



## OPPORTUNITY PROFILE FOR PRESIDENT

# EDUCATE • THINK • LIVE • PROCLAIM • SERVE



## OVERVIEW

Lancaster Bible College | Capital Seminary and Graduate School (LBC/Capital) is a private Bible college and seminary located in southcentral Pennsylvania that educates Christian students to think and live a biblical worldview and to proclaim Christ by serving Him in the Church and society. A thriving student population consists of traditional undergraduates, non-traditional adult undergraduates, graduate and doctoral students studying in ministry and non-ministry programs with courses delivered face-to-face, blended, and online.

The main location, a delightful 100-acre modern campus, is in Lancaster, PA – 40 miles southeast of Harrisburg, 70 miles west of Philadelphia, and 115 miles northwest of Washington, DC. The campus is a short drive from a vibrant downtown Lancaster community featuring excellent cultural, artistic, and dining experiences. Over the past five years, LBC | Capital has expanded its footprint to include branch campuses in Philadelphia, PA; Greenbelt, MD; Memphis, TN; Boca Raton, FL; Eugene, OR, and Kampala, Uganda.

Part of this expansion happened as LBC | Capital acquired the academic programs of Washington Bible College and Capital Bible Seminary in 2013. Guided by the leadership of current college president Dr. Peter W. Teague, EdD, this acquisition further contributed to the college's vision to be a premier, evangelical, globally accessible, technologically advanced institution of higher education.

The Lancaster campus has experienced growth through the recent completion of several building projects: Teague Learning Commons, East Hall, and the Charles Frey Academic Center. In addition, the school opened The Trust Performing Arts Center, a renovated bank building in downtown Lancaster containing The Great Hall, an acoustically magnificent 250-seat concert hall, as well as a small theater and rotating art gallery.

Course offerings and academic programs have also been expanding. In the past several years, communication, business, and criminal justice have been added to the undergraduate level program offerings. Newer graduate programs include chaplaincy, special education, and ministry formation. A current initiative is seeking to develop more online programs for all levels of students.

Two distinctives of LBC|Capital are that they only hire faculty who are willing and desirous of mentoring students individually in “life on life” relationships; and while financial analysis is done on programs and academic majors decisions are “data informed” rather than “data driven.” In everything LBC | Capital keeps people as a primary consideration.

The annual budget is close to \$50M with fundraising annually averaging around \$6M. Total student enrollment is 2,000+ students comprised of 1,300 undergraduate students, plus online students and graduate students across the various campuses.

Having now completed twenty highly successful years as the president of LBC | Capital, Dr. Peter Teague is retiring. He leaves the school in a very good place. The academic programming, spiritual life, facilities, enrollment, finances, fundraising, and the college’s board, administration, faculty, and staff are all doing well. The future looks very bright.

The opportunity is right for the next leader of LBC | Capital to continue to grow this institution. What is needed is a spiritually-sensitive, strategic leader able to see possibilities and through the input of others and wise discernment shape the next strategic plan, and then through empowering leadership implement that plan. LBC | Capital is poised for a new day in the fulfilling of its mission.



## HISTORY

Lancaster Bible College was founded by Henry J. Heydt in September 1933, as Lancaster School of the Bible. Eight students were enrolled in the original class which met in the Convention Hall at West Orange and Pine Streets in Lancaster.

In 1934, 1939, and 1941, the school relocated several times. However, on May 2, 1957, Mr. and Mrs. J. Martin Esbenshade presented the school with an eighteen-acre tract of land, which, after extensive renovations of the buildings, became the new campus in Manheim Township, Lancaster County, Pennsylvania. Residence halls were constructed in the 1960s, an auditorium/gymnasium and dining hall in the 1970s, and by 1994 significant additional acreage was acquired. The current campus encompasses approximately one hundred acres.

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This abbreviated timeline chronicles God's faithfulness to the ministry of Lancaster Bible College. Click this link to view the [full timeline](#).

September 1933	Eight students are enrolled into the first class.
December 1939	Degree of incorporation granted by the Court of Common Pleas.
September 1944	The Corporation resolved a new name: Lancaster School of the Bible and School of Theology.
July 1962	Name was changed to Lancaster School of the Bible.
November 1964	The college is approved as an accredited member of the Association for Biblical Higher Education (ABHE), then known as the Accrediting Association of Bible Colleges.
May 1973	Upon provisional approval to grant degrees from the Commonwealth of Pennsylvania's Department of Education, the official designation becomes Lancaster Bible College.
January 1981	Pennsylvania Department of Education (PDE) granted permanent approval to award the Bachelor of Science in Bible degree.
December 1982	Accreditation granted by Middle States Commission on Higher Education (MSCHE).
May 1991	Elementary Education program is certified by PDE.
December 1993	Approval granted to award Bachelor of Science in Education and degree conferred upon Graduates of the Elementary Education program.
August 1994	Graduate School launched with PDE approval to award the Master of Arts in Bible and the Master of Arts in Ministry degrees. First classes were held January 1995.
June 1997	Comprehensive self-study and reaffirmation by ABHE and MSCHE.
April 2000	Two additional graduate degrees, the Master of Arts with programs in counseling, and the Master of Education with programs in school counseling are approved.
November 2001	Health & Physical Education program received state certification. Graduates of these programs receive dual certification from PDE and ACSE.
February 2005	MEd Consulting Resource Teacher program is added. Certification from PDE is approved in Elementary School Counseling, Secondary School Counseling, Reading Specialist and Music Education.
February 2007	MSCHE & ABHE approved awarding online Bachelor of Science in Bible degree.
September 2007	The first two combined bachelor's/master's programs are offered in professional counseling.

May 2009	Mental Health Counseling and Marriage & Family Counseling programs are approved and awarded to bachelor's/master's graduates.
August 2010	Membership in NCAA Division III approved.
December 2010	LBC received approval from PDE to grant its first doctoral degree, the Doctor of Philosophy in Leadership.
August 2012	Partnership launched with Philadelphia Center for Urban Theological Studies.
January 2013	LBC acquired the academic programs of Capital Bible Seminary and absorbed the students of Washington Bible College, opening a site in Greenbelt, MD.
April 2013	The Trust Performing Arts Center opens in downtown Lancaster.
September 2013	Partnership begins with Memphis Center for Urban Theological Studies.
September 2016	Title IX exemption granted by U.S. Department of Education Office of Civil Rights.
April 2017	Ten-year accreditation visits by ABHE and MSCHE results in reaffirming each.
February 2018	Board of Trustees approves expanded online education initiative.

Lancaster Bible College began in 1933 when God laid it on the heart of a Moravian pastor, Dr. Henry Heydt, to begin a new ministry where the study and preaching of the Gospel was grounded in a thorough knowledge of the Bible. He began a small school and church at the same time. The church organizationally separated from the school early in the history and today continues to be a strong witness to the community as Grace Baptist Church.

LBC|Capital has historically held to a defined doctrinal statement that is affirmed annually by the trustees, administration, and faculty. The College has a hermeneutical position that is defined as dispensational, premillennial, and pretribulational in form. LBC|Capital is denominationally unrelated and students at all levels typically represent over 25 different Protestant denominations and groups.

LBC|Capital remains strongly committed to its mission statement and its philosophy of Bible college and seminary education. The mission statement and educational philosophy are used as a litmus test for every academic program or other venture. The Board of Trustees has expressed a strong desire to continue the sharp focus of a Bible college and even as it broadens the scope of the college to make it more comprehensive.

Dr. Peter W. Teague is the current President of Lancaster Bible College since 1999. Former Presidents include:

- Dr. Gilbert A. Peterson (1979-1999)
- Dr. Stuart E. Lease (1961-1979)
- Dr. William J. Randolph (1953-1961)
- Dr. Henry J. Heydt (1933-1953)

# Lancaster Mission, Goal, and Vision

## MISSION

LBC|Capital exists to educate Christian students to think and live a biblical worldview and to proclaim Christ by serving Him in the Church and society.

## VISION

LBC | Capital will be a premier learning community that intentionally develops the head, heart, and hands of servant ministry leaders for global impact.

## CORE VALUES & GOALS

LBC | Capital is committed to:

- ... premier biblical education as evidenced by the encouragement of a Christ-centered learning community.
- ... institutional excellence as evidenced by providing and maintaining God honoring resources.
- ... institutional distinctiveness as evidenced by preserving the integrity of our mission and legacy while planning for the future of the college.
- ... a biblical foundation as evidenced by the teaching of sound doctrine and the proper interpretation of Scripture in accordance with our statement of faith.
- ... a spiritual foundation as evidenced by providing an environment which encourages spiritual life and growth.
- ... developing students for a ministry and service mindset as evidenced by preparing them both academically and experientially to serve Christ in the Church and society.
- ...committed to exemplifying a ministry and service mindset as evidenced by exerting a positive Christian influence both locally and globally.

### QUICK FACTS

- 15:1 Student-faculty ratio
- 27 Majors 8 academic departments
- 2,045+ Undergraduate and Graduate Students
- 7 men's and 9 women's Varsity sports,  
plus intramural sports
- Member NCAA Division III



The mission, vision, values, and goals are operationalized through LBC | Capital's Strategic Plan which goes through 2020. This plan is accessible through LBC | Capital [Strategic Plan](#). The next president will have the opportunity to create a new strategic plan for beyond 2020.

# Lancaster Statement of Faith

The Lancaster doctrinal statement can be viewed at [LBC | Capital](#).

While open to all students who profess faith in Jesus Christ as Savior and Lord, LBC | Capital has maintained specific theological positions, steeped in tradition, with a three-fold approach to Scripture: grammatical, historical, and contextual viewpoint.

## Lancaster Philosophy of Education

The key elements of LBC|Capital's philosophy of education include:

- Educational programs characterized by rigor and relevance.
- Faculty who live according to a biblical worldview and use it to flavor their teaching.
- Theory based on current research which drives the education and provides for future learning.
- Practical experience which brings life and meaning to the classroom experience.
- Students with a vision to be engaged in faith-based service.

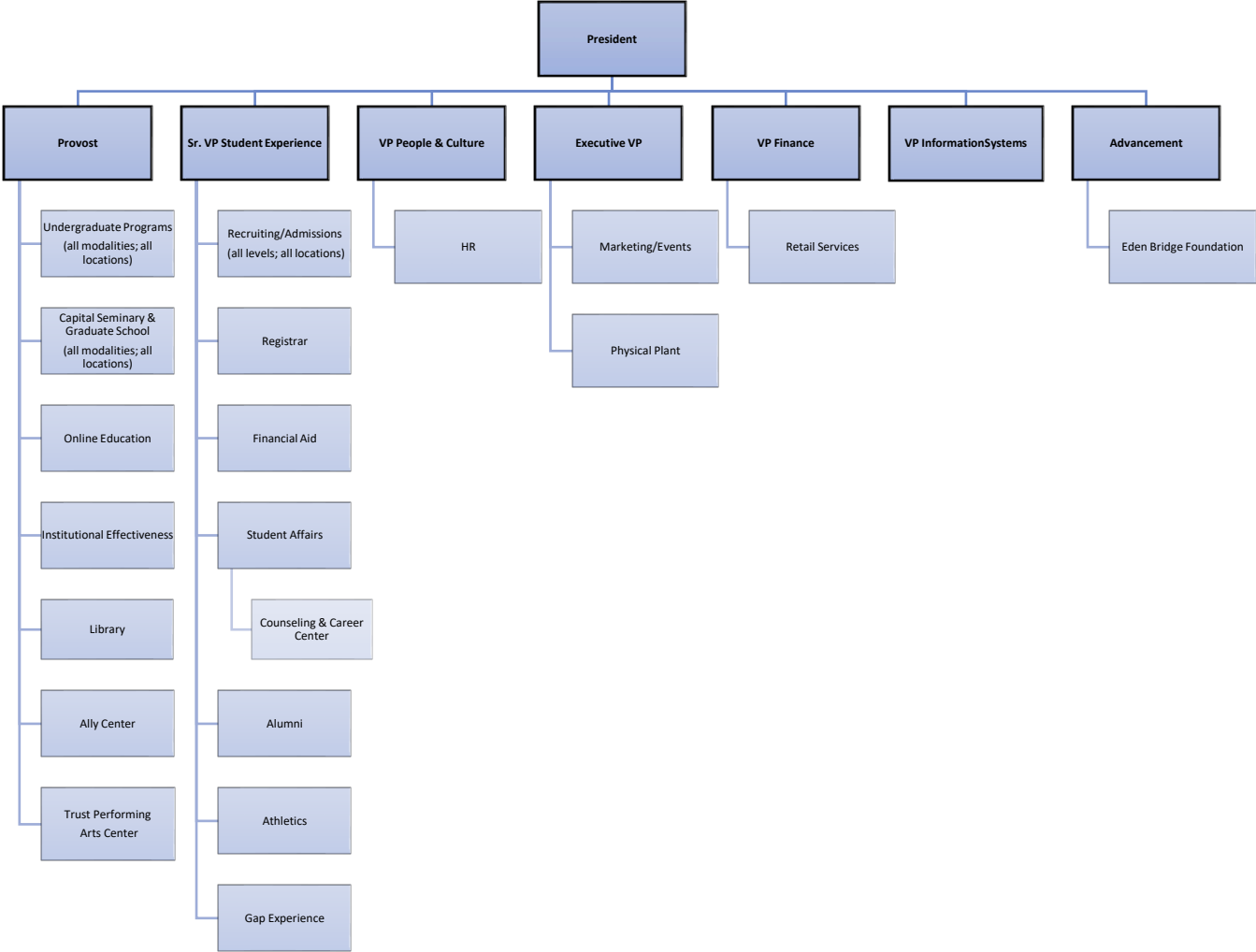
## The Board of Trustees

The Board of Trustees is responsible to the Corporation, and through them to the constituency, for holding "in trust" the purpose and welfare of the College.

The Board has 25 members which includes 17 current or former business people, two current or former educators, three pastors, a nonprofit executive, an attorney, a publisher and the President. While staying true to LBC|Capital's mission and theology is paramount, they are open to changes that will make the organization more effective in serving its gospel mandates for today and tomorrow.



# LBC|Capital's Organization Chart



*Bold denotes President's Leadership Team*

December 2018



# The President's Qualifications

The next President will need a unique set of skills and experiences. While recognizing that it is unlikely that a single candidate will possess all these characteristics, they have broken down into required and desired characteristics.

The requirements for the position include:

- **Divine Calling** – The President must possess a clear sense of divine calling to LBC|Capital Seminary's mission in biblical higher education with a proven track record as an effective organizational leader, perhaps as a CEO. An earned terminal degree from a recognized institution is a preference.
- **Passion for People to know Jesus Christ** – The President must have a passion for people to know Jesus Christ as their Lord and Savior demonstrating a faith that “spills over” to others in the broader evangelical and Christian worlds, “ever ready to talk of the hope that is within,” and knowing that a strong prayer life is foundational.
- **Relationship with Jesus Christ** – The President will have an identifiable salvation experience; has a strong, personal, growing relationship with Jesus Christ; if married models healthy family relationships; a pattern of spiritual development characterized by prayer, Bible study and active involvement in a local church or ministry; possesses a high view of the authority and trustworthiness of God's Word.
- **Humble and Driven** – The President must be an engaging and approachable individual, not given to hubris and self-absorption, willing to be evaluated, admit shortcomings, accept constructive criticism and change when appropriate. In a word, an effective President must be humble, and this humility must be rooted in knowledge of the Bible and passion for God.
- **Collaborative and Decisive** – Shared process and collaboration are at the center of a successful working relationship between a President and the board, faculty, administrators, and other internal and external constituents. The President should be known for a participative and collaborative spirit. At the same time, since difficult and strategic decisions must be made, the President must be able to make those decisions with wisdom, conviction and courage. The President should be known for unquestioned integrity and uncompromising courage.
- **Leading a Complex Organization** - Relevant experience leading a for-profit or nonprofit organization. Experience in leading a higher education institution through growth/improvement is desirable.
- **Understanding of and Commitment to LBC|CAPITAL Seminary** – Has or gains a thorough understanding of LBC|Capital Seminary's mission, philosophy and organizational structure (including its departments and branch campuses). Understands the urban context.
- **Visionary and Strategic** – Through a collaborative process, the President must define and consistently articulate the desired future of the organization (organizational vision). A well-crafted and compelling vision inspires organizational participants in their work deepening constituent commitments to the institutional mission. While vision is essential, the President must also think and act in a strategic manner. He or she must be skilled at refining vision, pursuing that which is strategic for the institution and in keeping with the mission.
- **Innovative and Disciplined** – Effective leaders recognize that sustained organizational health requires some level of ongoing innovation and change. Innovation and change can be quality improvement in how things are done, but it can also take the institution into new spheres of activity. While the President must be

competent to foster innovation and change, he or she must also engage in such action in a disciplined manner, encompassing strategic thinking and critical analysis.

- **Communicator and Listener** – As a primary face and voice of the institution, and as one who routinely articulates the mission, vision, and progress of the institution, the President must possess significant competency in communication in both written and verbal forms. At the same time, the President must be an eager listener demonstrating respect for the ideas and perspectives of others.
- **Friend-maker and Fundraiser** – The President must be skilled in building meaningful and genuine relationships and friendships with constituents and potential donors who support the mission and ministry of LBC|Capital Seminary. Evidence of success in fundraising for nonprofit organizations is expected.
- **Agreement with the LBC|Capital Seminary Statement of Faith and Mission** – The President must wholeheartedly agree with the institution's theological convictions and be a champion of these in both precept and example.
- **Leadership Principles** – The President must demonstrate wisdom, compassion, humility, obedience, courage, perseverance, honesty, and self-control in the leadership of others. His or her "EQ" (Emotional Quotient) must be excellent. The President must easily develop great relationships and be able to relate effectively with board members, faculty, staff, students and donors while exhibiting a love and commitment to each group.
- **Long Term Commitment** – The President must have a willingness to make a long-term commitment to the Institution (10+ years, subject to satisfactory performance and at the discretion of the Institution).
- **Travel** – The President must be open to traveling 25+% of the time.

The desired attributes for the position include:

- Excellence in preaching/public speaking, and vision casting.
- Academic administrative and/or higher education teaching experience. Experience teaching biblical principles in an applied setting.
- A bridge builder, one that creates an atmosphere of trust; willingly facing conflict when needed and adept at finding win-win solutions.
- An ability to put the right person in the right position dealing sensitively but without significant delay in moving someone out of an ineffective position.
- A transparency in living an exemplary life, knowing when to keep a confidence; meeting the qualifications for being an elder in the church.
- A command of the budgeting process and how it is best used in an academic institution to provide resources, control costs, and properly motivate while holding people accountable.
- A personal charisma; when casting the vision or an idea, it should have an effect of "contagious enthusiasm."
- A respect for cross-cultural and ethnic diversity and a missional commitment to cross-cultural ministry; holding a world perspective.
- A familiarity with undergraduate and graduate programs and the accreditation process.
- A compatible philosophy of education, being comfortable in the learning environment and understanding that the emphasis needs to move from education to learning (from the teacher's perspective to that of the students'). A comprehension of where education is today and where it's going, how that affects what the Institution and Seminary should be doing.
- A high value of scholarship, balancing the academic and practical, the innovative and the culturally relevant.
- A "world view" Christian (understanding missions, culture and politics in other parts of the world).

- A commitment to diversity and inclusiveness in faculty, students and staff.
- Effective people leadership skills (developing esprit de corps; being a good team leader, open, and transparent).
- An ability to multi-task with a diversity of projects.
- A progressive and learning nature, embracing the potential of technology.
- A strong work ethic, but balancing the needs of a spiritual walk, family, and personal relaxation.
- A good steward, modeling the scriptural mandates for giving.
- An entrepreneur; knowing how to develop something then make it work.
- A commitment to accountability, for self and others.
- A gracious spirit, comfortable in all settings, and given to hospitality.

While recognizing the difficulty in finding someone with all of these required and desired characteristics, these represent the prayerful qualities of LBC|Capital 's various constituencies and stakeholders. The Search Committee remains open to the leading of the Holy Spirit as prospects are revealed and considered.

## **JOB RESPONSIBILITIES -**

- Ensure that the purpose, doctrinal statement, and philosophy of Bible college education are fulfilled with integrity.
- Ensure that the educational and spiritual programs and climate of the college/seminary are maintained at a quality level of performance with Biblical integrity.
- Motivate and educate the Board of Trustees and Corporation.
- Manage the college/seminary operations through a team of qualified administrators.
- Plan and implement necessary organizational structure and function adjustments as necessary.
- Carry out for the Board all educational, financial, personnel, facility, and other policies as set forth in college/seminary documents.
- Represent the college/seminary to its various publics from supporting constituency through student, parent, alumni, employee, governmental, and accrediting agency groups.
- Develop and conserve all college/seminary facilities and resources as the Board's representative.
- Be appropriately involved in Board activities and college/seminary events.
- Manage the promotion and preservation of the college/seminary image and testimony before appropriate constituencies.
- Establish standards of quality and excellence for all aspects of the institution's operations.
- Be the final authority for all college/seminary decisions and operations except for those specified matters in College documents that assign final authority of the Board.
- Lead the weekly President's Leadership Team meeting with senior administrators.
- Supervise the senior administrative team.
- Manage the strategic planning process for the college/seminary.
- Lead in the creation of the primary fund-raising appeals.
- Approve the creation of methods and materials related to all college/seminary publications.
- Represent the college/seminary to the Pennsylvania Department of Education, Middle States Commission on Higher Education, Association for Biblical Higher Education, Association of Christian Schools International, and the Association of Independent Colleges and Universities of Pennsylvania and other professional organizations.

Assist in other duties whenever called upon as needed for the good and welfare of the total college/seminary ministry. The only formal responsibility of the President's spouse is to support the President in the carrying out of Presidential duties.



# The Search and Selection Process

Bruce Dingman and Dr. David Gyertson (former President of Taylor University, Asbury College, and Regent University) of the Dingman Company, Inc. (an executive search firm which has a successful track record of similar searches) are conducting the search. This opportunity will be shared with people who might be potential candidates or who might know potential candidates. The search firm will establish a list of interested and qualified persons and then conduct follow-up telephone calls.

Those candidates holding strong promise will be asked to prepare a detailed resumé and respond to a candidate questionnaire. The search consultants will then conduct personal interviews with the most qualified candidates and, if married, the spouse. Following those interviews, next steps include checking candidate's references, verifying degrees, and completing a background check.

In collaboration with LBC|Capital's search committee, the list of candidates will likely be narrowed to approximately four individuals who then will be interviewed by the search committee probably in March 2019.

The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving clients in matters of executive selection. While some of our assignments are in the corporate sector, due to our faith, we primarily serve nonprofit organizations who are followers of Jesus Christ.

Our client is an equal opportunity employer and faith-based religious institution. Our client complies with all applicable laws pertaining to nondiscrimination on the basis of race, color, national origin, sex, age, disability, and any other applicable legally protected category. As a religious institution, our client has the right to, and does, require that its employees hold beliefs consistent with its Doctrinal Statement and conduct themselves in a manner consistent with its religious beliefs, including as explained in our client's [Community Standards](#).

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts generally be made until mutual interest has been established. Reference checking will require the candidate's permission to access third parties. The search consultant and the search committee will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.

For further information on this position, please contact:

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