

**PRESIDENT – Opportunity Profile**



**Springfield, Missouri**

**[www.evangel.edu](http://www.evangel.edu)**

## REFLECTIONS FROM DR. GEORGE WOOD, ASSEMBLIES OF GOD GENERAL SUPERINTENDENT

*“Assemblies of God young people from ages 13 through 18 presently number approximately 360,000, with the likelihood that the total will grow well past 400,000 in the next few years. I am concerned for them. I believe that we should pray for at least a tithe (10%) of these junior and senior high students to enroll in our endorsed Assemblies of God post-secondary schools. We must prepare to serve these youth with a quality Pentecostal education. Our three Springfield resident campuses will be a part of this vital growth endeavor and will be better positioned, through an asset protection, consolidation, and expansion program, to serve [thousands of] future students in undergraduate and graduate programs. If the Lord delays his return, may future generations say that this vision was too small.”*

### THE U.S. ASSEMBLIES OF GOD

Nationally headquartered in Springfield, Missouri, the Assemblies of God has more than 12,500 churches in the U.S. International growth has been strong for many years and there are numerous mega churches domestically. An effective partnering with the local churches will likely enhance Evangel’s recruiting and fund raising.

With the consolidation of Central Bible College, Assemblies of God Theological Seminary and Evangel University, the Assemblies of God as a fellowship will have 16 institutions of higher education.

See <http://colleges.ag.org/students/overviews.cfm> for additional information.

### OVERVIEW

The consolidated Evangel University (comprised of the Assemblies of God Theological Seminary, Central Bible College, and Evangel University) is operated by the General Council of the Assemblies of God.

### MISSION AND GOALS

The mission of the consolidation of the Assemblies of God Theological Seminary, Central Bible College, and Evangel University is to provide for an enhanced Christ-centered education that will result in empowered global leaders to serve the Church and the marketplace. Becoming Spirit-empowered men and women in the global church and society must take place within a biblical framework of call, character, and competency.





The goals of the consolidated University are therefore to commit to:

a transformative learning experience for students;  
optimum enrollment;

a comprehensive education program;  
sound stewardship; and

service to Jesus Christ and the local church nationally and internationally.

The ability of the University to realize these objectives will depend on God's enabling grace and effective presidential leadership.

Because the consolidated school will live in two worlds, the one world of higher education and the other world of the church, a presidential leader is needed who understands and is respected in both worlds. On the one hand educational quality is foremost; on the other hand effective service to the church and the world is foremost. These worlds can be in tension, but with the right president they can be bridged. The new president will stand at a complex intersection of roles, responsibilities, constraints and competing expectations. The direction of the Holy Spirit will be needed in the selection of the right person.

Ultimately the consolidated University must be bound to the service of the church. Therefore a Christian and Pentecostal educational philosophy will distinguish Evangel University from other institutions of higher education. The new president's acceptance of this distinctive and intuitive understanding of it will be crucial to the development of Evangel University as the school moves into a preferred future and seeks to fulfill its Christ-centered mission.

## FACTS

- The consolidated University will have approximately 3,100 students, which numbers about 500 from Central Bible College, 400 from AGTS and 2200 from Evangel University, with a consolidated budget of \$42 million.
- AGTS will be an embedded seminary within the University.
- The current combined discount rate is 32.7%.
- There is significant but manageable debt, much of which is held by the Assemblies of God Financial Services.

There will be five schools in the consolidated University: School of Arts and Sciences, School of Behavioral Science and Education, School of Business and Communication, School of Fine Arts, and School of Theology and Church Ministries.





## HISTORY

### Central Bible College

In 1922, the General Assembly authorized the establishment of Central Bible Institute (CBI) in Springfield, MO. The purpose of CBI was to train ministers and missionaries and they developed a three-year curriculum to do so. By 1939, CBI had an enrollment of 438 and was graduating more than 100 students each year. Many Bible schools were founded within the Assemblies of God fledgling movement, and while the depression of the 1930's caused many to close or merge as competition developed among the schools to retain enrollment, CBI was still growing. CBI added a fourth year of coursework in 1948 with a full bachelor's degree and then added a fifth year graduate degree in 1949. This represented an early attempt to establish post-baccalaureate studies. The name of the school was changed to Central Bible Institute & Seminary.

Through the years, CBI, now Central Bible College, has maintained its focus on undergraduate ministerial training. In the past decade, while CBC has retained an integral ministerial program, resident enrollment has been in decline. CBC has received dual accreditation with the Association for Biblical Education and the Higher Learning Commission.

The CBC website is <http://www.cbcag.edu>.



### Evangel University

Evangel University, the first Pentecostal liberal arts college chartered in America, opened its doors on September 1, 1955, to provide higher education in the arts and sciences for the Pentecostal community.

Evangel University has continued to grow, diversifying its programs by adding curricula and graduate degrees, thereby becoming a comprehensive university. The University has been accredited through the regional Higher Learning Commission since 1965.

There were 87 students in that first class. Since that day, Evangel's student body has grown to more than 2,000.

The Evangel website is <http://www.evangel.edu>.

### Assemblies of God Theological Seminary (AGTS)

In 1961 The General Council, seeing the need for a separate graduate school of ministry, authorized the establishment of a graduate school of theology.

Founded in 1972, the Assemblies of God Theological Seminary prepares ministers, missionaries, educators, chaplains, counselors, and church leaders. Last fall, 425 students from 45 states and 22 countries enrolled. Degrees offered include: Master of Arts (in Theological Studies, Christian Ministries, Intercultural Ministries, and Counseling); Master of Divinity, Doctor of Ministry, Doctor of Missiology, Ph.D. in Intercultural Studies, and Ph.D. in Bible and Theology. The seminary is dually accredited by the Association of Theological Schools of the U.S. and Canada and The Higher Learning Commission and is a member of the North Central Association. Alumni serve in over 125 countries and 50 states in the U.S.

The AGTS website is <http://www.agts.edu>.

## BYLAW PRESCRIBED DUTIES OF THE PRESIDENT

Under the authority of the Board of Trustees, the President shall develop and establish the basic policies and objectives of the University and direct the integrated management of all functions of the University towards the accomplishment of the established goals and objectives. The President shall be responsible for spiritual, academic, and fiscal administration. The President shall be chief custodian of all properties and be charged with the supervision of the faculty and safeguarding of academic standards, and, give particular care to the advancement and fostering of the spiritual purposes of the University. The President's signature shall be necessary on all diplomas issued by the University.

The President shall serve as Chairman of the President's Executive Leadership Team, as provided for by the Board of Trustees, and of the faculty, and shall be an ex officio member of all committees and Boards of the University, except the Audit Committee. The President shall be regarded as a member of the faculty with vote, and shall represent the faculty and other employees of the University in meetings of the Board of Trustees and its committees.

The President shall have power, on behalf of the Board of Trustees, to perform all acts and execute all documents to make effective the actions of the Board.

## BYLAW PROCESS FOR PRESIDENT ELECTION

Candidates for the position of President shall be approved by the Executive Presbytery, after which the President shall be elected by the Board of Trustees. The President shall serve at the pleasure of the Board. A two-thirds (2/3) vote of the Trustees present at a regularly constituted meeting shall be necessary to elect or to remove the President from office.

## SELECTION CRITERIA

### Criterion One: Professional Academic Competency

The President should possess an earned terminal degree from an accredited institution suitable for the function and responsibilities which are defined in the presidential portfolio. He or she should understand and have experience in the processes and administration of higher education and possess the ability to build and support a quality faculty.

#### *Explanation:*

Evangel University is committed to providing learning experiences that will transform lives to meet 21st century challenges and service opportunities. The president must therefore be capable of providing for a qualified, Spirit-empowered faculty, appropriately educated, recognized, respected, and engaged in their respective fields. Because the University affirms that all truth is God's truth, all academic disciplines are viewed as avenues for the curious Christian student to explore God's Word and revelation. Presidential leadership must ensure that the University will integrate faith, learning, and relational communities as students develop in their callings.



## **Criterion Two: Church and Ministry Experience**

The President should possess spiritual maturity and Christian character demonstrated in holy living . The President should be an advocate of Pentecostal spirituality in the academic context and environment. He or she should value and respect the legacies of the three institutions in the consolidation and be able to effectively represent the comprehensive University to the General Council. The President should have membership with the Assemblies of God and also participate in and respect the values of the Assemblies of God local church and the relationship it has to the health and growth of the University. The President should be a believer in and an advocate of the Fundamental Truths of the General Council of the Assemblies of God. These core doctrines are listed in Addendum 1, "Statement of Faith."



### *Explanation:*

The University seeks to augment its historical commitment to serve Jesus Christ through service to the church, to the community, to the nation and to the world. Evangel University is an Assemblies of God institution of higher education, maintaining Assemblies of God doctrines and values. The president must therefore have a vision to provide missional venues and opportunities for hands-on service to the church and local communities as part of the education process, helping the University to integrate its mission into the service learning experience of each student. The President will be called upon to prioritize and help facilitate the participation of the student community in Kingdom service as agents of Christ's continuing ministry of reconciliation.

The University also places high priority on the spiritual formation of students in all aspects of university life. Presidential leadership will therefore need to encourage learning environments with a personal dimension – quality personal interactions between students and the University's faculty and employees, strong connections among students, and high quality advising.

## **Criterion Three: Vision Casting through Public Relations and Communications**

The President should be passionate about the mission of Evangel University and be able to clearly communicate the mission to all constituencies. He or she should relate well with the University community while also being respected as a spiritual leader. The President should be an effective communicator, utilizing written, verbal, and technological skills.

### *Explanation:*

The President will need to convincingly articulate the vision of a comprehensive university that continually enhances and expands education, equipping students in the arts and sciences, humanities, professions, and ministry vocations. This is a university that will have a significant number of students enrolled in all the major fields of study in which the University offers undergraduate, masters and doctoral programs. For vocational ministry students this includes accelerated programs which integrate undergraduate and graduate theological education in a way that reduces redundancy, increases accessibility, and provides quality education for leaders in the church. The

University will also seek to provide opportunities for cross-cultural service with the aid of an accredited university degree that is recognized in international settings.

#### **Criterion Four: Leadership**

The President should be a team builder and a coalition maker, facilitating the processes of institutional governance. He or she should have the ability to listen, collaborate, and consider in order to make the best possible decisions for Evangel University. The president should also possess the ability to develop the Office of the President, including the building of an effective administrative team. In all of this, the president should model the essentials of integrity and accountability in leadership.



#### *Explanation:*

The University seeks to expand its enrollment in order to broaden its capacity to serve a diverse global community. Presidential leadership will be needed to help Evangel University strategically move toward an optimum enrollment of students. The expanded University will seek to embody integrated programming, digital education, and operational efficiencies. The University will also strive continually to admit the type of student that demonstrates interest in the pursuit of both educational and spiritual excellence.

Modeled and enhanced by effective presidential leadership, the University also seeks to produce leaders in all the major fields of study so that graduates can be recognized through leadership and service qualities as well as meeting the growing leadership needs, especially for the Assemblies of God Fellowship nationally and internationally.

#### **Criterion Five: Advancing the Institution through Fundraising and Development**

The President should have the ability to cultivate good relationships with alumni and donors. He or she should possess the ability to raise funds for Evangel University. The President should also have the ability to work with various ecclesial and civic organizations and communities of which Evangel is a part.

#### *Explanation:*

The University is committed to mission fulfillment with economic sustainability, offering a quality educational



experience that is cost-effective. The president will be called upon to lead the Evangel University in expanding its capacity to serve every new generation of students. In so doing the University will strive to be financially healthy, well-endowed and supported by engaged alumni and generous donors. Effective presidential leadership will be needed to ensure a reliable revenue stream for operations and to maintain the purchasing power of its endowment funds. The University will also build and equip needed facilities and maintain them in quality condition.

## FURTHER ARTICULATION OF PRESIDENTIAL QUALIFICATIONS

No one can have all the qualifications, breadth of experiences, or abilities that the job needs, but below are some ones that would be important. These are not in a particular order.

- Is an Assemblies of God churchman, not just a member and pew warmer, but has had some experience in church leadership organizationally and/or spiritually.
- Is a continuous learner, always wanting to grow in knowledge.
- Practices “leadership by wandering around,” knowing that students, faculty and staff need a “touch” by the leader every once in a while. This practice allows the President to stay in touch with the people and what is happening.
- Is prepared to be very effective in “friend” raising, sharing the vision, such that donors find projects they want to support; prior successful development experience is important but not a requirement.
- Has a progressive leadership style that engenders trust, mentors, and empowers, yet holds people accountable.
- Has the courage to make hard decisions and does so with sensitivity; likes to get “buy-in” yet is still decisive about what is the right decision.
- Has strength in multi-tasking, and reprioritizing as needed to stay focused on what’s most important.
- Gets the results from high energy even if appearing laid-back.
- May work long hours yet maintains a balance that includes time with God, spouse, children, and refreshment.
- Is a successful, high achieving person possessing a high-level of self-confidence, yet this person also needs a dependence on God and humility.
- Recruits and hires well, seeks people who might be stronger than him or herself; is careful and diligent in hiring.
- Has a track record for bringing organizational growth; if in education that would include enrollment, faculty/staff recruiting, fund raising and creating alliances.
- Has ten+ years to give in this position, assuming health permits.
- Is a godly person who sets a strong spiritual example.
- Is strategic and tactical, but readily delegates the tactical to capable people.
- Is a good to excellent communicator; preaching ability is positive.
- Is engaging, people want to know this person and be his or her friend; causes “contagious enthusiasm” when casting the vision that makes people want to get on board.
- If married, has a supportive spouse, who is an asset to the president’s role; is a solid spiritual and parental leader in the family.





## LOCATION

Springfield is the third largest city in the state with a regional population of about a half million and within the city limits about 160,000. For additional information, go to: <http://www.springfieldmo.org>

## THE SEARCH AND SELECTION PROCESS

The steps are as follows:

After careful consideration of the presidential qualifications, if you wish to suggest names or apply you may do so by contacting The Dingman Company at [Bruce@dingman.com](mailto:Bruce@dingman.com).

The Dingman Company contacts all applicants, exchanges necessary information, interviews the prospective candidates and spouse (assuming there is one).

The Search Advisory Committee (13 members from among the three schools who are Trustees, Faculty, Staff, Alumni, or Students), creates a short list of candidates who are recommended to the Selection Committee (a small group of the University's trustees).



Dr. Badger and Dan Kober

The Selection Committee recommends candidates to the General Council of the Assemblies of God Executive Presbytery (a group of 20).

The Executive Presbytery recommends one or more candidates to the University's Board of Trustees for selection.

Upon approval of the consolidation from the accrediting agency Board of Trustees, the Evangel Trustees then forwards one candidate to the Executive Presbytery for final ratification.

### Caveats:

The president elect will serve with full campus authority beginning in the summer of 2013.

The whole process has an emphasis of confidentiality at each step. Utmost care will be taken during the search and selection process to preserve candidates' confidentiality. However, reference checking will require that a candidate give the search consultant access to third parties. The search consultant, the Selection Committee and the Search Advisory Committee will be cautious and sensitive in trying to preserve any prospect's anonymity.

The entire process is to be bathed in prayer with both a campus-wide prayer effort and a commitment by the members of the Selection Advisory Committee to prayer and fasting. We want God proactively involved in this process.

All candidates will go through the same vetting process.

## NOMINATIONS

All suggested names should be sent to Bruce Dingman, of The Dingman Company at [Bruce@dingman.com](mailto:Bruce@dingman.com). For confidential reasons no candidate information will be discussed outside the search committee except to verify that a specific name is on the list of suggested names.

Assisting in the search are Bruce Dingman and Dr. David Gyertson. The Dingman Company, Inc., ([www.dingman.com](http://www.dingman.com)), is an executive search firm which has a successful track record of numerous similar searches.

Upon the anticipated approval of the accrediting association in February 2013, the presidential search process will be completed by April 2013.

*We wish to thank The Search Advisory Committee members and others for their contribution on content used in creating this document.*



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**The University does not discriminate on the basis of age, sex, ethnicity, national origin, or physical handicap. People of all ethnicities, nationalities and gender are encouraged to apply. However, all applicants should have membership with the Assemblies of God. All people believing they have the qualifications are encouraged to apply.**

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*The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served the business and Christian non-profit/education worlds since 1986.*

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For further information on this position, please contact:

**Bruce Dingman**  
President



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