



VICE PRESIDENT BUSINESS AND OPERATIONS

OPPORTUNITY PROFILE



MISSION

North Central University
is a Christ-centered,
Bible-based,
Pentecostal school
with a commitment to
academic excellence that
prepares students to fulfill
biblical models of leadership
and ministry throughout the
world. (Ephesians 4:11-12)

OVERVIEW

North Central University is a Christian university in Minneapolis, Minnesota, with a Bible-based and Pentecostal foundation and a commitment to academic excellence. North Central prepares students to fulfill biblical models of leadership and ministry throughout the world.

As it says in Ephesians 4:11-12, *“So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up,”* we work hard to equip our students for service and leadership locally and globally.

At North Central, we are:

- Christ-followers guided and empowered by the Holy Spirit and God’s Word.
- Lifelong learners in the highest tradition of Christian scholarship.
- Leaders serving and empowering others in the church and throughout the world.
- Ministers communicating Christ’s love and the Holy Spirit’s power through word and action.



Vision

*North Central University
will be recognized as a
globally influential
university that prepares
exemplary Pentecostal
leaders and ministers.*

ABOUT THE UNIVERSITY



Our students

Our 1,100 students are preparing to be a lot of things—ministers, business leaders, community servants, worship pastors, musicians, teachers. But two things they all have in common are their love for Christ and their passion for changing the world.

Our campus

The campus consists of 12.5 acres and 24 buildings—about 8 city blocks—in downtown Minneapolis. This unique location gives students access to many opportunities, from recreation and entertainment to service and outreach to internships and career networking.

Our academics

More than 60 majors and minors are offered, giving the chance to explore interests and pursue goals while preparing to serve God in a variety of ways. World-class professors will be mentors and guides as a major is chosen, along with the advantage of internships and other opportunities to make the most of a college experience.

Community life

The community is energetic, spirit-empowered, and extremely welcoming, passionate about faith and making Christ the center of everything, with actions reflecting the desire to experience the Holy Spirit, together.

There are over 30 student-led organizations, giving opportunities to get involved, meet new friends, and pursue unique interests. Also offered are opportunities to participate in the arts, including with renowned musical group Worship Live.

Athletics

North Central fields 8 men's and 8 women's varsity sports teams in the NCAA Division III Upper Midwest Athletic Conference (UMAC). A variety of intramural athletics and fitness opportunities are also offered.



HISTORY

Located in the heart of Minneapolis, North Central University is a coeducational, undergraduate, primarily residential college owned and governed by 11 [Assemblies of God](#) districts of the upper Midwest.

Founded in 1930 under the name North Central Bible Institute, the school originally enrolled 26 students and classes were held in the Minneapolis Gospel Tabernacle (now Christ Church International). Ownership of the Institute was in the hands of the North Central District Council of the Assemblies of God, which at that time included territory extending from the Great Lakes west to the Continental Divide in the northern tier of states.



Significant growth

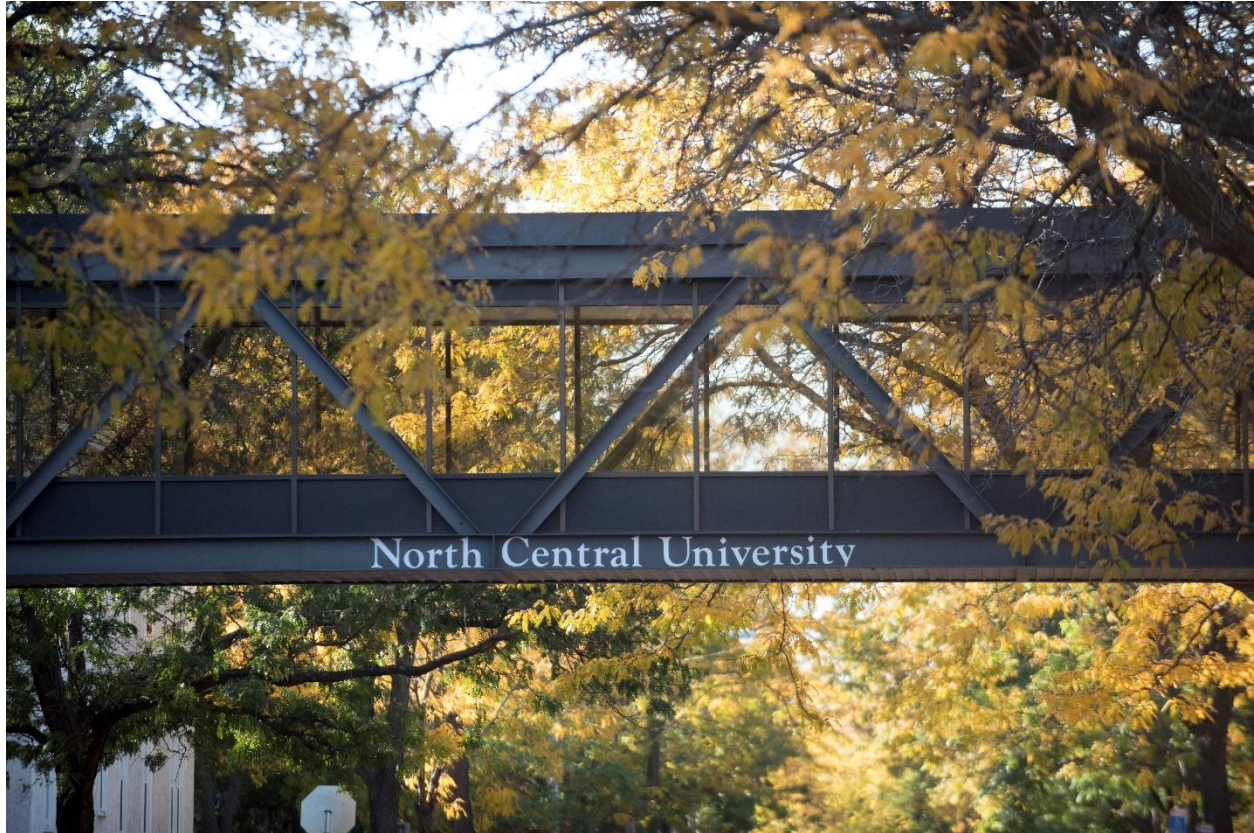
Enrollment steadily increased from 1933 to 1936, and it was clear that the school needed to expand. In 1936, North Central moved to its current location at 910 Elliot Avenue in downtown Minneapolis to provide housing, office, and classroom space for 500 students.

In 1955, to meet growing demand for more educational opportunities, North Central added four-year degree programs. The school's name was changed to North Central Bible College in 1957 to reflect the new bachelor's degree offerings. In 1964, North Central was accredited by the American Association of Bible Colleges. Recognizing its commitment to the needs of its constituents, North Central continued expanding its offerings and was accredited in 1986 by the Higher Learning Commission of the North Central Association of Colleges and Schools (NCA).

Over the following years enrollment continued to increase, and North Central acquired and constructed buildings to serve its growing student body. Notable buildings include the F.J. Lindquist Chapel (built in 1973), the Clark/Danielson College Life Center (built in 1981), and the Thomas E. Trask Word and Worship Center (built in 2005).

Becoming a university

At the spring 1998 meeting of the Board of Regents, the college's name was changed to North Central University.



In keeping with the vital and growing character of the school, enrollment has more than doubled from 401 students in 1975 to a present enrollment of approximately 1,100 in the residence and distance education programs. The stability and strength of North Central has produced more than 24,000 alumni, and of its graduates, 75 percent are presently in ministry positions throughout the United States and around the world.

MINNEAPOLIS, MINNESOTA

Minneapolis is the most populous city in the US state of Minnesota with an estimated population of 429,606 as of 2019. Seven counties encompassing Minneapolis and its neighbor Saint Paul are known as the Twin Cities. In 2019, those counties are among sixteen making up the Minneapolis–St. Paul–Bloomington MN–WI metropolitan area of 3.6 million, and twenty-two making up the combined statistical area of 4.0 million.

Minnesota is home to 10,000 lakes and two neighboring cities filled with vibrant culture, history, and art. Minnesotans are passionate about the outdoors...boating, swimming, fishing, hunting, ice skating, etc. Cultural landmarks like the Walker Art Center, a contemporary art museum, and the adjacent Minneapolis Sculpture Garden, famed for Claes Oldenburg's "Spoonbridge and Cherry" sculpture are also present.

OUR PRESIDENT



Dr. Scott Hagan became president of North Central in June of 2017. A natural leader, Scott Hagan has been drawn to the study and practical application of leadership inside and outside the church. He has written six books on leadership, influence, and biblical topics, and since 1995 has written more than 60 articles appearing in publications such as *Charisma Magazine*, *Ministries Today*, *Pentecostal Evangel*, and *Influence Magazine* (formerly *Enrichment Journal*). He speaks regularly at conferences, seminars, and on college campuses.

ORGANIZATIONAL STRUCTURE

The Vice President for Business and Operations reports directly to the President and serves on the President's Senior Leadership team. Reporting to the Vice President for Business and Operations are the Director of Human Resources, the Executive Director of Operations, and the Chief Financial Officer.





POSITION DESCRIPTION

The Vice President of Business and Operations serves as an administrator on behalf of the President for the university. He/she works with the entire university to assure the vision of the President and the mission of the university as a whole is executed.

Duties and Responsibilities:

- Serve as a lead administrator on behalf of the President, both on and off campus.
- Must demonstrate exceptional knowledge and skills sets for overseeing corporate and educational finances.
- Provide leadership within the whole university to assure collaborative work is happening in the development and execution of strategies and initiatives that fulfill the mission and vision for NCU.
- Provide executive leadership to the areas of Business and Finance, Operations and Human Resources.
- Provide executive leadership for university budgeting process and financial strategy.
- Provide executive leadership for university business, master facility planning, and real-estate sales/acquisitions and holdings.
- Work with the President to provide guidance to the Board of Regents in various aspects of their work and responsibilities.
- Represent the university at various off-campus events and meetings on behalf of the President.
- Serve as an officer of the university, including participating as a member of the Senior Leadership Team and President's Council.
- Stay abreast of emerging trends in higher education and provide wisdom and guidance to the President and NCU.
- Provide counsel to the President on various personnel and strategic decisions.
- Provide spiritual leadership to the staff and the campus community.
- Provide executive leadership on behalf of the President for other duties as assigned, specifically new initiatives that fulfill the vision at NCU.
- A masters or doctorate is preferred, and training in accounting is required. Being a CPA or having an MBA are particularly advantageous.
- Member in good standing of an Assemblies of God church or like-minded congregation.

Personal Qualities:

Successful candidates will be:

- Highly skilled in building strong collaborative relationships across a large organization.
- Strong in E.Q. (emotional quotient), knowing how he or she is coming across to the other person, adjusting his or her approach to maximize the relationship.
- Able to inspire trust through high personal integrity; an ability to maintain confidences in sensitive financial and personnel matters. Humble, transparent; no big ego.
- Strong oral and written communicators.
- Highly accurate and attentive to detail yet not a micro-manager, trustworthy and credible.
- Diligent work ethic yet maintaining good life balance.
- Strong problem-solver.
- Process-oriented; able to weigh competing agendas and priorities and make decisions that are good for the whole organization.
- Able to demonstrate ample and current evidence of discipleship of Jesus Christ and participation in a local church.
- Able to demonstrate experience and effectiveness with diversity in terms of gender, race, culture and theology; be grace centered, with an even and optimistic temperament.
- Open and personally approachable, empathetic and caring, an effective mentor.
- Must be in agreement with the [doctrine](#) of the Assemblies of God.

OPPORTUNITY

Becoming a senior level leader with North Central University means joining a vibrant community of faculty and staff; all committed to helping students grow through the integration of Christian faith with learning. North Central University is committed to building an employee community that reflects the variety of the world and strongly encourages applications from candidates who will enhance the gender, ethnic and cultural diversity of its team of educators. The position carries an attractive salary along with excellent benefits, including a discount on tuition at the university for this person's spouse. Tuition benefit for undergraduate is for spouses and dependent children. Graduate is for spouse only.

For undergraduate: graduated benefit starting at 25% in year 1 of employment; 50% at the start of year 2; 75% at the start of year 3 and 100% at the start of the fourth year of employment. For graduate education: spouses are eligible for a 25% discount in year 1 and a 50% discount in subsequent years.)

** The University will provide financial support to Employee for tuition reimbursement in a doctoral program to complete requirements for the degree; including coursework and dissertation for a period of no more than five (5) consecutive years at an amount not to exceed \$25,000 in total.*

THE SEARCH AND SELECTION PROCESS

Dr. Hagan will select the new Vice President of Business and Operations with input from board members and other members of the multiple Administrative Committees. Dr. Hagan is assisted by Dr. David Gyertson and Bruce Dingman of The Dingman Company (www.dingman.com) an executive search firm, which has a successful track record for similar searches.

With input from Dr. Hagan, this document was created and then sent to people who might be potential candidates or who might suggest potential candidates. From the people being contacted with this Opportunity Profile, many names will be considered. The Dingman Company will consider each name suggested or applicant and will interview the strongest candidates through personal interviews and then confidentially check their references. All candidates will go through this process.

The list of candidates will be reduced to probably four people who will then be comprehensively interviewed by Dr. Hagan and others in July or August. Following this, one will be chosen by Dr. Hagan for affirmation by board members. Maintaining candidates' confidentiality will remain an important part of the process up to this point.

SUMMARY

This is an opportunity for someone with excellence in technical skills, knowledge, people skills and strong desire to serve the Lord in an environment committed to helping students grow in knowledge, faith and maturity as they ready themselves for making a difference for Christ in the world. **This person must feel called of the Lord to this opportunity!** This person will have senior level finance/accounting experience with a private university, college, or seminary, or they might come from the business or non-profit worlds.

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 be made until mutual interest has been established. As part of the process of being a candidate, the person will authorize a background check for driving history, credit, social media, degree verification and criminal records.

Our client is an equal opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin, or physical handicap. As a religious non-profit organization, North Central University will make decisions on the basis of theological faith, as will The Dingman Company as North Central University's agent.

The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our Christian organizations in matters of executive selection.

For further information on this position, please contact:

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Diversity and Equity Aspiration Statement

North Central University aspires to a future featuring a diversity of experiences, perspectives, approaches and methods. The university holds this aspiration highly and believes that it is critical to NCU's mission statement to being a "Christ-centered, Bible-based, Pentecostal school with a commitment to academic excellence that prepares students to fulfill biblical models of leadership and ministry throughout the world."

As a community of Christian faith, steeped in the Pentecostal practice and tradition, North Central University welcomes the contributions of a diversity of voices as we together seek to fulfill our shared mission. We hold diversity of experiences, perspectives, approaches, and methods as critical to our aspiration to be a "Christ-centered, Bible-based, Pentecostal school with a commitment to academic excellence that prepares students to fulfill biblical models of leadership and ministry throughout the world." In fact, such diversity reflects the very best of our historical tradition and the biblical values we espouse.

We therefore seek to foster a learning and professional community that values the contribution of every member without regard to race, ethnicity, national origin, sex, socioeconomic class, denomination, age, or physical ability. We also endeavor to treat with dignity and respect all persons, without regard to race, ethnicity, national origin, sex, socioeconomic class, denomination, age, or physical ability, not out of constraint, but because we believe resolutely that all human beings are made equally in God's image.

We therefore imagine North Central University to be a place where:

- Students, staff, faculty, administration, and regents reflecting diverse backgrounds find true connectedness and support for their flourishing,

And where:

- Honest and sustained efforts are made to ensure that persons from underrepresented, underserved, and/or historically-disadvantaged communities are deeply integrated into all processes of the university's life and function.

To that end, in the loving and empowering Spirit of Jesus Christ, we will devote effort and resources to:

1. Continually revising our curricular and co-curricular program offerings to ensure maximal inclusiveness, with areas of special concern to include course options, types of academic resources and assessments, the chapel experience, and student activities.
2. Increasing our efforts to recruit, retain, and graduate as diverse a student population as possible.
3. Actively cultivating, recruiting, and hiring staff and faculty who represent a multiplicity of perspectives and demographic and socio-economic backgrounds.
4. Courageously using our influence as a Christian university to address matters of concern for diverse communities in our region.
5. Educating ourselves (that is, our various constituencies: board, administration, faculty, staff, and students) in the nuances of cultural competence and peaceful conflict resolution.
6. Faithfully persisting in the pursuit of the above-mentioned goals despite external and internal challenges; and
7. Regularly assessing our progress in these goals, knowing that, as time progresses, the goals themselves will evolve.

We will strive to do this all with true care, generosity, and hospitality.