

# California Lutheran

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## UNIVERSITY

Thousand Oaks, California

### **CAMPUS MINISTER**

#### **SUMMARY**

California Lutheran University invites applications and nominations for the position of Campus Minister. Our campus has recently become a Hispanic-Serving Institution (HSI) and we are looking for candidates with a demonstrated commitment to and success working in diverse multi-religious, multi-cultural and multi-racial communities. Cal Lutheran encourages applicants who advocate for justice and fairness for all people. Under the direction of the University Pastor, the Campus Minister will provide pastoral care for the whole of the University, develop faith formation programs for students, participate in interfaith engagement, assist the University in identifying student needs, especially in underrepresented students, and in bringing the resources of the institution to address those needs. Rooted in a Lutheran understanding of word and sacrament or word and service ministry, the Minister will be expected to communicate Cal Lutheran's mission, identity, and commitments while graciously reaching across multiple faith communities.

#### **THE UNIVERSITY: AN OVERVIEW**

Founded in 1959 and located in the community of Thousand Oaks, California Lutheran University (Cal Lutheran) is a growing liberal arts university serving more than 3,000 undergraduate students and 1,300 graduate students. Cal Lutheran provides a challenging academic environment in support of its mission to educate leaders for a global society. Cal Lutheran invites applicants from all faiths, spiritual traditions, and worldviews and encourages those from historically underrepresented groups. Contributing to this vibrant atmosphere for purposeful learning are a distinguished faculty, a talented and diverse student body, a student-centered staff, value-centered education, personalized learning, strong reputation in the region, a beautiful campus, and an ideal location.

Cal Lutheran's student body is 54% students who are either international or from under-represented groups (30% Latino, 5% Asian American, 3% African American, 6% Multiracial, .5% Native American/Native Hawaiian/Pacific Islander, and 10% International), and over 27% of freshmen are first generation students. Cal Lutheran seeks to appoint faculty and staff with success in working in diverse, multi-cultural, and multi-racial communities and a commitment to contributing to and serving the increasingly diverse faculty that consists of 11% Latino, 4% African-American, 9% Asian- American and Pacific Islander, .5% Multiracial, and 75.5% White.

California Lutheran University welcomed its first students in the fall of 1961, following the institution's formal founding and incorporation in 1959 as California Lutheran College. It is a private, co-educational institution that is dedicated to excellence both in the liberal arts and in professional studies. In 1986, the name was changed to California Lutheran University better to reflect the breadth of its undergraduate, graduate, and professional programs. Cal Lutheran enjoys a distinctive entrepreneurial spirit arising from

its relative youth as an institution. There is little sense of bureaucracy or red tape; new ideas and initiatives are encouraged and acted upon.

A significant strength of the university is the location of the main campus in Thousand Oaks, fifty years ago a rural Ventura County village and now a dynamic Conejo Valley community of nearly 130,000 situated at the heart of one of the country's fastest growing regions for biotechnology, business, and technology known as the Route 101 Technology Corridor. The University is located only 40 miles from Los Angeles, a major metropolitan area deeply rooted in international finance and culture, the film industry, and new media. With regard to its development as an institution and to its exceptional location, Cal Lutheran is well positioned to play a vital role in these industries, in other key industries of the area, and in education in the region.

In addition to the main campus in Thousand Oaks, which houses both undergraduate and graduate programs, Cal Lutheran offers courses in its graduate and professional programs at centers located in Woodland Hills, Oxnard, Westlake Village, and Santa Maria. Our seminary, Pacific Lutheran Theological Seminary (PLTS), is located in Berkeley. KCLU, the area's only National Public Radio Station, was launched at Cal Lutheran in 1994 and broadcasts as a community service in Ventura and Santa Barbara counties and around the world at [www.kclu.org](http://www.kclu.org).

California Lutheran is one of 26 universities and colleges affiliated with the Evangelical Lutheran Church in America (ELCA) and is the newest in this group. It is a member of the Network of ELCA Colleges and Universities (NECU). It is also a member of the National Association of Independent Colleges and Universities, the Association of Independent California Colleges and Universities, the New American Colleges and Universities, and the Council of Independent Colleges. The University is accredited by the Accrediting Commission of Senior Colleges and Universities of the Western Association of Schools and Colleges.

## **THE SEARCH**

California Lutheran University invites applications and nominations for the position of Campus Minister. The new Campus Minister will join the Office of Campus Ministry staff which includes

Rev. Scott J. Maxwell-Doherty, University Pastor  
Rabbi Belle Michael: pastoral care, worship assistant, and Jewish life  
Mohammed Ezra Humkar: Coordinator of Muslim Life  
Jessica Helm: Coordinator of Chapel Music  
Elizabeth Lohr-Myers: Administrative Assistant  
Seminarists from St. John's Seminary, Camarillo

The successful candidate will have:

- Direct experience in ministry among ethnic-specific communities of faith;
- Experience in community organizing;
- Demonstrated skills in young adult, emerging ministries, and faith formation;
- Commitment to religious pluralism, leadership development among underrepresented communities, support for LGBTQ+ communities, and cross-cultural community development;
- Experience as a minister in a congregational setting or leadership in campus ministry in higher education, outdoor ministry, social ministry, synodical ministry, or Churchwide ministry.
- Grounding in their own theological tradition and knowledge about and openness to the Lutheran theological tradition;
- Possess an understanding of the trends and currents affecting today's communities of faith;
- Culturally agile and proficient, dedicated to diversity, equity, and inclusion;
- Creative and innovative worship designer and presider;

- Understand, support, and drive engagement through multi-faith dialogue and activity;
- Desire to work with and across institutional partners and offices; and be a
- Rostered leader in good standing within the Evangelical Lutheran Church in America (ELCA) or its equivalent in a Full Communion Partner church: Presbyterian Church (USA), Reformed Church in America, United Church of Christ, The Episcopal Church, The Moravian Church, and United Methodist Church.

The Office of Campus Ministry is a part of the university's Division of Mission and Identity to assist the University in its foundational work as a Church-related University, one that has an ELCA seminary as one of its graduate programs. The division strategically connects the Office of Campus Ministry, Congregational Relations, Office of the Rector, and Seminary Relations, Interfaith Strategist, and the Segerhammar Center for Faith and Culture. The division works closely with PLTS administration, the Belugum Chair of Lutheran Confessional Theology, and Cal Lutheran's Theology and Christian Leadership program. Working together the division strengthens and facilitates how the University engages in and tells the story of its mission and identity both internally and externally.

## **LEADERSHIP OPPORTUNITIES FOR THE CAMPUS MINISTER**

### **Scope of Responsibilities of the Campus Minister**

- Plan for and preside at word and sacrament worship services within the university community
- Conducts attendant pastoral duties of the office: weddings, funerals, blessings, commissioning, installations, devotions, and dedications.
- Models inclusivity and hospitality to all, providing leadership for the Campus Ministry's efforts to promote pluralism, interfaith cooperation, and mutual understanding of identities and cultures among its students, faculty, and staff
- Advocate for and participant in interfaith dialogue and community development
- Preaches the good news of the Christian gospel creatively and persuasively
- Leads and directs faith forming and experiential learning opportunities for the Cal Lutheran community through bible study, retreats, small groups, action-reflection occasions for the discussion of faith, spirituality, and prophetic witness
- Leads students to make robust connections within their faith, daily living, activism, among and with those of many different faith traditions and worldviews
- Seeks opportunities and creates opportunities for fellowship with students both formally and informally
- Cultivates student leadership
- Build bridges across lines of difference to foster community and create campus partnerships between Campus Ministry and the Cal Lutheran community
- Stimulates and nurtures a concern for love of neighbor, for justice and righteousness among the members of the University community, with a proactive care of the earth
- Help students and staff explore the rich variety of resources available for corporate worship, contemplative worship, and liturgically modern worship.
- Relates to the ELCA Regions I and II, local collegium, clergy, ecumenical partners and religiously affiliated University partners
- Serves on University committees and/or task forces in collaboration with the University Pastor that may include the Board of Regents, Faculty Meetings, Church Council of the campus congregation, and other meetings as assigned.
- Be actively involved in campus life and student activities.

### **Knowledge of:**

- Mission, vision, identity, and goals of California Lutheran University

- Office supervision and management techniques
- Operations, procedures, specific rules and precedents of the office
- Modern office practices, procedures and operation of office equipment
- Correct English usage, grammar, spelling, and vocabulary for writing
- Group facilitation and collegial team building
- Budget preparation and control
- Strategic planning techniques
- Public speaking techniques
- Interfaith dialogue and engagement techniques
- Principles and practices of administration, supervision, and training
- Interpersonal skills using tact, patience, and courtesy
- University rules, regulations, policies and procedures
- Relevant computer software and technology, such as Microsoft software (Word, Excel, PowerPoint)

#### **Ability to:**

- Provide leadership that is transparent, accessible, trustworthy, collegial, and visibly engaged in the life of the University;
- Demonstrate a commitment to diversity and interfaith engagement with successful experience fostering it;
- Provide mentoring for students with attention to first-generation college and underrepresented students;
- Initiates action on behalf of and independent from the University Pastor;
- Maintain confidentiality;
- Demonstrated leadership ability and management experience that includes supervision of personnel and budgetary responsibility;
- Compose clear, concise, accurate correspondence and written materials independently;
- Organize, coordinate and oversee office activities as needed;
- Communicate effectively both orally and in writing;
- Maintain poise in complex and conflictual situations, hear opposing views clearly, and persevere when principles of strategic consideration are at stake;
- Proficiently use technology such as Microsoft software;
- Train and provide work direction to others;
- Interpret, apply and explain rules, regulations, policies and procedures;
- Work independently with little direction;
- Plan and organize work to meet deadlines; and
- Learn from others, translate her or his thoughts for broader consideration, manage by influence, build unity around difficult issues, and explain his or her own views.

#### **Education and Experience**

Any combination equivalent to: a Master's degree in Divinity, Religious Studies, Theological Studies, or Certificate of TEEM program at time of appointment, and two years experience in an ELCA congregational or Ecumenical Partner Church leadership setting (ie: campus ministry, outdoor ministry, social ministry, synodical ministry, Churchwide ministry, or in higher education).

#### **Preferred Qualifications**

- Record of ministry among ethnic-specific communities of faith and cross cultural community development.
- Demonstrated commitment to and success in working in diverse, multi-cultural and multi-racial communities of faith.

- Spanish language ability.

### **Licenses, Certifications, Other Requirements**

- On the roster of ministers of the Evangelical Lutheran Church in America or its equivalent in Full Communion Partner Churches at time of appointment: Presbyterian Church (USA), Reformed Church in America, United Church of Christ, The Episcopal Church, The Moravian Church, and United Methodist Church.
- Valid Driver's License.

### **THE MISSION AND IDENTITY OF THE UNIVERSITY**

California Lutheran University is guided by the following mission statement:

The mission of the University is to educate leaders for a global society who are strong in character and judgment, confident in their identity and vocation, and committed to service and justice.

The primary mission of Cal Lutheran as a university is thus to expand and deepen students' minds in seeking truth. As a Lutheran university, Cal Lutheran pursues this mission within a diverse community and in ways that nurture many dimensions of a student's life—spiritual, physical, and emotional as well as intellectual. Inclusion is a deeply held value in the Lutheran tradition, and everyone is welcome at Cal Lutheran.

Cal Lutheran expresses its identity in this way:

California Lutheran University is a diverse scholarly community dedicated to excellence in the liberal arts and professional studies. Rooted in the Lutheran tradition of Christian faith, the University encourages critical inquiry into matters of both faith and reason.

### **ACADEMIC PROGRAMS**

California Lutheran University has six academic units that comprise its educational programs. There is significant collaboration and interaction among the schools in the planning and implementation of academic programs.

**College of Arts and Sciences.** The College's 24 academic departments and interdisciplinary programs include Creative Arts, Humanities, Natural Sciences, and Social and Behavioral Sciences discipline. Cal Lutheran's curricula draw from strengths across these departments and programs, contributing to a distinctive blending of liberal learning, artistic growth, professional preparation, and ethical reflection.

**Graduate School of Education.** The Graduate School of Education is responsible for managing and coordinating all programs offered for the initial and advanced preparation of teachers and other school and higher education professions.

**School of Management.** The School of Management offers three undergraduate majors (Business Administration, Accounting, Economics) and seven graduate programs including a Master of Business Administration (MBA) program along with several specialized master degrees.

**Graduate School of Psychology.** The Graduate Psychology Programs offer a Doctorate in Clinical Psychology (Psy.D.), Master of Science in Counseling Psychology (Marital and Family Therapy), Master of Science in Clinical Psychology, and specializations.

**Pacific Lutheran Theological Seminary (PLTS)** PLTS is one of the seven seminaries of the Evangelical Lutheran Church in America and a founding member of the Graduate Theological Union. The seminary provides theological education for the training of clergy and lay leaders and offers ordination, non-ordination, and research-level degrees and certificates.

**Bachelor's Degree for Professionals.** In addition to the standard degree programs above, Cal Lutheran offers the Bachelor's Degree for Professionals Program as an accelerated, part-time bachelor's degree program with evening classes, well suited for adults with family or occupational commitments. Students may earn a degree in any of seven majors: accounting, business management, communication, computer information systems, computer science, organizational leadership, and psychology.

**HSI Status** In February 2016, Cal Lutheran was designated as Hispanic serving institution (HSI) by the U.S. Department of Education. This designation requires that Latino/a students make up at least 25 percent of full-time undergraduates, a benchmark Cal Lutheran first reached in the 2013-2014 year. As an HSI, Cal Lutheran joins over 400 other institutions nationwide in providing greater educational opportunities for these students and is one of only a small number of private, faith-based institutions with this designation.

**The Main Campus** The main campus of Cal Lutheran in Thousand Oaks consists of 225 acres set against scenic Mt. Clef Ridge and the rolling hills surrounding Conejo Valley. At its center is Kingsmen Park, an attractively landscaped and wooded area that serves as a hub for the campus, providing an expansive intersection among academic and administration buildings, Ullman Commons, and several residence halls - as well as venue for the popular summer productions of the Kingsmen Shakespeare Company. Cal Lutheran's newest campus building will be the science center resulting from the current science initiative campaign. It will join such other recent additions as the William Rolland Art Center (2017), Ullman Dining Commons (2014, Silver LEED), and Sendson Center for the Social and Behavioral Sciences (2010, Silver LEED).

**Enrollment** Applications and enrollment for both the undergraduate and graduate programs have been strong, and in Fall 2017 Cal Lutheran welcomed 585 new freshmen, 255 transfers, 309 new graduate students, and 54 new students in the Bachelor's Degree for Professionals Program. Cal Lutheran draws its talented undergraduate student body from 36 states and 45 countries. Thirty-three percent of students in the Fall 2017 entering class were in the top ten percent of their high school graduating class, and incoming students averaged a 3.7 grade point average and a SAT 25th-75th percentile of 106-1230.

## **STRATEGIC PLANNING**

Following the successful conclusion of the 2012-2017 Strategic Plan, Cal Lutheran is at the start of a new such plan for 2018-22. This plan has set three goals:

- **Inclusion:** To be a campus community that reflects the demographic composition of the state of California and is committed to inclusive excellence.
- **Innovation:** To foster a culture of innovation that encourages the revision of existing programs and the building of new programs to expand our mission while reaching new markets.
- **Investment:** To complete the physical master plan of the main campus, enhance our off-campus centers, and increase the endowment.

## **FINANCIAL RESOURCES**

Since the completion of a \$93 million capital campaign in 2005, California Lutheran has continued to expand its financial resource base and infrastructure, including a new building project every year. The University operates with fiscal prudence and has maintained strong fiscal health despite the economic downturn. Faculty and staff salaries have significantly increased over the past 12 years. The endowment

of California Lutheran University currently stands at approximately \$109 million, with an annual University operating budget of \$115 million.

Additional information about California Lutheran University may be found at [www.callutheran.edu](http://www.callutheran.edu).

### **PROCEDURE FOR NOMINATIONS AND APPLICATIONS**

We look forward to reading applications from interested persons. Applicants may apply on-line at <https://careers.callutheran.edu/postings/4286>

Review of nominations and applications will begin immediately, and nominations and expressions of interest will be welcomed until the position is closed. The appointee is expected to take office in the fall of 2018. Applications received by May 4, 2018 will be assured of full consideration; these should include a cover letter of interest that specifically addresses how one meets the qualifications of the position and is prepared to support of mission of Cal Lutheran. With the cover letter, please submit a resume or vitae and names of five professional references with e-mail addresses and telephone numbers. Applicants will be asked to answer the following questions as they apply:

Please describe your vision for Campus Ministry at California Lutheran University?

Please describe your experience, skills, and practices that would assist you in serving that vision?

Please describe your experience in engaging, mentoring, and interacting with first generation and underrepresented students?

Please describe a cultural shift you assisted a community of faith navigate.

To nominate a candidate for consideration, please contact Rev. Melissa Maxwell-Doherty at [revmmd@callutheran.edu](mailto:revmmd@callutheran.edu) or by phone at 805-493-3330 with the candidate name and contact information.

California Lutheran University is an equal opportunity employer. Our campus has recently become a Hispanic-Serving Institution (HSI) and we are looking for candidates with a demonstrated commitment to and success working in diverse multi-cultural and multi-racial communities. Cal Lutheran encourages applicants to campus positions from all faiths, and advocates for justice and fairness for all people.