

Presidential Search Committee: Initial Report

Taken directly from the 2019 Synodical Handbook 3.10.5.6.2.d

- (1) *The search committee shall make a written report of the needs of the seminary, the requirements of the Synod, and the required and desired qualifications of the nominees.*
- (2) *This written report shall be shared with the electors.*

Part 1: Needs of the Seminary

1. To form pastors who...
 - a. Serve with theologically sound and faithful teaching in accord with the Scriptures and Lutheran Confessions
 - b. Exhibit a pastoral heart, fraternal spirit, and love for all people
2. To continue to embrace and pursue the mission of CSL, including the Strategic Plan
3. To build a strong recruitment program and to recruit students in order to create a culturally diverse community for all our programs, including residential, contextual, and graduate
4. To be open to effective models of education and pedagogy
5. To help current and future pastors address and engage constructively various cultural contexts
6. To pursue academic excellence through the work of current faculty, identification and development of new faculty, engagement of global church
7. To foster community among students, faculty, staff and their families
8. To maintain the fiscal health of the seminary
9. To be served by a full-time residential president who serves only as president of CSL, lives on campus, and is involved in the life of the community

Part 2: Required and Desired Qualifications

For President of Concordia *Seminary* (emphasizing the academic, theological institution)

1. Faithful to Scripture and the Confessions
2. MDiv
3. Earned doctorate in a relevant field
4. Higher education teaching experience
5. Record of relevant scholarship
6. Pastoral ministry experience
7. Experience in cross-cultural situations
8. Demonstrates dedication and commitment to cultural humility
9. Can serve as a model for all students
10. Able to foster a culture of recruitment among the Seminary community

For *President of Concordia Seminary* (emphasizing the specific leadership role of president)

1. Proven administrative leadership
2. Demonstrates knowledge of sound fiscal principles
3. Demonstrates an ability and aptitude in fundraising
4. Ability to collaborate with BoR, faculty, staff, synodical entities, and congregations
5. Proactive to the needs of the church (rather than reactive)
6. Demonstrated leadership style that is responsive and adaptive
7. Demonstrates an interest in the students of all our formation programs
8. Wise in decision making. That is, recognizes and appreciates opportunities; takes them up in ways that minimizes downside; knows when to say “No”; ability to admit mistakes and identify necessary changes going forward
9. Fairly and even-handedly considers various alternatives
10. Ability to mobilize others toward a common goal
11. Non-anxious presence
12. Humble, engaging, welcoming
13. Readily builds genuine and caring relationships
 - Displays empathy and compassion
 - Ability to listen to others and communicate effectively
14. Trustworthy
15. Above reproach

For President of *Concordia Seminary* (being OUR seminary president)

1. Willing and able to advance faithful and constructive theological engagement with both church and world¹
2. Demonstrates a commitment to excellence and high standards in every aspect of Concordia Seminary
3. Ability to engage fraternally the various voices throughout the synod, promoting unity and fostering a collegial atmosphere
4. Demonstrated churchmanship within and outside the synod
5. Demonstrated support of CSL, its culture and trajectory. If married, this includes a supportive spouse and a willingness to live on campus and engage the community.

Part 3: Requirements of the Synod

Taken directly from the 2019 Synodical Handbook: *Seminary Presidents 3.10.5.6 The president of a theological seminary shall be the executive officer of the board of regents. He shall serve as the spiritual, academic, and administrative head of the seminary.*

(a) He shall represent the seminary in its relations to the Synod and its officers and boards.

¹ That is to say, we engage the questions raised by our culture today (of which our people are part) in a way that both avoids revising the Christian faith in order to make it palatable and avoids re-creating the Christian faith so as to render it incomprehensible/irrelevant. Instead, we engage the questions/problems of our day both critically (why and how are these questions/problems being raised?) and constructively (how might we best address these questions from within our theological heritage) so as to help Christians live faithfully according to the story and promises of Christ within the twenty-first century.

- (b) He shall supervise, direct, and administer the affairs of the seminary and all its departments, pursuant to the rules and regulations of the Synod and its boards and agencies, and the policies of the board of regents.*
- (c) He shall bring to the attention of the board of regents matters that require consideration or decision and make pertinent recommendations.*
- (d) He shall be the academic head of the faculty, preside at its meetings, and be an ex officio member of all standing committees of the faculty and its departments with the exception of the standing hearings committee or of another standing committee to which the functions of such a committee have been assigned.*
- (e) He shall periodically visit or cause to be visited the classes of professors and instructors, and in general secure conformity in teaching efficiency and subject matter to the standards and policies prescribed by the board of regents and by accrediting agencies.*
- (f) He shall advise and admonish in a fraternal spirit any member of the faculty found dilatory, neglectful, or exhibiting problems in his teaching. Should this action prove ineffective, he shall request selected members of the faculty privately to engage their colleague in further fraternal discussion. If this results in failure to correct or improve the situation, the president shall report the matter to the board of regents with his recommendation for action.*
- (g) He shall delegate or reassign one or more of his functions to a member of the faculty or staff, although standing administrative assignments shall be made by the board of regents upon his recommendation.*
- (h) He shall be responsible for the provision of spiritual care and nurture for every student.*
- (i) He shall carefully watch over the spiritual welfare, personal life, conduct, educational progress, and physical condition of the students and in general exercise such Christian discipline, instruction, and supervision as may be expected at a Christian seminary.*
- (j) He shall be responsible for the employment, direction, and supervision of all employees of the seminary.*
- (k) He shall be responsible for the business management of the school and for the proper operation and maintenance of grounds, buildings, and equipment.*
- (l) He shall make periodic and special financial reports to the board of regents.*