, spirit, and body – through integrated programs that emphasize the cultivation of character.

At a Glance



Established
1894



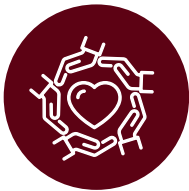
Enrollment
830



Total Faculty
132



Endowment
\$576M



Students of color
39%



Financial aid awarded
\$16.3M



Faculty with advanced degrees
87%



Campus size
1,800 acres

Grades: 9-12
States represented: 36
Countries represented: 22
Students receiving aid: 29%

Annual operating budget: \$84M
AP courses: 26
Athletic teams: 64



Overview

Culver Academies is a private boarding school (grades 9-12) educating students for leadership and responsible citizenship in society. With a powerful legacy of leadership and character, holistic wellness, rigorous academics, and global citizenship, the Culver experience culminates in arguably the best whole person education in the country.

At Culver, students engage their “mind, body, and spirit” through a curriculum that emphasizes critical thinking, depth, balance, and teamwork. Students, faculty, and staff foster a culture that emphasizes “we, not me,” and the pursuit of excellence in community is a hallmark of everything the school does. Culver seeks to graduate students who are known for leadership, well-being, citizenship, scholarship, and effective communication.

The Director of Spiritual Life reports to the Head of Schools, serves on the senior leadership team, and is dedicated to fostering the spiritual and emotional well-being of the diverse Culver community. This individual will develop and implement [spiritual programs](#), provide pastoral care, and create a nurturing and inclusive environment for individuals of various spiritual backgrounds. The Director will lead worship services, organize religious education and interfaith activities, and offer spiritual guidance and counseling. This role requires collaboration with other departments to integrate spirituality into the broader community life, including academics, athletics, and student life. The Spiritual Life Director will promote cultivation of character, ethical leadership, and emotional wellness among students and staff.

Culver, Indiana

Culver is a quaint and friendly town located on Indiana’s second largest natural lake, Lake Maxinkuckee. The lake is the lifeblood of the community, drawing seasonal residents and vacationers from Chicago, Indianapolis, and throughout the Midwest, especially during the summer season. Downtown Culver is a short walk from the Culver campus and offers a relaxed atmosphere, boutique shops, regular community programming for all generations, a year-round farmers market, and excellent restaurants.

With Lake Maxinkuckee surrounded by rolling prairies and wooded countryside, Culver is a premier destination for outdoor enthusiasts. Every season is packed with recreational opportunities, from triathlons and concerts in the park, to ice fishing tournaments and cross-country skiing.



Nearby South Bend (home of The University of Notre Dame) is the fourth largest city in Indiana. The city offers extensive shopping, well-regarded restaurants, and several fine museums and performance halls. Parks dot the city, providing space to enjoy the outdoors. Culver's proximity to the state capital of Indianapolis (two hours south) and the windy city of Chicago (two hours north) means even more amenities and attractions to enjoy and explore.

Roles and Responsibilities

Specific job responsibilities are likely to include:

- Working collaboratively with senior leaders, faculty, and staff to cultivate character and integrate spirituality into all aspects of community life
- Developing and implementing comprehensive spiritual programs that cater to the diverse spiritual needs of the community
- Providing pastoral care, counseling, and support to students, staff, and families, fostering a supportive and inclusive environment and offering guidance on matters of faith, spirituality, and ethical decision-making
- Leading worship services and organizing religious education and interfaith activities, including responsibility for ecumenical worship and official ceremonies of the school
- Maintaining a visible and approachable presence within the school and summer camp community
- Promoting personal growth, ethical leadership, and emotional wellness through various initiatives and programs
- Planning and coordinating special events, retreats, and community service projects that enhance spiritual life
- Overseeing the Memorial Chapel budget, programming, and staffing, which includes the Assistant Director of Spiritual Life/Protestant Youth Minister, a Roman Catholic Youth Minister, an Administrative Assistant, and additional spiritual life support resourced through independent contracts and volunteers
- Leading the spiritual life team in all aspects of goal setting and performance; coaching staff and providing feedback for continuous growth and achievement of goals
- Participating in various clubs and activities, performing student supervisory duties, and engaging in other such duties as assigned in addition to regular job duties in support of the Culver community



Qualifications and Personal Attributes

The most competitive candidates will offer most or all of the following qualifications and qualities:

Professional Qualifications

- A degree in theology, religious studies, counseling, or a related field and ordination in good standing in a recognized religious denomination
- Deep appreciation of and respect for diverse spiritual and religious traditions
- Particular care and affection for supporting the spiritual development of teenagers
- Experience providing pastoral care and spiritual leadership within a diverse community, ideally within an educational setting
- Personal and professional commitment to fostering an inclusive community and the requisite skillfulness to facilitate critical conversations in the design of inclusive programs
- Experiencing developing and managing people, programs, and budget
- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity across a wide range of audiences

Leadership Style and Personal Qualities

- Motivated, energetic, and collaborative colleague, who takes joy in team success
- Commitment to hard work and creative problem solving while demonstrating humility and a commitment to personal growth and learning from and with one's colleagues
- A style grounded in principles and relationships and a spiritual practice of one's own
- Exceptional personal character demonstrated through personal responsibility, honor, and service
- Open-minded, respectful, and appreciative of differences
- Models Culver's timeless values: Community (puts others before self), Integrity (possesses the courage to do what is right), and Legacy (exhibits a desire to be part of something larger than oneself).

Learn More

Click on the links below to learn more about Culver Academies.

[School Website](#)

[2025 Day of the Spirit](#)

[Diversity and Intercultural Life](#)

[About Culver, Indiana](#)

[Spiritual Life](#)



To Apply

Review of candidate materials will begin immediately. Interested candidates are asked to submit the following materials as **separate PDF documents** as soon as possible:

- A cover letter expressing their interest in this particular position
- A current résumé

As the process moves forward, selected candidates may be asked to submit:

- Writing samples specific to this search
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission)

Candidates are invited to contact the consultants in confidence and to submit a résumé and cover letter to:

Marsha Little
Senior Consultant
marsha.little@carneysandoe.com

Lisa Parsons
Consultant
lisa.parsons@carneysandoe.com