

President

GORDON CONWELL
THEOLOGICAL SEMINARY

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ABOUT GORDON-CONWELL

Gordon-Conwell Theological Seminary traces its heritage to two schools with roots in the late nineteenth century. In 1889, A. J. Gordon, pastor of Clarendon Street Church in Boston, founded the Boston Missionary Training Institute, which later became Gordon Divinity School. The Conwell School of Theology began as part of Temple University in Philadelphia.

In 1969, the two schools merged under the leadership of evangelist Billy Graham, Harold John Ockenga, and philanthropist J. Howard Pew, who saw the need for a strong evangelical seminary serving the Boston area and the Northeast. The founders set out to establish, within a strong evangelical framework, an independent, interdenominational seminary devoted to educating men and women in all facets of gospel outreach. South Hamilton, Massachusetts, remains the seminary's historic home and residential campus, known for the Life Together experience.

Over the following decades, Gordon-Conwell extended its reach beyond Hamilton. The Center for Urban Ministerial Education (CUME) was founded in September 1976 in the historic Boston neighborhood of Roxbury, Massachusetts. The Charlotte, North Carolina, campus opened in 1992 with a vision to expand the boundaries of theological education. In 2006, alumni pastors and church leaders in northeast Florida led the founding of the Jacksonville location. Today Gordon-Conwell offers two educational experiences: residential, in Hamilton, and networked, which is led from Charlotte and serves all nonresidential students studying primarily online from around the world.

Gordon-Conwell offers the Master of Divinity; master's degrees in counseling, ministry, and theological studies; the Master of Theology; the Doctor of Ministry; and the Doctor of Philosophy. The seminary is accredited by the Association of Theological Schools and the New England Commission of Higher Education, and its counseling programs hold accreditation from the Council for Accreditation of Counseling and Related Educational Programs. Its students come from 85 denominations and 50 countries, reflecting the broad evangelical constituency that has defined the seminary since its founding.



THE OPPORTUNITY

Gordon-Conwell Theological Seminary seeks its eighth president: a spiritually mature, theologically grounded, academically credible, and strategically capable leader to guide the institution into its next chapter.

Gordon-Conwell is a Christ-centered, evangelical, Protestant, multidenominational, and globally engaged graduate theological institution. From its campuses in South Hamilton, Massachusetts, and Charlotte, North Carolina; its locations in Boston and Jacksonville; and its online programs, the seminary equips women and men across the world for faithful Christian leadership in every sphere of life. It seeks to connect rigorous theological education with practical ministry formation, the life of the Church, and the needs of a changing world.

GORDON-CONWELL'S MISSION IS:

To advance Christ's Kingdom in every sphere of life by equipping Church leaders to think theologically, engage globally, and live biblically.

Its vision is drawn from Revelation 7: *many languages, one Lamb, and no tears.*





The seminary's enduring strengths include:

- Faithfulness to the authority of Scripture and historic Christian orthodoxy
- A commitment to spiritual formation and practical ministry preparation
- A multi-theological community united by a shared Christ-centered mission
- An investment in New England churches and beyond
- Academic excellence in biblical, theological, historical, counseling, and pastoral disciplines
- A global perspective and broad evangelical constituency
- The capacity to serve students through residential, online, hybrid, and emerging educational models



A Seminary at a Strategic Inflection Point

Gordon-Conwell is entering this presidential transition at a consequential moment for theological education. The sector is experiencing changing student demographics, declining demand for some traditional degree models, increased demand for flexible and affordable education, financial pressure across independent seminaries, evolving expectations for online learning, and rapid technological disruption caused by generative artificial intelligence.

The next president will inherit both significant challenges and a compelling opportunity: to preserve Gordon-Conwell's distinctive theological identity while building a more sustainable, accessible, relevant, and future-ready institution.

> *The seminary is seeking a leader who can help align academic programs, campuses, online education, student services, fundraising, staffing, technology, and financial resources around a common mission.*



Priorities for the Next President

The next president will be expected to:

- **Clarify and advance institutional and theological distinctiveness**

  Articulate why Gordon-Conwell matters now, which students and churches it is best positioned to serve, and how its theological, academic, global, and ministry strengths set it apart.

- **Strengthen financial sustainability**

  Establish a disciplined, mission-aligned financial model supported by responsible budgeting, enrollment growth, advancement, program evaluation, and clear resource priorities.

- **Renew enrollment and program strategy**

  Develop a balanced portfolio of traditional degrees, flexible graduate programs, certificates, non-degree offerings, continuing education, and ministry pathways responsive to emerging student needs.

- **Build excellence across residential, digital, and hybrid education**

  Treat digital education as a core institutional capability while sustaining a residential program with the course offerings, community, and formational strengths of embodied learning, so that every campus and modality has a clear path to success.

- **Strengthen community and institutional alignment**

  Build trust among faculty, staff, students, trustees, alumni, donors, churches, local communities surrounding our campuses, and global partners. Lead with transparency, humility, and decisiveness to strengthen alignment across every campus and modality.

- **Deepen church and ministry partnerships**

  Position Gordon-Conwell as a preferred partner for churches, denominations, networks, and ministry organizations seeking theological education, leadership development, pastoral formation, counselor preparation, and continuing education.

- **Lead responsibly in the age of AI**

  Help the seminary develop thoughtful approaches to academic integrity, AI literacy, faculty support, ministry preparation, and the ethical use of technology.

The Presidential Mandate

The president will serve as Gordon-Conwell's chief spiritual, academic, executive, and public leader. Working with the Board of Trustees and the seminary community, the president will:

- Refine, guard, and communicate the seminary's theological identity and mission
- Provide strategic direction and institutional focus
- Lead the development and execution of a sustainable operating model
- Strengthen academic quality, faculty engagement, and educational innovation
- Advance enrollment, affordability, student success, and program relevance
- Develop philanthropic support and relationships with key external constituencies
- Build productive partnerships with churches, denominations, foundations, and global organizations
- Promote a healthy institutional culture grounded in Christian character, truth, unity, respect, and accountability
- Represent Gordon-Conwell effectively in the Church, higher education, and the broader public square



Candidate Profile

The successful candidate will bring most or all of the following qualifications and experiences:

Theological and Spiritual Leadership

- A mature and demonstrable personal Christian faith
- Clear alignment with and ability to affirm Gordon-Conwell's Statement of Faith
- A life marked by integrity, humility, self-awareness, prayer, emotional health, and relational wisdom
- A deep commitment to Scripture, discipleship, spiritual formation, the local church, and the mission of Christ
- The ability to engage theological and denominational differences with clarity, charity, and conviction, while also inhabiting one's own theological tradition

Academic and Institutional Leadership

- An earned doctorate in theology, biblical studies, Christian ministry, counseling, or a related field is strongly preferred
- Substantial experience in senior leadership within a seminary, university, church, denomination, ministry organization, or comparable nonprofit institution
- A high regard for scholarship and the credibility to earn the respect of faculty, academic leaders, students, pastors, and scholars
- Understanding of accreditation, academic quality, faculty governance, and graduate theological education
- Experience leading a complex, distributed, multi-campus, online, or otherwise geographically diverse organization is highly desirable

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Strategic and Operational Competence

- A demonstrated record of translating vision into focused priorities, accountable plans, and measurable results
- Experience managing institutional change, restructuring, renewal, growth, or turnaround
- Skill in managing people and leading large, diverse teams toward shared goals
- Financial fluency, including the ability to understand budgets, enrollment economics, program costs, fundraising needs, and resource trade-offs
- The courage to make difficult decisions while maintaining trust and communicating clearly
- The ability to balance mission, quality, affordability, sustainability, and innovation

External Leadership and Advancement

- A credible presence with donors, alumni, churches, denominational leaders, foundations, and strategic partners
- Understanding of the current market landscape and the ability to align institutional priorities with emerging opportunities and competitive realities
- Demonstrated fundraising success, including major gifts and scholarship support that sustain access to rigorous theological education
- Strong communication and listening skills as a preacher, teacher, writer, or public representative
- Experience building relationships across theological traditions, cultures, ethnicities, generations, and ministry contexts
- A global, cross-cultural perspective that appreciates the growing ethnic diversity of Christ's Church and supports ministry in New England as well as the wider world

Leadership Qualities

Gordon-Conwell seeks a president who is:

- **Mission-driven and execution-oriented**
  able to move from vision to action
- **Visionary and adaptable**
  able to cast a clear, compelling vision while adjusting nimbly to changing realities in theological education
- **Theologically confident and relationally generous**
  clear in conviction without being unnecessarily polarizing
- **Pastoral and emotionally intelligent**
  able to lead people through uncertainty and change
- **An organizer and diplomat**
  able to structure the institution so that every campus, ministry, and modality can succeed and to build shared confidence in that design
- **Entrepreneurial and disciplined**
  willing to innovate while exercising sound stewardship
- **Collaborative and decisive**
  listens broadly, then makes timely decisions
- **Resilient and courageous**
  capable of leading through pressure, ambiguity, and difficult trade-offs
- **Globally minded and culturally agile**
  able to lead a diverse and internationally connected community
- **Future-oriented but rooted**
  able to honor Gordon-Conwell's heritage while preparing it for the future





Measures of Early Success

During the first 12 to 18 months, the president should be positioned to:

- Present a clear diagnosis of Gordon-Conwell's strategic, financial, enrollment, and organizational position
- Establish trust and alignment across the seminary community
- Recommend three to five institutional priorities with defined owners, milestones, and measures
- Clarify the future role of residential, online, hybrid, church-based, and other delivery models
- Advance a practical financial sustainability and advancement roadmap
- Strengthen the seminary's enrollment and program strategy
- Deepen relationships with churches, donors, alumni, and global partners
- Demonstrate visible progress toward a more integrated and effective One Gordon-Conwell model
- Define a responsible institutional approach to AI and emerging technology
- Reimagine a vital educational ministry through CUME (Center for Urban Ministerial Education)



THE INVITATION

This is an opportunity to lead an institution with a distinctive theological identity, a respected heritage, a global vision, and a meaningful role in the future of the Church.

Gordon-Conwell's next president will not simply preserve an important institution. The president will help renew its model, expand its reach, strengthen its foundation, and prepare a new generation of Christian leaders to:

Think Theologically. Engage Globally.
Live Biblically.

APPLICATIONS AND NOMINATIONS

Gordon-Conwell Theological Seminary invites applications, nominations, and expressions of interest for this opportunity to lead a globally engaged evangelical seminary into its next chapter. The seminary welcomes candidates of every background who share its commitment to Christ and his Church. The seminary's Presidential Search Committee is leading this search, and CarterBaldwin Executive Search is supporting the Committee in its work. All conversations and submissions will be handled with complete discretion.

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Application materials should include a curriculum vitae and a letter of interest outlining the candidate's faith commitment, alignment with Gordon-Conwell's Statement of Faith, leadership philosophy, and qualifications for the role, addressed to the Presidential Search Committee. Nominations, expressions of interest, and applications should be submitted to **Gordon-ConwellPre@carterbaldwin.com**.

