

An aerial photograph of a large campus, likely a seminary, featuring several large, multi-story buildings with brown roofs. A winding river flows through the center of the campus, surrounded by green lawns and trees. In the background, there are rolling hills and mountains under a clear sky.

Opportunity Profile

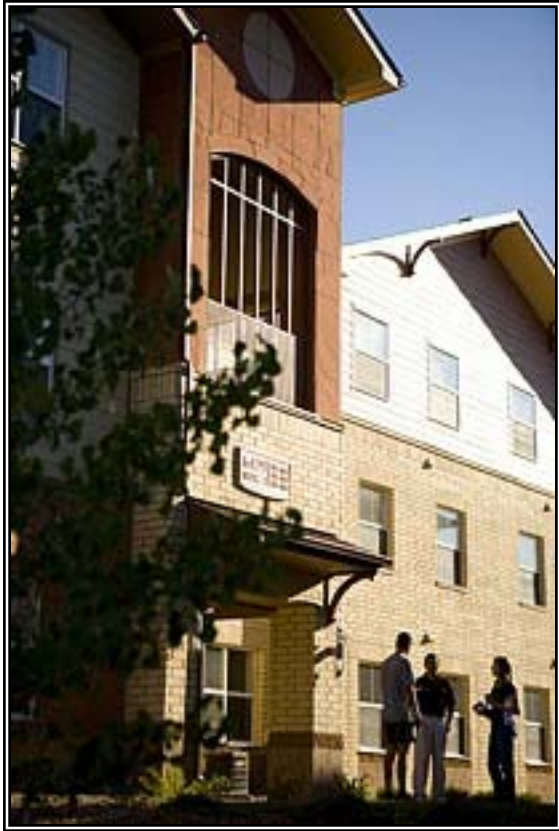
for the Position of the President

November 2008

The logo for Denver Seminary, consisting of a stylized graphic of horizontal lines that curve upwards and outwards, resembling a sunburst or a series of steps.

DENVER SEMINARY

Introduction



Thank you for your willingness to review the opportunity profile for the position of President of Denver Seminary.

Denver Seminary is an exciting ministry opportunity for a godly servant with a call to lead and equip men and women in graduate level theological education.

With about 4,500 graduates serving around the world, the school has a solid heritage deeply influenced by its Chancellor, Vernon Grounds.

“Here is no unanchored liberalism – freedom to think without commitment. Here is no encrusted dogmatism – commitment without freedom to think. Here is a vibrant evangelicalism – commitment with freedom to think within the limits laid down by Scripture.”

Vernon C. Grounds

With a historically large enrollment of about 1,000 students, the school has a world-class faculty who cares passionately about the truth of the Gospel and the nurturing of the students.

Located in the southern suburbs of Denver, Colorado, the school relocated to a new state-of-the-art facility on a twenty-acre campus in 2006. Denver is one of the great cities of the west – filled with the amenities of a major metropolitan area as well as a variety of outdoor activities just minutes away.

The opportunity to serve Denver Seminary as its President starts with a call to join the work of God in a special place. We want to thank you in advance for the prayerful review of this opportunity.



Our Past

In 1950, Denver Seminary was formed to train leaders in “heart, mind and experience.” For nearly six decades, the faculty and staff have sacrificially worked together with many diverse constituents to train and prepare men and women for service.

With just six presidents in its history, the Seminary has been blessed with stability in godly leadership that has served with distinction.

Dr. Carey Thomas.....1951-1955
Dr. Vernon Grounds....1956-1979
Dr. Haddon Robinson..1980-1992
Dr. Edward Hayes.....1993-1996
Dr. Clyde McDowell...1996-1999
Dr. Craig Williford.....1999-2008

Dr. Williford, the most current past president of Denver Seminary, led the school for eight years, bringing the school increased enrollment, a balanced operating budget, and a newly-constructed campus.

Denver Seminary has been accredited since 1971 by the Association of Theological Schools. In 1972, it was accredited by the North Central Association of Schools. And in 1997, Denver Seminary became the first theological school to receive accreditation from the Council for Accreditation of Counseling and Related Education Program (CACREP). It is an approved institution of the United States Department of Education, Department of Justice, Immigration and Naturalization, Veteran Affairs and all branches of the US military.

In 1998, the school implemented an increasingly integrated educational model which emphasized character, content and competency. This coupled the traditional coursework of Seminary with added dynamics of training and spiritual formation. This approach has led to the goal of equipping men and women to think biblically, live faithfully and lead wisely for a lifetime. The seminary has experienced unprecedented growth in the last decade.

...think biblically, live faithfully, lead wisely.



Our Present

Denver Seminary has been blessed with an incredible faculty, administrative staff, student body, beautiful facilities and resources. The school has earned the reputation of being a leader on the cutting edge of a new paradigm in seminary education. While many schools have adopted similar models, Denver Seminary was among the first.

Denver Seminary is an independent and broadly evangelical school whose early roots were in the Conservative Baptist movement. The student body comes from a wide variety of evangelical traditions and independent churches. While it is most heavily populated with students from the Rocky Mountain region, there are forty-two states and twenty-six countries represented. Because the student is given the liberty to think within the bounds of Scripture, over fifty denominations are represented within the institution. With enrollment of approximately one thousand students, twenty percent reside on campus in the newly constructed apartments.



The seminary currently has thirty full-time faculty, with eighteen tenured positions; all full-time faculty hold earned doctorates. There are forty-two adjunct faculty and eight senior faculty. A full-time teaching load is considered eighteen semester hours.



Denver offers three degree programs, with the Master of Divinity and Master of Arts in Counseling representing the largest concentrations. The Doctor of Ministry program has about one hundred and fifty students. About twenty percent of students are classified as special students or are enrolled in certificate programs.

The school has an outstanding administrative staff composed of about seventy-five people. The staff administers a budget of \$10.1 million, which has been balanced for a number of years. The budget is about sixty-five percent tuition based, twenty percent gift based and fifteen percent derived from auxiliary services. The school's endowment is approximately \$5 million.

The school is governed by a Board of Trustees, composed of twenty-one men and women of varied economic, cultural, ethnic and theological traditions from across the United States.



The Position

The president will be expected to articulate vision, interpret and adapt to cultural and educational changes, and effectively communicate with passion to the many constituencies of the seminary. The president will oversee all activities including administrative and educational concerns with Scripture as the unchanging foundation for all activity. His/her leadership will flow out of personal commitment to Christ and reliance upon the Holy Spirit.

Presidential Duties

The president, at the direction and in cooperation with the Board of Trustees, shall be responsible for the following specific duties-

- Serve as the Chief Executive Officer.
- Lead, as one with vision, in the implementation and amendment of the strategic framework and mission of the seminary, as necessary to move the school forward in a rapidly changing world.
- Lead, motivate, recruit and retain an administrative team.
- Ensure academic quality and effectiveness through participation in faculty selection, supervision and oversight.
- Prepare annual budgets and operating plans which preserve and promote the mission and financial health of the seminary.
- Build and advance relationships with past, present and future financial donors to ensure that fundraising needs are met.
- Connect with students, alumni and staff, encouraging and demonstrating authentic Christian leadership, inspiring ministry and Christian faith in practice.
- Understand, promote and maintain a high priority for ethnic and cultural diversity.
- Nurture positive relations within the local, regional, national and international constituencies and communities of interest by serving as a strong voice for the seminary and its mission.
- Maintain strong relationships with accreditation associations.
- Maintain regular communications with the Board of Trustees, participate in Board meetings, and carry out policies directed by the Board.
- Participate meaningfully in the life of the local church.
- Travel extensively (at least forty overnights per year).
- Perform other duties as may be necessary or assigned by the Board.

As president and chief executive officer of the seminary, the position reports directly to the Board of Trustees. While currently comprised of twenty-one members, the Board is approved to go up to twenty-eight individuals. The Board meets three times per year but expects regular communication from the president. In addition to the president's administrative assistant, currently reporting to the president are the provost and academic dean, vice president of advancement, vice president of finance and vice president of student life and enrollment management.

Professional Qualifications

Candidates for this position are required to agree with Denver Seminary's Statement of Faith (attached). The candidate must demonstrate leadership experience and theological understanding normally gained via graduate level education. The candidate must have credible experience regarding diversity and global awareness. The candidate must be a strong communicator, modeling authentic godly character.

The candidate must be skilled in building teams, balancing delegation with accountability, managing people, resources and conflict. The candidate is expected to have fundraising experience through relationship-building and vision-casting.

The candidate will likely have experience in higher education and pastoral ministry. An earned doctorate is preferred, as the position requires an empathetic understanding of faculty and theological discourse.

The president will be expected to quickly relocate to Denver after appointment. The president is expected to travel extensively.



Our Opportunity

Denver Seminary has a bright future for the candidate who joins the work of God in this Christian ministry. Its solid heritage, choice location, excellent reputation, strong faculty and strategic framework provide the next president with an excellent opportunity for success. God has abundantly blessed its past and present. We eagerly seek a president who will join us in discovering its future.

Our Future

The Board of Trustees, in collaboration with the many constituencies of the seminary, has adopted a strategic framework for its future and while strategic planning is held in high regard by the Board, the ability to “strategically react” to change is held in equal regard. The Board has adopted the following to guide its governance –



Our Mission: Why Do We Exist?

Denver Seminary seeks to glorify God by equipping leaders to think biblically, live faithfully, and lead wisely for a lifetime. Denver Seminary’s mission is accomplished as our students and graduates faithfully advance God’s kingdom purposes through their serving, leading, and equipping others in the name of Christ.

Our Vision: Where Is The Seminary Going In The Future?

Our vision is to commit ourselves and our resources to:

- Cultivate vibrant and transformative graduate level theological education.
- Partner with church and parachurch leaders nationally and globally to equip graduates to serve God effectively.
- Establish a well-informed biblical voice in the public dialogue that will help people to unite their Christian faith with their vocations and roles as global citizens.
- Produce graduates who embrace, understand, and minister skillfully to people and communities of diverse ages, genders, ethnicities, beliefs, socioeconomic backgrounds and disabilities.
- Implement a financial model that will sustain and improve the financial strength of the institution and provide necessary resources for accomplishing our mission.

We humbly acknowledge God our Creator, Jesus Christ our Lord and Savior, and the Holy Spirit in guiding Denver Seminary to be an effective place for equipping godly leaders through our integrated emphases upon spiritual formation, academic quality and leadership preparation.

Statement of Faith

THE WORD OF GOD

We believe the Scriptures of the Old and New Testaments are the inspired Word of God, inerrant in the original writings, complete as the revelation of God's will for salvation, and the supreme and final authority in all matters to which they speak.

THE TRINITY

We believe in one God, creator and sustainer of all things, eternally existing in three persons, Father, Son and Holy Spirit; that these are equal in every divine perfection and that they execute distinct but harmonious offices in the work of creation, providence and redemption.

GOD THE FATHER

We believe in God the Father, an infinite, personal Spirit, perfect in holiness, wisdom, power, and love. He concerns Himself mercifully in the affairs of men and women, hears and answers prayer, and He saves from sin and death all who come to Him through Jesus Christ.

JESUS CHRIST

We believe that Jesus Christ is God's eternal Son, and has precisely the same nature, attributes and perfections as God the Father and God the Holy Spirit. He is not only true God, but true man conceived by the Holy Spirit and born of the virgin Mary. We believe in His sinless life, His substitutionary atonement, His bodily resurrection from the dead, His ascension into heaven, His priestly intercession on behalf of His people, and His personal, visible, premillennial return from heaven.

HOLY SPIRIT

We believe in the Holy Spirit, His personality, and His work in regeneration, sanctification, and preservation. His ministry is to glorify the Lord Jesus Christ and implement Christ's work of redeeming the lost and empowering the believer for godly living service.

HUMANITY

We believe God created humanity, male and female, in the image of God and free from sin. We further believe all persons are sinners by nature and choice and are, therefore, spiritually dead. We also believe that the Holy Spirit regenerates those who repent of sin and trust Jesus Christ as Savior.

SALVATION

We believe in salvation by grace through faith in Jesus Christ. This salvation is based upon the sovereign grace of God, and was purchased by Christ on the cross, and is received through faith apart from any human merit, works, or ritual. We believe salvation results in righteous living, good works, and proper social concern.

THE CHURCH

We believe that the Church is the spiritual body of which Christ is the head and is composed of all persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit. This body expresses itself in local assemblies whose members have been immersed upon a credible confession of faith and have associated themselves for worship, instruction, evangelism, and service. The ordinances of the local church are believers' baptism by immersion and the Lord's Supper. We also believe in the interdependence of local churches and the mutual submission of Christians to each other in love.

SEPARATION OF CHURCH AND STATE

We believe that each local church is self-governing in function and must be free from interference by any ecclesiastical or political authority. We also believe all men and women are directly responsible to God in matters of faith and life, and they should be free to worship God according to the dictates of their consciences.

CHRISTIAN CONDUCT

We believe that the supreme task of every believer is to glorify God in life and conduct and be blameless before the world. Each Christian should be a faithful steward of all possessions and seek to realize in every area of life the full stature of maturity in Christ.

LAST THINGS

We believe in the bodily resurrection of the saved and lost, the eternal existence of all people in either heaven or hell, in divine judgments, rewards, and punishments.