



VICE PRESIDENT OF FINANCE & OPERATIONS (CFO)

Denver Seminary Executive Search Prospectus



DENVER SEMINARY®



75
YEARS
DENVER
SEMINARY



A growth-oriented institution seeking strategic financial leadership

Denver Seminary is entering a new era of momentum, vision, and opportunity. Under the leadership of a new president, the Seminary is building on more than 70 years of preparing biblically rooted, theologically thoughtful, and globally engaged ministry leaders. As we pursue bold initiatives to expand our reach, deepen our impact, and sustain our mission, we are seeking a strategic and mission-driven Vice President of Finance & Operations to join our executive team.

This leader will play a pivotal role in stewarding resources, optimizing operations, and fueling the Seminary's vision to deliver accessible, transformative, gospel-centered theological education for the Church and the world.



A strategic focus
on mission and
margin



THE OPPORTUNITY

The Vice President of Finance & Operations (CFO) will serve as a growth-oriented financial leader who creates conditions for Denver Seminary's sustainable flourishing. This executive will work closely with the President and Board to align vision with resources—ensuring financial stewardship enables mission advancement.

ORGANIZATIONAL STRENGTHS

Robust Financial Foundation

The Seminary maintains strong fundamentals with diversified revenue streams, prudent reserves, and committed stakeholder support. This creates an ideal environment for a CFO to optimize existing resources while pursuing innovative growth strategies.

Collaborative Leadership Culture

Our executive team operates with high trust, shared vision, and collaborative decision-making. The CFO will join colleagues committed to excellence, transparency, and mission-driven leadership that puts institutional health in service of kingdom impact.

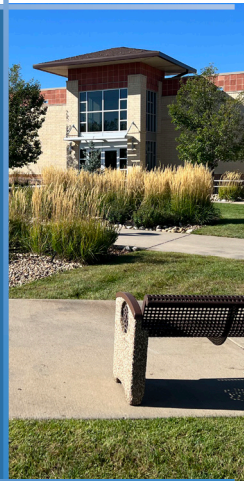
Technology-Forward Operations

The recent hire of a new VP of Technology (CIO)—who brings prior CFO experience—creates an exceptional partnership opportunity for rebuilding financial systems and processes. Together, these leaders will modernize infrastructure, implement best practices, and develop a high-performing finance team positioned for long-term success.

Strategic Market Positioning

Denver Seminary occupies a unique position in theological education, distinctively equipped to serve evangelical Christianity through “charitable orthodoxy”—preparing leaders who honor Christ, serve the Church, and participate in God’s renewal of the world. Unlike denominationally-focused competitors, our interdenominational approach serves the broader evangelical Church, attract students, faculty, and supporters from across the evangelical spectrum who seek rigorous biblical scholarship paired with gracious ministry formation.

A foundation
for success



CHARITABLE ORTHODOXY—A DISTINCTIVE

At the heart of Denver Seminary's identity is our commitment to 'charitable orthodoxy'—deep theological conviction expressed through Christ-centered grace. We hold firmly to historic Christian doctrine while preparing leaders who engage the world with wisdom, humility, and transformational love. This distinctive shapes everything we do:

Academic Excellence with Pastoral Heart: Our faculty combine rigorous scholarship with deep pastoral sensitivity, preparing graduates who can think critically and minister compassionately.

Theological Clarity with Denominational Breadth: We attract students from over 40 denominations, united by shared commitment to biblical authority and gospel ministry.

Innovation Rooted in Tradition: We embrace new methods and technologies while maintaining unwavering commitment to timeless biblical truths.

Global Perspective with Local Impact: Our graduates serve in all 50 states and dozens of countries, carrying Denver Seminary's distinctive approach to ministry around the world. With our Korean and English Global Campus, we cultivate ministry leaders who bring both theological depth and cross-cultural competency to their roles in ministry, nonprofit, and mission-driven organizations worldwide.



Engaging others
with grace, humility,
and respect



LEADERSHIP OPPORTUNITY AND VISION

The Vice President of Finance & Operations will join a collaborative executive team committed to expanding Denver Seminary's impact while preserving its distinctive character. This role offers the opportunity to:

Lead Strategic Financial Initiatives: Partner with the President and Board to develop comprehensive financial strategies supporting long-term institutional sustainability and growth.

Optimize Operational Excellence: Streamline processes, enhance systems, and create efficiencies that enable teams to focus on mission-critical work.

Drive Innovation: Collaborate across departments to evaluate and resource new programs, partnerships, and revenue streams that advance mission while maintaining financial integrity.

Shape Institutional Future: Help position Denver Seminary for continued relevance and growth in an evolving landscape of Christian higher education.



Preserving the
distinctive character
of Denver Seminary



CORE AREAS OF RESPONSIBILITY

Strategic Financial Leadership

- Transform complex financial data into clear insights that empower Seminary leaders to make mission-aligned decisions
- Partner across departments to create innovative programs and revenue streams that drive sustainable growth
- Translate strategic vision into actionable financial frameworks that operational teams understand and execute
- Collaborate with the VP of Technology to implement robust financial systems enabling data-driven decision-making

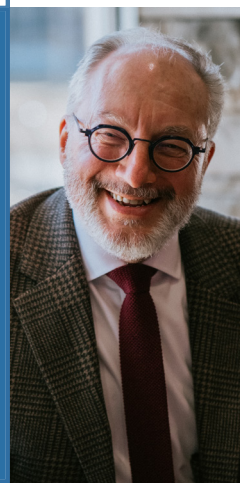
People & Culture Leadership

- Maintain high standards while supporting professional growth across the organization
- Partner with the VP of People & Culture on compensation, benefits, and organizational planning to ensure financial sustainability aligns with workforce strategy
- Transform department leaders from budget managers into financial strategists through mentorship and shared ownership
- Create forums for constructive dialogue about resource allocation while maintaining forward momentum

Operational Excellence

- Partner across departments to envision, evaluate, and resource mission-aligned initiatives that drive growth while safeguarding financial integrity
- Simplify financial processes and systems to eliminate bureaucracy and enable mission focus
- Develop policies that advance shared understanding and organizational values
- Create metrics tracking both financial health and mission impact

**Empowering growth
through financial
leadership**



KEY OPPORTUNITIES

Growth-Oriented Financial Management

- Lead annual budgeting as collaborative process ensuring stakeholder understanding of financial stewardship
- Deliver comprehensive financial analysis including cash flow projections, enrollment sensitivity modeling, and strategic investment ROI assessments
- Create financial dashboards communicating insights effectively, enabling leaders to understand connections between their work and institutional health
- Design financial policies protecting the institution while supporting organizational effectiveness

Relationship & Trust Building

- Serve as thought partner to the President and Executive Cabinet, bringing financial expertise and organizational wisdom to strategic decisions
- Build effective relationships with Board Finance and Investment Committees based on transparency and shared mission commitment
- Create environments of trust where individuals feel secure admitting mistakes and seeking guidance
- Coach and mentor department leaders to develop financial acumen while respecting their subject matter expertise



Fostering trust
through financial
insight



THE IDEAL CANDIDATE

We seek a financial leader who combines proven success with deep appreciation for Denver Seminary's mission and distinctive. The ideal candidate will bring:

Professional Excellence

- Bachelor's degree with 10+ years of progressive financial leadership experience; CPA and/or MBA preferred
- 5+ years as CFO or equivalent role in mission-driven organizations (\$10M+ budget preferred)
- Deep understanding of and appreciation for graduate theological education
- Demonstrated success in nonprofit financial management, including regulatory compliance and external reporting
- Experience with financial systems implementation and process improvement initiatives
- Background in higher education, religious institutions, or similar mission-driven sectors strongly preferred

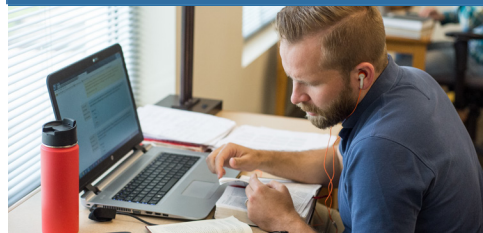
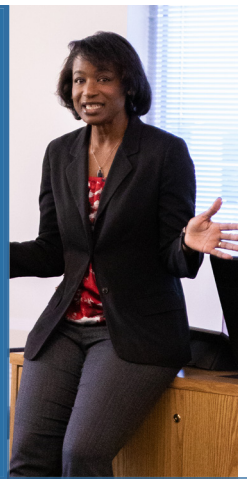
Leadership Competencies

- **Strategic thinking:** Proven capacity to develop and implement comprehensive financial strategies aligned with institutional goals
- **Relationship mastery:** Exceptional ability to build, maintain, and leverage relationships with diverse stakeholder groups
- **Team leadership:** Experience leading high-performing teams with collaborative approach to leadership
- **Communication excellence:** Translates complex financial concepts into accessible language that motivates rather than overwhelms
- **Systems thinking:** Identifies connections between complex issues and anticipates decision consequences

Personal Qualities

- Lives out vibrant faith integrating spiritual wisdom with professional excellence
- Demonstrates humility paired with confidence, discerning when to lead and when to support
- Maintains unwavering integrity while extending grace for human limitations
- Finds fulfillment in developing others and celebrating their achievements
- Balances patience for individual growth with urgency for mission advancement

**A financial leader
who inspires growth
and mission**





WHY THIS OPPORTUNITY MATTERS

We are seeking a visionary leader to guide Denver Seminary's financial stewardship into a new era of growth and kingdom impact. This role offers exceptional opportunity to steward resources at an institution uniquely positioned for transformational influence, where you will inherit strong financial foundations, engage committed stakeholders, and work alongside a collaborative executive team.

Join us in advancing not just an institution, but a movement of biblically grounded, relationally gracious evangelical leaders who love Christ and seek to transform communities worldwide.



Flourishing through
mission-aligned
stewardship

THE DENVER SEMINARY DIFFERENCE

Financial leadership at Denver Seminary centers on stewarding resources to transform lives. The CFO role offers opportunity to practice good authority—using positional power to create conditions where others flourish while ensuring long-term institutional vitality.

Leaders prepared to lead with courage and compassion, develop others' potential while maintaining excellence in financial stewardship, will find meaningful opportunity in our community.

MOVING FORWARD

If you are an accomplished financial professional energized by the prospect of leading financial stewardship at a premier evangelical institution, we invite you to consider this exceptional opportunity. Join us in advancing the mission of Denver Seminary and investing in the future of Christian ministry leadership.

For confidential inquiries regarding this executive search opportunity, please contact:

Lori Mack

Director of Human Resources

P: 303.762.6887

E. lori.mack@denverseminary.edu



Engage Your World



Denver Seminary prepares men and women to engage the needs of the world with the redemptive power of the Gospel and the life-changing truth of Scripture. We are an equal opportunity employer committed to excellence in all areas of ministry and operations.

Main Campus

6399 South Santa Fe Dr.

Littleton, Colorado 80120

General Inquiries

P: 303.761.2482

F: 303.761.8060

E: info@denverseminary.edu

