



Westminster  
Seminary California

2016-2017

# PRESIDENTIAL OPPORTUNITY PROFILE



*For Christ, His Gospel, and His Church*



Westminster Seminary California is a graduate educational institution that exists in service of Christ, His Gospel, and His Church. For nearly 40 years, the seminary has trained and prepared future ministers and leaders through outstanding Reformed theological education.

After 43 years of teaching and 24 years as the seminary’s third president, Dr. W. Robert Godfrey informed the Board of Trustees in September 2016 of his wish to retire in the summer of 2017. Our community gives thanks to God for Dr. Godfrey’s leadership and seeks your prayers and help in identifying the institution’s next president who will lead the seminary into its next season as an institution committed to its founding mission.

*This document provides you with a means of offering valuable assistance in our search process:*

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## HISTORY

Westminster Seminary California welcomed its first students in the fall of 1980. The seminary traces its commitment to Reformed theological education back to the sixteenth-century Protestant Reformation, especially the ecclesiastical and educational reforms enacted by John Calvin and the Reformed church of Geneva. Centuries later, the educational heritage of the Reformation was maintained in America at Princeton Theological Seminary. When in 1929 Princeton seminary was reorganized to tolerate theological liberalism, several faculty members, led by distinguished scholar J. Gresham Machen, left Princeton to found Westminster Theological Seminary in Philadelphia, Pennsylvania. The new seminary preserved this heritage and passed it on to Westminster Seminary California, which was initially a west-coast campus of the Philadelphia school until 1982 when it became fully independent. Following in the tradition of “Old Princeton,” Westminster remains uniquely devoted to the inerrancy of the Bible, excellence in scholarship, outstanding theological education, and dedicated service to the church in its preparation of ministers, missionaries, and leaders.

Located in beautiful Southern California, Westminster was the first Reformed seminary in the western part of the United States, with a mission to serve the west and the world. Under the leadership of three distinguished presidents, Dr. Robert B. Strimple (1982-1988), Mr. Robert G. den Dulk (1988-1993), and most recently Dr. W. Robert Godfrey (1993-2017), the seminary established a permanent campus in southeastern Escondido, acquired an extensive library, maintained a comprehensive curriculum in the tradition of the best of Reformed theological institutions, and grew substantially in terms of enrollment, faculty development, and a reputation in the global church for faithful, confessional, seminary education. Through the remarkable generosity of its donors, the seminary is currently pursuing a major student housing building initiative. Today, Westminster Seminary California is committed to serving churches in North America and around the world. Churches need faithful ministers and teachers who are experts in the Bible and are committed to defending and teaching the scriptures throughout the world.

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## FACTS

<b>FOUNDED</b>	1980 (Independent 1982)
<b>CAMPUS LOCATION</b>	1725 Bear Valley Parkway, Escondido, CA 92029 (19-acre campus featuring a chapel, educational and administrative buildings, library, and a planned 64-unit residential housing complex that is currently under construction; scheduled completion 2018)
<b>FACULTY</b>	14 Full-Time Faculty members
<b>PROGRAMS</b>	Master of Divinity and 3 Master of Arts programs (in Biblical Studies, Theological Studies, and Historical Theology); Certificate programs in Biblical Studies, Theological Studies, or Historical Theology; Visiting Student opportunities
<b>STUDENT BODY</b>	Average 125 students (from 20 denominations; including 25 international students); the graduating Class of 2016 was the largest in the institution's history with 55 graduates
<b>INSTITUTIONAL SCHOLARSHIPS</b>	\$400,000 per year
<b>ENDOWED SCHOLARSHIPS</b>	\$140,000 per year
<b>ENDOWED FACULTY CHAIRS</b>	Robert B. Strimple Professor of Systematic Theology and Christian Ethics; J. Gresham Machen Professor of Systematic Theology and Apologetics
<b>ALUMNI</b>	1,200+ graduates serving in more than 30 countries
<b>LIBRARY</b>	175,000+ Books, Periodicals, and Digital resources (the Library was remodeled in 2011)
<b>ACCREDITATION</b>	Fully accredited with the Association of Theological Schools (ATS) and Western Association of Schools and Colleges (WASC)
<b>ANNUAL BUDGET</b>	Approximately \$4 million

## UNIQUE FEATURES

Westminster Seminary California offers a distinctly Reformed theological education. Doctrinal unity is of paramount importance for our mission, and so all faculty members and trustees subscribe *ex animo* to the following Reformed confessions and catechisms as faithful summaries of Scripture: The Three Forms of Unity (The Belgic Confession, the Heidelberg Catechism, and the Canons of Dort) and the Westminster Standards (The Westminster Confession of Faith, the Westminster Larger Catechism, and the Westminster Shorter Catechism). Furthermore, the faculty has authored two statements that express their unity in their understanding of important doctrines and theological issues, including a “Faculty Statement on Justification” and “A Testimony to Our Time.”



Foundational distinguishing features include the seminary’s commitment to the provision of a rigorous seminary education by pastor-scholars who study and teach God’s Word for the sake of Christ and His Church.

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- BIBLICAL:** The WSC education is centered on the inspired, inerrant Word of God. Therefore, the study of the original languages of Hebrew and Greek is a requirement. Scripture is central in all of our classes, for all of our programs.
  - CONFESSIONAL:** Our faculty are theologically unified around the inerrant Word of God as summarized by the Reformed confessions of faith.
  - PASTORS:** Our faculty are experienced pastors and elders, active in ministry to local churches.
  - SCHOLARS:** Our faculty are accomplished scholars who contribute to critical areas of biblical and theological scholarship.
  - DIVERSITY:** Our faculty represent different denominations and ethnicities within the Reformed tradition.
  - PERSONAL:** WSC is committed to face-to-face education that is fostered by the close community of faculty and students.
  - PURPOSEFUL:** WSC exists to serve Christ, His Gospel, and His Church by preparing the next generation of pastors and leaders.
  - ACCREDITED:** WSC is the only fully accredited, independent, interdenominational Reformed seminary in the Western United States.

The inerrancy of the Scriptures, the Gospel of Christ, the importance of the church and preaching, and the Reformed confessions have all guided the life and teaching of the Seminary.

## COMMUNITY

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Westminster Seminary California is a community of faith and study, fellowship, and prayer. From its inception, the school has attracted students from all over the United States and from many foreign countries. We seek to provide a rich environment for reflection, fellowship, study, and preparation for a vocation from Christ. Upon completion of the residential housing complex in 2018, Westminster will provide an enhanced community environment in which students learn, live, pray, and serve together.

## THE OPPORTUNITY

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Westminster Seminary California seeks its fourth president for the 2017-2018 academic year. This president will support the seminary’s mission and vision as he leads the seminary through current and future opportunities and challenges. The seminary seeks a president who will possess excellent leadership abilities, personal integrity, and theological conviction consistent with the heritage and tradition of Westminster going back to Old Princeton and the Reformed Reformation. This heritage includes, but is not limited to, a commitment to the authority of the inspired and inerrant Word of God and to the seminary’s doctrinal standards.



The following are essential characteristics of the next president of the seminary, organized according to personal character, theological integrity, and leadership qualities. The president of Westminster Seminary California *must*:

### PERSONAL CHARACTER

- be beyond reproach in personal life
- have biblical qualifications for office in the church and have served as a minister or ruling elder
- be able to balance effective leadership with humility
- be prepared to set a tone of biblical spirituality for the seminary community

### THEOLOGICAL IDENTITY

- affirm the inerrancy of scripture without compromise
- be firmly committed to “old school” Reformed theology; in other words, that historic Reformed theology and piety be at the core of his life and ministry in the church
- be respected for theological discernment and Reformed confessional fidelity, as well as irenic personality known for theological clarity and charity
- be committed to the importance of biblical languages in seminary curriculum
- be prepared to encourage and lead the seminary spiritually, including faculty and staff
- be committed to Reformed ecumenicity
- be knowledgeable of the theological landscape of the Reformed denominations and able to convince others of robust and confessional Reformed theology and the necessity of well-educated ministers

### LEADERSHIP QUALITIES

- be a strategic thinker committed to advancing the mission and vision of the seminary
- be able to inspire students and churches to be involved in the preparation of future ministers and leaders of Christ’s church
- possess the ability to shape the vision of the seminary for future sustainability
- understand and be committed to growing gift and enrollment revenue, and support for capital initiatives
- ability to interact cordially with the spectrum of denominations/federations that make up the seminary’s constituency, including the KAPC, OPC, PCA, URC, and ARBCA
- be a proven, proactive leader who is committed to collaboration and transparency in his interactions with faculty, staff, students, and constituents
- be an accessible leader who is prepared to direct his energies full-time to the mission of the seminary
- possess the ability to articulate and communicate the mission and vision of the seminary to constituents in a compelling way
- be a leader who can speak to the seminary’s base supporters as well as engage broader theological and ecclesiastical groups in a variety of settings
- be committed to fiscal responsibility and establishing clear budget priorities
- possess the ability to serve as a leader in strengthening the seminary community through on-campus student housing
- understand, embrace, and be a leader in influencing the seminary culture

In addition to these essential qualifications, the search committee has identified additional characteristics and abilities that would be very desirable in the next president. Recognizing that Presidential candidates will possess the following characteristics in varying degrees, it is *desirable* that the next leader of Westminster Seminary California:

- understand Christian higher education (curriculum, pedagogy, procedures, and accreditation)
- hold an academic/research or professional doctorate
- possess academic teaching experience
- communicate a vision for world evangelism



- relate well to church leaders of other ethnic groups
- have the potential for serving the seminary as president for at least 5 years
- have the desire and ability to engage and inspire faculty and staff to reach new levels of excellence in the discharge of their individual gifts and skill sets
- be committed to the recruitment and nurture of engaged, like-minded board members
- demonstrate proven leadership experience, including the ability to assess needs and the wisdom to delegate authority
- understand the complex challenges of seminary finances
- have a track record of fundraising experience, including capital projects
- be a peacemaker

## NEXT STEPS

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### 1. PLEASE PRAY

Please pray for institutional fidelity and for God to continue to use the seminary in service of his church. Pray that the individual for this job would be identified and persuaded by God to respond to this vocational call. Pray for discernment and wisdom for the search committee.



### 2. PLEASE NOMINATE

Contact us at [presidentsearch@wscal.edu](mailto:presidentsearch@wscal.edu) to nominate someone who meets these qualifications and whom you believe would be a potential candidate for this important role.



### 3. PLEASE PRACTICE CONFIDENTIALITY

Help us preserve the confidential nature of the search process by limiting your role to the submission of nominations directly to the committee in accordance with the instructions. Please allow the committee to make any and all contacts with the prospective candidate and undertake any independent inquiry of interest or qualification.



### 4. PLEASE APPLY

If you would like to apply for the presidency, please make formal application by sending a Cover Letter and Curriculum Vitae to [presidentsearch@wscal.edu](mailto:presidentsearch@wscal.edu).

All nominations and applications should be received by **December 23, 2016**, for full consideration.

Sincerely,

Presidential Search Committee (PSC)

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