



## OPPORTUNITY PROFILE FOR PRESIDENT

# BIBLICAL • TRANSFORMATIONAL • EXPERIENTIAL • MISSIONAL

## OVERVIEW

ABHE is a fellowship of almost 200 Christian higher educational institutions in North America which are unified in their commitment to serious Bible learning that shapes a life of godly influence and service. Most would call themselves a “Bible college.”

[CLICK HERE TO VIEW A BRIEF VIDEO OVERVIEW FROM THE ABHE ANNUAL MEETING 2019](#), AND [HERE TO VISIT THE ABHE WEBSITE](#).

ABHE serves as the quality and credibility resource partner for Christian postsecondary educational institutions and with others invested in serious Bible learning that shapes a life of godly influence and service to the most effective means for maturing, thriving, and sustaining. ABHE member institutions, perhaps while not agreeing on the label, “evangelical,” yet are unified in a mutual calling to Gospel-centered higher education that calls students to ...

- Look in — taking a deep discovery dive into the Bible’s meaning and message.
- Lock in — to a life-giving and life-transforming relationship with God.
- Lean in — to a life of destiny, a life on mission with the God who is determined to make all things new through Christ.

## THE ASSOCIATION SEEKS TO FULFILL ITS MISSION BY:

- Articulating biblical higher education’s distinctives and communicating the excellence and effectiveness of its members to internal and external stakeholders, including prospective students and parents, donors, students, alumni, faculty, the higher education community, the church, governmental and regulatory entities, and society.
- Supporting the work of a separate and independent Commission on Accreditation (COA) to assure quality and integrity among biblical higher education institutions and programs through accreditation standards and peer review processes.
- Providing professional resources and services that exemplify and stimulate excellence.
- Serving as an amplifier and multiplier of member efforts and resources, seeking to foster growth and flourishing that emphasizes Bible engagement and spiritual development in community to help students to answer God’s call to live life on mission with Him.

An ABHE education involves extensive and rigorous study of the **BIBLICAL** text—its nature, narrative, interpretation, and teaching—aimed at building a coherent worldview framework for thinking and living flowing from the dispositions of both student and disciple.

An ABHE education is intentionally **TRANSFORMATIONAL** as students engage the life-changing Word of God and form authentic relationships with godly faculty and student peers—learning what it means to live out Kingdom values and Gospel priorities before a watching world.

An ABHE education is **EXPERIENTIAL**—involving hands-on ministry, service learning, and intercultural study opportunities that help students to discover their unique God-given gifts, passions, and sense of calling and to exercise and grow the life, ministry, and leadership skills required for passionate and proficient service.

An ABHE education is **MISSIONAL**—because an authentically biblical worldview compels all believers, regardless of present or future occupation—to understand their personal vocation within the context of history’s destiny: the day when all peoples have heard the Good News and the kingdoms of this world have become the Kingdom of our God and of His Christ.

## ROOTED IN SPIRITUAL MOVEMENTS

In the late nineteenth century, a movement began that has had a profound influence on evangelical Protestantism. Its impact has been felt in every part of the world, producing a large percentage of North American evangelical missionaries and serving as a primary educational enterprise for local church expansion and development. This phenomenon came to be known as the Bible institute movement and, later, the Bible College movement.

From the humble beginnings of the Missionary Training Institute (Nyack College) in New York City in 1882 to the launching of such schools as Moody Bible Institute in 1886 and Toronto Bible School (Tyndale University College & Seminary) in 1894, the Bible college movement has proliferated throughout North America.

## STILL MAKING SPIRITUAL WAVES

More than 130 years after the first Bible schools began, it is estimated there are more than 1000 Bible schools and colleges throughout Canada and the United States. Approximately 200 of these institutions have a relationship with the Association for Biblical Higher Education, either through accreditation or affiliation. In most essential ways, today’s biblical higher education institutions still bear substantial resemblance to their forbears. For example, the current curriculum of undergraduate institutions accredited through the ABHE still requires a core of biblical and theological studies, along with a substantial distribution of general or liberal arts studies, and a core of professional studies. Ministry field education and service-learning opportunities complement course work. The ethos of today’s biblical higher education institutions can still be described as academically serious, gospel-centered, and discipleship-oriented, fostering spiritual and ministry formation.



## MULTIPLYING STUDY OPPORTUNITIES AND OPTIONS

Most institutions of biblical higher education offer programs of study in such areas as biblical studies, pastoral ministry, Christian education, cross-cultural ministry, and music. Increasing numbers also provide programs in elementary and perhaps secondary education, youth ministries, urban ministries and business administration. Others offer specialized programs in such areas as deaf ministries, social work, aviation, and other technology-oriented fields. A growing number of ABHE institutions offer curricular programs across the entire spectrum of academic and professional disciplines. Thus, you might say today's biblical higher education institutions offer programs of study not necessarily leading exclusively to church occupations but, in all cases, intended to foster a gospel focus regardless of one's future vocation.

## ESTABLISHING EXCELLENCE, EARNING RECOGNITION

A growing percentage of ABHE members have earned accreditation not only with ABHE but also with one of the six U.S. regional accrediting associations or the applicable Canadian provincial government or university recognition system. Many institutions' professional programs have also sought and received accreditation by the relevant specialized/professional accrediting agency (e.g., NCATE, CACREP, NASM). A growing number have also established seminaries and graduate divisions. Library holdings and learning resources have expanded. Administrators and faculty have earned terminal degrees, engage in research and writing, and participate in professional associations in their designated fields. In short, institutions of biblical higher education have achieved widespread and growing credibility and currency within the larger academic community. Research consistently substantiates the claim that biblical higher education institutions produce educational outcomes comparable or superior to other higher education peers.

## CONNECTING AND RESOURCING TODAY'S BIBLICAL HIGHER EDUCATION COMMUNITY

One of the most significant developments in the growth of the Bible college movement was the founding of the Accrediting Association of Bible Institutes and Bible Colleges in 1947. The name was shortened in 1957 to the Accrediting Association of Bible Colleges. It was changed in 1973 to the American Association of Bible Colleges before being changed back to the Accrediting Association of Bible Colleges in 1994 to more accurately represent the geographic purview of the Association that included institutions in Canada, the United States and related territories. In 2004, the name was once again altered, this time to the Association for Biblical Higher Education in order to reflect its expansion of scope with graduate education accreditation and programmatic accreditation and in order to address its expansion of services to include affiliate institutions. Adoption of a new Constitution and Bylaws in 2009 designates the organization's present name as: The Association for Biblical Higher Education in Canada and the United States.

## ABHE MISSION STATEMENT

ABHE is the quality and credibility resource partner that connects efforts among Christian postsecondary educational institutions and with others invested in serious Bible learning that shapes a life of godly influence and service to the most effective means for maturing, thriving, and sustaining.



For more information:

## INTERNATIONAL COUNCIL FOR EVANGELICAL THEOLOGICAL EDUCATION

<https://icete.info/>

As perhaps the largest and most fully developed member of the eight global networks of evangelical theological institutions, ABHE has an opportunity through international cooperation to be a major contributor to the worldwide mission of theological education. The regional associations are:

- Asia Theological Association (ATA)
- Association for Biblical Higher Education (ABHE - North America)
- Association for Christian Theological Education in Africa (ACTEA)
- Association for Evangelical Theological Education in Latin America (AETAL)
- Caribbean Evangelical Theological Association (CETA)
- Euro-Asian Accrediting Association (E-AAA)
- European Council for Theological Education (ECTE)
- Middle Eastern – North African Association for Theological Education (MENATE)

ABHE's president participates in ICETE board governance along with executive leaders from each of the other networks. Although ICETE board leadership follows a rotating cycle, Ralph Enlow was pressed into service as acting ICETE Board Chair for 2018 and 2019 due to regional network leadership dynamics and ICETE's executive leadership transition following International Director Riad Kassis' (one of the ABHE annual meeting plenary speakers in 2013) decision to step aside after a 6-year tenure.

In 2018, ICETE hosted in Panama a triennial Global Consultation on Evangelical Theological Education.

## THE PRESIDENT'S ROLE

The President exercises primary leadership in helping the association to achieve the following strategic goals:

- To lead in the development of a fresh, robust, and compelling biblical higher education brand that represents the unifying basis for association membership and serve as the primary driver of brand equity on behalf of the ABHE members.
- To actively serve as an incubating agent and peer to peer catalyst, connecting the members to opportunities for successful innovation that leads to maturing thriving and sustaining.

## ANNUAL PRESIDENT'S REPORT

- [President's Report](#)

## POSITION SUMMARY

Exercise spiritual and professional leadership in espousing the philosophy, promoting the cause, ensuring the excellence, and strengthening institutions of biblical higher education in Canada, the United States, and related territories.

## DUTIES AND RESPONSIBILITIES

1. Articulate and champion a philosophy of biblical higher education and its expression in institutions of biblical higher education:
  - enhance understanding and appreciation within the evangelical community and wider public
  - focus intramural dialogue and attention upon biblical higher education's essence and distinctives
  - develop and implement plans for effective and efficient production and dissemination of ABHE's case through various media
  - exercise initiative to increase institutional membership and commitment to the Association
  - provide visionary thought leadership for the movement and for ABHE staff
  - directly engage and support ABHE presidents and other key constituents first-hand through campus visits, consultation, and a variety of communication and media channels
2. Facilitate professional development and pursuit of excellence among biblical higher education personnel and institutions:
  - assess actual and perceived professional development needs of ABHE institutions, key internal leaders, and faculty members
  - develop and disseminate digital and publications media that reflect current best practices and contribute to an ABHE culture of excellence
  - foster resource networking/exchange among ABHE member institutions and key internal constituents (e.g., presidents, deans, student development personnel, faculty, etc.)

- sponsor professional development activities for biblical higher education personnel
  - inform members concerning relevant professional development opportunities from a variety of sources
  - work with the Board and Commission to identify desirable professional qualifications for key Bible college administrative positions
  - develop and promote a consultant's network among ABHE professionals
3. Support the Commission on Accreditation and its Director in efforts to sustain and strengthen ABHE's status and recognition within the national and international accrediting community:
- cooperate and collaborate with efforts to maintain COA agency recognition by the U.S. Department of Education
  - cooperate and collaborate with efforts to maintain recognition and enhance ABHE status with the Council for Higher Education Accreditation (CHEA)
  - support efforts to work with peer agencies and institutions to promote fair and full articulation for ABHE member institutions' students and graduates
  - strengthen fellowship, cooperation; and mutual recognition among international theological institutions through participation in the International Council for Evangelical Theological Education (ICETE)
4. Support the Commission on Accreditation and its Director in efforts to ensure integrity and consistency in application and implementation of ABHE accreditation standards, policies, and procedures:
- offering support and counsel in the formulation, review, and communication of standards and policies
  - seeking to ensure excellence in training team evaluators, team chairs, and Commissioners
  - seeking to ensure efficiency and accuracy of procedures and communication
  - seeking to guard ABHE's public trust by ensuring integrity and fostering excellence in all accrediting activities
5. Oversee planning and execution of the Association's annual meeting and other professional development conferences and events with exemplary excellence.
6. Work with the Board to systematically and comprehensively evaluate the Association's effectiveness and improve its performance:
- work to develop a vision of institutional flourishing and develop means to assess and improve flourishing among member institutions
  - work with the Board to establish achievement goals emanating from the Association's purpose
  - employ management information systems and assessment methods (including input from members and other key publics) for conducting systematic assessment of the Association's effectiveness
  - analyze assessment results and report systematically to the Board
  - determine and implement specific improvement measures

7. Ensure adequate resources are procured and allocated to sustain the operations and build the Association's capacity to achieve its ends:
  - produce and publish materials and media that will assist in making the case for biblical higher education and supporting the fundraising activities of the Association
  - work with the Board to establish appropriate short term and long-term revenue streams and targets
  - expand revenue streams, including through partnership, sponsorship, and product/services/resource initiatives
  - appeal to the Board, Commission, member institutions and personnel relative to their financial participation in ABHE
  - contact businesses or non-profit peers that may have a funding or partnership interest in the Association and its activities
  - petition appropriate foundations about their potential participation with ABHE for specific projects.
  
8. Ensure effective oversight of ABHE professional and support staff:
  - select, supervise, support, and develop a highly mission-compatible and professionally competent professional and support staff
  - allocate tasks, resources, and personnel efficiently and effectively
  - foster harmony and cooperation among staff members
  - exercise spiritual leadership and nurture of staff
  - systematically evaluate and improve staff performance and operational effectiveness.
  
9. Actively seek to grow the association by engaging with new partner institutions which are Bible Colleges as well as those which have a strong brand affinity and are sympathetic to the mission of ABHE.

## REQUIREMENTS & DESIRED CHARACTERISTICS

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, we have broken them down into required and desired characteristics.

### REQUIRED ATTRIBUTES:

- **Divine Calling** — The president must possess a clear sense of divine calling to ABHE's mission in higher Christian education with a proven track record as an effective organizational leader.
- **Agreement with the Tenets of Faith** — The president must wholeheartedly agree with the association's theological convictions.
- **Earned Terminal Degree** — The president should have an appropriate degree from a recognized institution.
- **Passion for People to Know Jesus Christ** — The president must have a passion for people to know Jesus Christ as their Lord and Savior, be active in a local church and demonstrate a faith that "spills



over” to others in the broader evangelical and Christian worlds. A commitment to a strong prayer life is foundational.

- **Relationship with Jesus Christ** — The president will have a strong, personal, growing relationship with Jesus Christ. If married, the president will model healthy family relationships. He or she must have unquestioned integrity and possesses a high view of the authority and trustworthiness of God’s Word. He or she must have the wisdom and zeal to be “ever ready to talk of the hope that is within” demonstrating a transparency in living an exemplary life, knowing when to keep a confidence.
- **Administrative Experience in Higher Education** – The president must be able to draw on past experiences of administrative leadership to assist institutions and ABHE staff and COA staff to be most able to achieve its vision of a flourishing institution.
- **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 ABHE president must be humble with that humility rooted in the knowledge of the Bible and a contagious passion for God. A strong work ethic, but balancing the needs of a spiritual walk, family, and personal rest.
- **Collaborative and Decisive** — Shared process and collaboration are central to the successful working relationship between a president and the board, staff and association members. The president should be known for a participative and collaborative spirit.
- **Visionary and Strategic** — Through a collaborative process, the president must define and consistently articulate the desired future of the organization (organizational vision). While vision is essential, the president must also think and act in a strategic manner. They must be skilled at pursuing that which is strategic for the association and in keeping with the mission, advancing the mission of ABHE by seeing available global opportunities and seizing appropriate ones. Adjust spacing to be consistent with list
- **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 association, the president must possess significant competency in communication in both written and verbal form.
- **Has Courage and Cultural Intelligence** — As the culture in society changes, ABHE needs to react with relevance and wisdom based on Scripture. The president must be able to speak into the culture, having the courage, tact, and diplomacy to challenge without being combative.
- **Friend-maker and Fundraiser** — The president must be skilled in building warm relationships and friendships with members, potential members and potential donors who support the mission of ABHE. Evidence of success in fundraising for nonprofit organizations is very valuable.
- **Possess Strong Leadership Principles** — The president must demonstrate wisdom, compassion, humility, obedience, courage, perseverance, honesty, and self-control in the leadership of others. Their “EQ” (emotional quotient) must be excellent. They 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 association (ten plus years, subject to satisfactory performance and at the discretion of the board).
- **Travel** — The president must be open to traveling 25-50%+ of the time.

## DESIRED ATTRIBUTES:

- Academic administrative and/or higher education teaching experience. Experience teaching biblical principles in an applied setting.
- A command of the budgeting process and how it is best used in an academic institution or association 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 theological education; 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). Stays current with where today’s culture is and engages with it in a wise, relevant and Biblical manner.
- An ability to multi-task with a diversity of projects.
- A progressive and learning nature, embracing the potential of technology.
- 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 these required and desired characteristics, these represent the prayerful qualities of ABHE’s various constituencies and stakeholders. The Search Committee remains open to the leading of the Holy Spirit as prospects are revealed and considered.



## 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 create a list of interested and qualified persons, send out information and as appropriate 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 ABHE'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 September 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.

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:

Bruce Dingman, President  
The Dingman Co.  
Bruce@dingman.com  
Cell (818) 378-7755

**ABHE collaborates with the following organizations who exercise leadership in fostering professional excellence in their respective spheres.**

### Association of Business Administrators of Christian Colleges

The mission of ABACC is to improve the standard of business management in schools of Christian Higher Education by providing professional development, networking and mutual support to their business leadership.



### Association of Christian Librarians

The Association of Christian Librarians is a professional organization committed to strengthening libraries through professional development of evangelical librarians, scholarship, and spiritual encouragement for service in higher education.



### Association for Christians in Student Development

The mission of the Association for Christians in Student Development is to equip and challenge members to infuse their Christian faith into student development practice and scholarship.



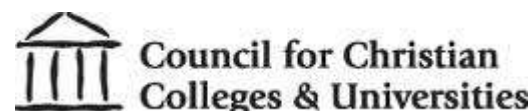
### Christian Higher Education Canada

CHEC's mission is to advance the efficiency and effectiveness of Christian higher education at member schools, including fostering institutional cooperation, and to raise public awareness of the value of Christian higher education in Canada.



### Council for Christian Colleges & Universities

CCCU's mission is to advance the cause of Christ-centered higher education.



### Evangelical Council for Financial Accountability

ECFA enhances trust in Christ-centered churches and ministries by establishing and applying [Seven Standards of Responsible Stewardship™](#) to accredited organizations.



### Evangelical Training Association

Since 1930, ETA's has been providing excellent curriculum and effective training programs for churches. Their passion is to advance higher standards in Christian education.



### International Council for Evangelical Theological Education

ICETE is a global community, sponsored by nine regional associations of theological schools, to enable international interaction and collaboration among all those concerned for the enhancement of evangelical theological education.



### National Association of Evangelicals

Since 1942, the National Association of Evangelicals has spoken as a united voice for millions of American evangelicals who take the Bible seriously and believe in Jesus Christ as Savior and Lord. The Association represents more than 45,000 local churches from 40 different denominations and serves a constituency of millions.



### National Christian College Athletic Association

Established in 1968, the National Christian College Athletic Association is an association of Christ-centered collegiate institutions whose mission is to use athletic competition as an integral component of education, evangelism, and encouragement.



### North American Coalition for Christian Admissions Professionals

NACCAP is comprised of admissions and guidance personnel from over 300 Christian high schools, liberal arts colleges and universities, Bible colleges, graduate schools and seminaries throughout North America.



## THE ASSOCIATION OF BIBLICAL HIGHER EDUCATION'S TENETS OF FAITH

According to the Constitution of the Association for Biblical Higher Education, the following statement of faith is to be subscribed to annually by each member institution through the signature of the president.

1. We believe that there is one God, eternally existing in three persons: Father, Son, and Holy Spirit.
2. We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious atonement through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal and visible return in power and glory.
4. We believe that man was created in the image of God, that he was tempted by Satan and fell, and that, because of the exceeding sinfulness of human nature, regeneration by the Holy Spirit is absolutely necessary for salvation.
5. We believe in the present ministry of the Holy Spirit by Whose indwelling the Christian is enabled to live a godly life, and by Whom the church is empowered to carry out Christ's great commission.
6. We believe in the bodily resurrection of both the saved and the lost; those who are saved unto the resurrection of life and those who are lost unto the resurrection of damnation.

[Download Tenets of Faith | Position Statement on Religious Freedom and Human Sexuality](#)