



VANCOUVER, BRITISH COLUMBIA, CANADA

regent-college.edu

PRESIDENTIAL SEARCH

OPPORTUNITY PROFILE

Presented by The Dingman Company



OPPORTUNITY OVERVIEW

Dear Prospective Candidate:

Thank you for your interest in the position of President of Regent College. We join with you in praying for God's guidance for your future and the future of our beloved school.

Regent College is seeking its next President to provide leadership in fulfilling the mission to cultivate intelligent, vigorous, and joyful commitment to Jesus Christ, His church, and His world.

A globally recognized leader in integrative theological formation, Regent has uniquely shaped generations of students for thoughtful and creative integration of Christian faith into every area of life. Since 1968, our Christ-centred graduate programs and courses, together with a diverse global community of students and faculty, have combined vibrant evangelical faith and rigorous academics within a relationally-rich environment to foster student transformation.

The next President will have the opportunity to lead Regent in fulfilling its renewed strategic imperative: to expand missional impact by deepening students' experience of holistic transformation, increasing participation in educational offerings, and ensuring sustainability for years to come.

The information in this Opportunity Profile will equip you with an understanding of Regent College's unique offering as an institution of Christian higher learning and our identity as a community. You will find the key qualities and characteristics we believe God is directing us toward in the selection of the new President.

In addition to considering the profile here, please spend some time on [our website](#) to gain even more familiarity with Regent. If you sense God leading you to offer your spiritual gifts, talents, and experience as a candidate for this position, we invite you to review the "Search and Selection Process" section of this document and follow the instructions provided. Your questions can be directed to Bruce Dingman at bruce@dingman.com or +1 (818) 378-7755 (cell) from The Dingman Company, Inc., who is supporting this search.

Thank you for considering Regent College and the Presidential role. We believe God has someone specific in mind for this vital role, and we are actively seeking God's leading in this selection.

Sincerely,



Toni Kim and Marv Franz

Co-Chairs, Presidential Discernment Committee from
the Regent College Board of Governors



THE REGENT COMMUNITY

Approximately 500 full-time and part-time students join us every term, coming from over 40 countries and representing more than 30 denominations. Our mix of in-person and online students represent a range of age groups and bring experience from countless vocations and fields of study, embodying a breadth of perspectives, cultures, and life experiences. Regent currently offers [six graduate programs](#): Graduate Diploma in Christian Studies (GradDipCS); Master of Arts in Christian Studies (MACS); Master of Arts in Theological Studies (MATS); Master of Arts in Leadership, Theology & Society (MALTS); Master of Divinity (MDiv); and Master of Theology (ThM). Regent is also known for its Summer Programs, which gather current and visiting students and professors from across the world.

Supported by a dedicated faculty, including 18 full-time members and over 30 part-time, emeriti, sessional, and visiting faculty, Regent College nurtures the growth and development of its full-time and part-time students. Our prayerful hope is that each person leaves transformed—spiritually and academically—and many remain active and contributing members of a thriving [alumni community](#) far beyond graduation.

With more than 5,000 graduates and 20,000 former students worldwide, the Regent community extends its reach far beyond its physical campus in Vancouver, BC, creating a global network of alumni who continue to embody its values and contribute to its legacy.



REGENT COLLEGE'S DISTINCTIVES

Regent College is a unique graduate theological school with the following distinctives:

MISSION FOCUS

Regent aspires to be a place where women and men can become theologically equipped for service in all domains of church and society. We affirm the priesthood of all believers and deeply care about equipping the laity and supporting churches.

INTELLECTUAL SERIOUSNESS

We are committed to the rigorous pursuit of truth, as well as nuanced, generous articulation of the Christian faith. Regent continues to have a reputation for academic excellence that encourages and promotes substantive Christian thought and reflection.

INTEGRATIVE LEARNING

We deeply value interdisciplinary theological education and are a recognized centre for the integrative study of the marketplace and of the arts. Regent brings different voices across fields of study into a shared context to enrich each discipline and to illuminate deeper insights about God, people, the church, society, and the natural world.

TRANSDENOMINATIONAL BREADTH

We are an evangelical, transdenominational graduate school of theology anchored in historic Christian orthodoxy, embracing a wide view of God's kingdom and engaging a breadth of Christian traditions.

HOLISTIC FORMATION

We pursue a learning experience that weaves together academic excellence and spiritual formation. As a community, Regent invites students, faculty, administration, staff, and Board members to experience the transformative power of Christ and express this personally, academically, professionally, and institutionally.

GLOBAL COMMITMENT

Regent has a strong history of serving the Global Church. We have an international and multicultural student body with about a quarter of our students coming from outside North America, with strategic commitments to the Pacific Rim.

REGIONAL ENGAGEMENT

Situated on the campus of the University of British Columbia in Vancouver, Regent is positioned to both engage in the Academy and closely partner with churches in the lower mainland and across the Cascadia region.





THE PRESIDENT'S ROLE

Reporting to the Board of Governors, the President is the leading interface of the College with our stakeholders in the world as well as an inspiration to our Regent community. The President serves as the chief spokesperson of the College, embodying and communicating its vision, mission, theological commitments, and culture. With accountability to the Board and a collaborative spirit with multiple constituencies, the President has the authority to lead, plan, organize, direct, and represent the College. The multifaceted role of the President entails engaging with faculty, staff, Board, students, alumni, donors, and the public. Key responsibilities include:

THEOLOGICAL FIDELITY

- Pursues a life of humble and joyful obedience to God, living and working in ways that honour the Scriptures and align with the [highest ideals of Regent College](#), including an annual subscription to the Doctrinal Statement and Moral Vision Statement.
- Effectively and winsomely articulates to current and prospective constituents Regent's theological commitments and vision as a graduate school of Christian studies.

MISSIONAL INTEGRITY

- Implements the current strategic plan to expand missional impact by deepening students' experience of holistic transformation, increasing enrolment in educational offerings, and gaining financial sustainability.
- Collaboratively leads the planning process for a new strategic plan that will take effect in 2026.

CULTIVATES UNITY AND HEALTHY COLLABORATION

- Sets the conditions to attract and retain a godly and gifted faculty and senior leadership team that mirrors and magnifies Regent's distinctive mission, vision, culture, and values.
- Strengthens relationships within and between the faculty and staff.
- Effectively navigates with humility and courage the collaborative work of shared governance with the Board, Senate, senior administration, and faculty.

INSPIRES AND LEADS FACULTY AND STAFF

- Inspires and articulates a vision that leads towards a fresh expression of our mission. Cultivates an environment in which the vision for the College is discerned together.
- Supervises and directs the Vice President and Academic Dean (VP/AD), Directors of Advancement, Finance, and Human Resources, and Assistant to the President.
- With the VP/AD, nurtures an environment of collegiality, spiritual vitality, and mutuality that enables faculty to effectively teach, mentor, research, write, and be godly witnesses to culture and society.
- With the VP/AD, empowers and makes provision for the training, development, spiritual nurture, and support of the staff to fulfill the [mission of the College](#).

STUDENT VITALITY AND COMMUNITY LIFE

- Recognizing the priority of embodied communal life, fosters an environment that promotes spiritual, academic, emotional, and relational flourishing across the rich diversity of the student body, which is comprised of a mix of in-person, hybrid, and online constituencies.
- Understanding the crisis of housing affordability in the Vancouver area, proactively seeks innovative solutions to ensure students can continue to access quality education.

FINANCIAL SUSTAINABILITY

- Creatively supports and empowers student recruitment and retention efforts to ensure a strong and growing enrolment of full-time and part-time students.
- In keeping with the College's fundamental purposes and values, encourages the development of programs within the College that enhance revenues or otherwise further the financial viability of the institution.
- In conjunction with the Treasurer and Director of Finance, reviews and reports to the Board on the College's financial health and statutory compliance.

OPERATIONAL VIABILITY

- Ensures the Board is made aware of issues that might affect the mission or good standing of the College and ensures that guidance given by the Board is implemented.
- Upholds proper management, maintenance, and supervision of the College's physical plant, properties, IT, and equipment.

EXTERNAL RELATIONS

- With the Director of Advancement, expands and deepens the college's supporting constituency base by establishing and cultivating positive relationships with current or potential key donors in North America and beyond.
- Serves as an ambassador for the College and ensures it is appropriately and effectively represented at local, regional, national, and international levels.

SHARED GOVERNANCE

Regent College has a shared governance model, which is designed to include the Board, President and senior administration, Senate, and faculty in decision-making processes, with each body playing a unique role. The President works collaboratively with the Board, Senate, faculty, staff, and students, who participate in joint committees and also join together annually at the Leadership Community Gathering.

The role of the Board of Governors is to oversee the business, affairs, property, and revenue of the College. It has the authority to govern the College's operations, appoint the President, appoint faculty and senior staff members, and grant degrees in theology.

ESSENTIAL ATTRIBUTES AND QUALIFICATIONS

PRAYERFUL SERVANT WITH CHRIST-LIKE CHARACTER

The President must have an active track record of loving God and others by serving in ministries and/or local churches that align with the priorities and doctrinal fidelity of the College. The person must remain open to the continual transforming power of the Holy Spirit and be a person of prayer who can lead in humble confidence and dependence on Jesus Christ. With the highest level of integrity, the President must fully agree with the institution's theological convictions, championing them both in precept and example.

RELATIONALLY-ORIENTED LEADER

The President will cultivate a deep understanding of the faculty, staff, and students in order to empower the community to live out the mission of the College. A participative and collaborative spirit will be coupled with the ability to make difficult and strategic decisions with wisdom, conviction, courage, and ongoing humility. A strong emotional intelligence and cross-cultural sensitivities are necessary to develop genuine relationships with and effectively relate to the various institutional stakeholders on and off the campus.

WINSOME COMMUNICATOR AND FUNDRAISER

The President must be able to communicate Regent's vision for theological educational winsomely and effectively to generate support for the College's education mission. The vision must be clearly held so that the President can invite others (both internal and external) into a robust and healthy partnership. The President must be capable of managing multiple projects simultaneously, including growing and maintaining strong networks for Regent and fundraising to ensure viability for the College.



ACADEMIC EXPERIENCE

A terminal degree is required, ideally from a recognized institution in a discipline relevant to the College's academic mission, along with graduate level teaching experience that qualifies the candidate for a faculty appointment. The President is not required to teach but is expected to be theologically conversant and able to speak adeptly and with nuance about theological and cultural issues.

UNDERSTANDING OF THE STATE OF THEOLOGICAL EDUCATION

Given the state of theological education at this time, it is important to have a grasp of the opportunities and challenges, including utilizing digital educational experiences to supplement in-person learning, and to have an appreciation for the nuances and challenges of how to engage in spiritual formation with students.

ADMINISTRATIVE EXPERIENCE

The President must have a history of effective administrative leadership, with experience in areas that could include overseeing budgets, institutional policies, accountability standards related to Board governance, and dealing with external accreditors, government mandates, and other entities overseeing institutional activities and operations.

GLOBAL AND LOCAL ENGAGEMENT

The President should demonstrate a mature awareness of and deep appreciation for global Christianity and an understanding of the local cultural context of Canada and North America. Leading a transdenominational and international school requires celebrating and highlighting God's creativity in diversity. Unafraid to have hard conversations and skilled at conflict resolution, the President will serve as a unifying presence for relationships in a diverse community that seeks to speak into the greater culture with courage, tact, wisdom, and diplomacy.

VISION AND CALLING

The President will articulate a clear sense of divine calling to the mission of Regent College. The person will understand the current state and future trajectory of Christian higher education, and how these factors impact programs and commitments. Ideally the President should be able and willing to make a long-term commitment to the College (two five-year terms, subject to satisfactory performance, and at the discretion of the Board).



Photo courtesy: UBC Media Relations

AFFILIATION WITH THE UNIVERSITY OF BRITISH COLUMBIA (UBC)

Regent College is located on the campus of the 60,000-student University of British Columbia, one of Canada’s top universities. As an affiliated college, Regent students enjoy access to UBC libraries, recreational facilities, clubs, student services, and health care.

Regent’s founders shared a conviction that the College should relate to the university world, which is the focal point for the development of the philosophies that shape both thought and action in today’s marketplace of ideas. To that end, the College sought and obtained affiliation with UBC in 1973.

VANCOUVER, BRITISH COLUMBIA

Vancouver is a coastal seaport city surrounded by mountains on the mainland of British Columbia, Canada. It is the hub of Greater Vancouver, which, with over 2.4 million residents, is the third most populous metropolitan area in the country (after Toronto and Montréal), and the most populous in Western Canada. Vancouver has ranked highly in worldwide “livable city” rankings for more than a decade and was ranked among the top ten of the world’s most livable cities for five straight years.

Vancouver has been dubbed a “city of neighbourhoods,” each with a distinct character and ethnic mix. Since the 1980s, immigration has dramatically increased, making Vancouver one of the most ethnically and linguistically diverse places in the world. Over 52% of Vancouver’s residents do not speak English as their first language. An array of cultures and communities come together here on the West Coast, both in Vancouver as a whole and on Regent’s campus.

THE SEARCH AND SELECTION PROCESS

The Dingman Company, Inc., an executive search firm, has a successful track record of similar searches (see: www.dingman.com). This opportunity will be shared with people who might be or might know potential candidates. The search firm will establish a list of interested and qualified persons, request submission of a thorough resume and subsequent questionnaire response in a designated format from each candidate, and conduct follow-up telephone calls and a Zoom interview with strong candidates.

In collaboration with the Search Committee, the list of candidates will be narrowed to a group of finalists who will then be interviewed comprehensively by the committee. Interviews are projected to take place in Vancouver, BC, in November 2024. The base salary range for this position is \$170,000 – \$200,000 CAD per annum.

Regent College and The Dingman Company are committed to a process that represents equal opportunity employment. However, for searches on behalf of religious organizations such as this, candidates will be evaluated based on the organization's theological beliefs and religious practices. All qualified candidates are encouraged to apply; however, in keeping with Canadian law, Canadian citizens and permanent residents will be given priority. Final appointment is subject to the completion of a satisfactory criminal record check.

The confidentiality of information provided by interested parties will be fully respected, and they can rest assured that their backgrounds and interests will not be disclosed to anyone, including Regent College, without their prior consent. Reference contacts will also not be made until mutual interest has been established. The consultant and the Search Committee will exercise caution and sensitivity as necessary to safeguard the anonymity of each candidate.

For further information on this position, to apply, or to suggest a name, please contact:

Bruce Dingman, President

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