



KUYPER COLLEGE

Bringing God's Grace into Today's Culture

OPPORTUNITY *profile* PRESIDENT

Kuyper College
Grand Rapids, Michigan

 **JobfitMatters**
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GREETINGS

From the Chair of the Presidential Transition Team of Kuyper College



Dear Prospective Candidate,

Curious about the present opportunity at Kuyper College? We're glad you are, and we would like to assist you in discovering more about it.

Thank you for taking time to learn about us through this Opportunity Profile for the position of President of Kuyper College. We hope that it will provide you with a full understanding of our role in Christian higher education, as well as the qualities and characteristics we seek in our next leader. We are dedicated to advancing our mission and trust that God will provide the right person who, with a compelling vision for the future, will lead the college into a new era of growth and impact.

Kuyper College has a wonderful heritage of preparing students to integrate their faith with their work every day, no matter what profession they choose. Our college community works together to create an environment that exemplifies what Abraham Kuyper described as Christ's sovereignty over "every square inch" of God's world. We have celebrated God's grace and provision for over 75 years as we have equipped students to serve Christ's church around the world.

We also celebrate our purpose for leadership transition at this time. Our current President, Dr. Nicholas V. Kroeze, who will be retiring in 2017, has faithfully served the college for 22 years. God has blessed Kuyper College through his leadership, and together we are committed to a smooth transition for the institution.

We encourage you to read through this Opportunity Profile and to explore the Kuyper College [website](#). If your spiritual gifts, talents, and experience qualify you as a candidate, we invite you to review the Process of Candidacy section and follow the instructions provided. If you have questions, please contact Tommy Thomas or Laura Coverstone (615.261.4623), the *JobfitMatters* consultants who are assisting us in conducting this search.

Thank you for considering Kuyper College, and we welcome your exploration of this profile. We are eager to see who God calls to lead Kuyper as its next President.

Sincerely,

Paul Holtrop
Chair of the Presidential Transition Team



INTRODUCTION



Located in Grand Rapids, Michigan on a beautiful 34-acre campus, Kuyper College is committed to equipping its students academically, spiritually, socially, and morally—helping them become Christ-centered leaders who live out their faith by being the heart and hands of Jesus Christ to the world. Founded in 1939 with a Reformed theological heritage, Kuyper is an engaging and authentic community of students, faculty, and staff characterized by excellence in academic programs, acceptance of each other, and open doors.

Kuyper equips its students to be the best possible ambassadors for Christ in whatever professions they choose. One way it does that is through their unique double major program. Every Kuyper student can graduate with a double major, one in their chosen major and another in Bible and Theology, without adding time or cost to their education. In addition, most students participate in internships and/or study-abroad programs. This allows students to apply the knowledge and skills they've acquired in the classroom to everyday situations, helping them begin the transition from the theoretical to the practical before they graduate.

The Kuyper community is distinctive. Students, faculty, and staff from various cultural and denominational backgrounds experience authentic relationships inside and outside the classroom. There is a spirit of hospitality, professionalism, and collegiality on the Kuyper campus that is palpable. As such, the community is eager to welcome a President who will embrace Kuyper's rich history and value its warm spirit.

Following Dr. Nicholas Kroeze, the next President will also lead Kuyper through an important time of both strategic and tactical planning. Therefore, the college seeks a visionary leader, someone who understands Kuyper's opportunities and challenges and is eager to lead the institution into the next phase of its development. The Board of Trustees is looking for an individual who is motivated and drawn to the external aspects of the presidency and who will bring innovative thinking toward expansion of the college's mission and influence. Without question, the next Kuyper College President needs to be outgoing and personally engaging with all Kuyper stakeholders and the West Michigan community.

We invite you to learn more through this Opportunity Profile. For more information about Kuyper College, please visit the website at www.kuyper.edu.



MISSION & VALUES



MISSION

Kuyper College equips students with a biblical, Reformed worldview to serve effectively Christ's church and His world.

CORE VALUES

PRIMACY OF SCRIPTURE

We believe that the Bible is the Word of God and must guide our teaching, philosophy, life-style, and response to our ministry or vocational calling.

BIBLICAL WORLDVIEW

We believe history is directed and controlled by God—Father, Son, and Holy Spirit—toward the accomplishment of God's purposes for all creation. Education at Kuyper College is conducted within the framework of a biblical worldview from which students can assimilate, synthesize, and respond to situations of life and learning.

REFORMED DOCTRINE

We understand and apply our faith and worldview according to the teachings of the Bible as summarized in the Heidelberg Catechism, the Canons of Dort, the Belgic Confession, and the Westminster Standards.

ACADEMIC EXCELLENCE

We emphasize the importance of cultivating the mind by providing quality, Christian higher education.

HOLISTIC DEVELOPMENT

We strive to form world-class citizens who are academically, spiritually, socially, and morally discerning, just, and merciful leaders in church and society.

CARING COMMUNITY

We actively work toward a campus environment, denominationally and ethnically diverse in nature, where mentoring, mutual care, accountability, and encouragement are characteristic of students, faculty, and staff.



STATEMENT OF FAITH



SCRIPTURE

We believe that the Old and New Testaments are the inspired, infallible, and inerrant Word of God, our final authority in matters of doctrine and practice.

GOD

We believe that God is one being—infinately just, wise, good, loving, holy, and existing eternally in three persons: Father, Son, and Holy Spirit. He is the sovereign creator of the universe and by his providence sustains and rules all that he has made.

HUMANITY

We believe that people were created in the image of God but fell into sin through the disobedience of Adam and Eve. As a result of the Fall, all people are born sinful and in need of salvation.

JESUS CHRIST

We believe that Jesus Christ is fully divine and fully human and that he saves his people from their sin by his life, death, and resurrection.

SALVATION

We believe that sinners are justified by grace through faith on the basis of the finished work of Christ (his death and resurrection) and persevere in this life by the power of God.

THE HOLY SPIRIT

We believe that the Holy Spirit regenerates sinners, indwells believers, and enables them to live godly lives and to use the spiritual gifts he has given them.

THE CHURCH

We believe that God is calling people from the whole human race to believe in his son, Jesus Christ. They enjoy the protection of God and fellowship with each other in communities of faith until Jesus returns.

THE FUTURE

We believe that Christ is ruling now over the church and the world through his Word and Spirit. He will return to judge the living and the dead and to renew the whole creation.



HISTORY

of Kuyper College



The rich heritage and unique mission of Kuyper College can be traced to its founding in 1939 as Reformed Bible Institute (RBI). RBI had a very clear focus as an institution to provide solid training in the Bible and preparation for ministry or service. This institution would meet unmet needs within the local community by filling a niche and providing an education in a setting that was neither a liberal arts college or a seminary.

In 1970, after an almost five-year redesign of curriculum and programs, the Department of Education of the State of Michigan gave the school the right to confer a four-year Bachelor degree. As a result, RBI changed its name to RBC—Reformed Bible College. During that time, students came for reasons of personal spiritual enrichment, focused study toward a specific ministry, and development of skills for serving in volunteer roles in the church or service agencies. RBC established the requirement that all four-year graduates would have a major in Bible and Theology as well as a major in their career track. Even then and continuing through today, the college was concerned that its education not be isolated from practical experience so internship opportunities became an important part of the student experience.

In 1995, RBC received North Central Association accreditation, setting the college on the road to higher academic standards to prepare leaders for the church. And in 1997, RBC was granted authority to offer a Bachelor of Science degree, moving the college toward broader ministry, vocational, and ministry-related professional offerings.

On April 20, 2006, as a reflection of Kuyper's mission and vision, and in response to global needs and strategic priorities, the college restated its position and changed its name from Reformed Bible College to Kuyper College. The college has developed from being a Bible college to a ministry-and service-focused Christian leadership college. This "mission-enabling" term accurately describes the unique mission and vocational programs of the college. This term also completely integrates with Kuyper's Reformed worldview and with today's students who desire a well-rounded biblical and vocational college experience that sees all of life as being instrumental in discovering God's glory, communicating these truths to others, and honoring the Lordship of Jesus Christ.

The college continues to build on the strong foundation established first as RBI, and later as RBC. Kuyper has moved from being an institute of Bible, Theology, Evangelism, and Missions to being a Christian Leadership College rooted in developing and applying a Reformed worldview in every area of life: seeing every vocation as a Christian vocation. Today, Kuyper College has a total enrollment of about 250 students and offers a wide variety of degree programs and 15 study-abroad opportunities, each one intentionally designed to meet students' desire to be the "heart and hands" of Christ. The college seeks to place graduates in ministry and professional areas of leadership around the world to meet the spiritual and social challenges that exist today. This is the essence of Kuyper's purpose, the essence of its identity: "Bringing God's grace into today's culture."



KUYPER AT A GLANCE



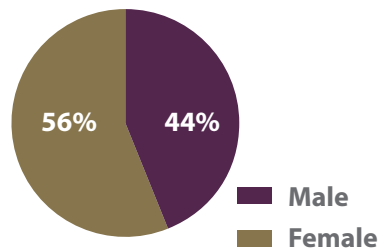
ESTABLISHED: 1939

TYPE: Private

CURRENT PRESIDENT: Dr. Nicholas Kroeze (1995 to present, 4th President)

STUDENT PROFILE

259
STUDENTS
237 FTE (2015)



14%
MINORITY
STUDENTS

12%
OUT-OF-STATE
STUDENTS

5%
INTERNATIONAL
STUDENTS

Countries Represented: South Korea, Nigeria, Dominican Republic, El Salvador, Thailand, Kenya, Egypt, Sweden, Ireland, Canada, USA

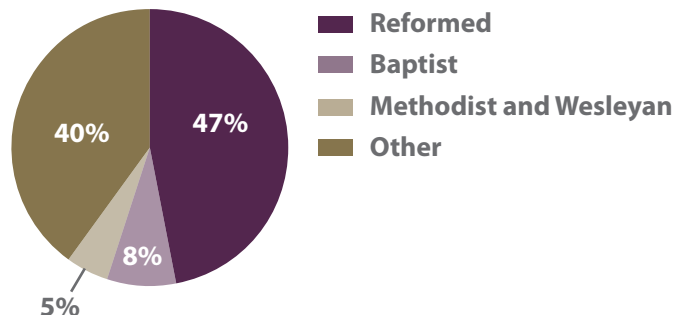
Average ACT Score 22 composite

Average High School GPA 3.3

First-to-second year retention 59%

Six year graduation rate 49%

Top Denominations Represented



TUITION AND AID

\$19,718
TUITION (2016-17)

\$6,730
ROOM & BOARD

Average Financial Aid Package \$16,348

95% of freshman receive financial aid

FACULTY

12:1
STUDENT/FACULTY
RATIO

13 Full Time Faculty

8 Faculty with doctorate
or terminal degree



AVERAGE CLASS SIZE
(14.7 students)

FINANCES

Endowment: \$7.3 million

Annual Budget: \$5.7 million

Average Annual Giving: \$1.1 million

College is Debt Free

ACCREDITATION

Higher Learning Commission (HLC)

Association for Biblical Higher Education (ABHE)

Council on Social Work Education (CSWE)

KUYPER AT A GLANCE



BACHELOR DEGREES OFFERED

Accounting*
Honors Professional Accountancy (Dual Degree with MAcc)*
Audio Production*
Biblical Studies (Certificate)
Business Leadership
Child Development*
Christian Foundations (Certificate)
Christian Ministry (Certificate)
Communication Studies*
Education—Elementary*
Education—Secondary*
Environmental Biology*
Exercise Science*
Film and Video Production*
General Studies
Intercultural Studies
Interdisciplinary Studies
Journalism*
Marketing*
Ministry—Pre-Seminary
Music and Worship
Nursing Pre-Licensure (Two-Year Associate of Arts)*
Pre-Seminary (Accelerated Dual Degree)*
Psychology*
Religious Education (Two-Year Associate)
Social Work (BSW)
Sports Management*
Teaching English to Speakers of Other Languages (TESOL) (Minor)
Urban Ministry (Minor)
Youth Ministry



*Indicates a program that is offered in collaboration with a partner institution

For a full list of majors, [click here](#).



PRESIDENTIAL PROFILE



THE POSITION

The President of Kuyper College serves as the chief academic, financial, spiritual, and development executive of the institution, exercising overall leadership for the institution. Serving as a non-voting member of the board, the President reports to and is assessed by the college's 13-member Board of Trustees. The President supervises and has jurisdiction over all of the business and affairs of the college, being responsible for the execution of policies and directives of the Board of Trustees and its committees.

The President formulates vision and provides strategic leadership in developing long term initiatives that will advance the mission of Kuyper College. This vision must be translated into clear goals and objectives. The President must be highly effective in articulating, communicating, and championing these goals and objectives to the Board of Trustees, students, staff, and faculty, and to the various stakeholders and constituencies that make up the greater Kuyper community.

The President develops, formulates, and directs policy and governance in accordance with the policies of the Board of Trustees.

Under the current organizational structure, the President's direct reports include the following members:

- Provost
- Vice President for College Advancement & Enrollment
- Vice President for Business and Finance
- Assistant to the President

Typically, the President of Kuyper manages three to five Vice Presidents and/or Directors who supervise a staff of approximately 60 members in operations, admissions, academics, and support.



KEY CHARACTERISTICS

of the Ideal President of Kuyper College



CHRIST-CENTERED, REFORMED FAITH

- Pursues a deep personal relationship with Jesus Christ and has a strong devotional and prayer life
- Demonstrates mature Christ-modeled leadership, is trustworthy and of impeccable integrity and character
- Participates actively in a local Reformed congregation
- Will value, exhibit, and proactively communicate in word and deed Kuyper's strong spirit of love and respect for one another

EXTERNAL FOCUS

- Must enjoy the external aspects of the role: meeting new people, telling the Kuyper story in a compelling manner, maintaining deep relationships with existing donors, and seeking and developing relationship with new donors—both individuals and foundations
- Must have demonstrated ability to personally—with institutional support—raise substantial amount of funds and identify new sources of revenue
- Build and instill confidence in all the constituencies in the Kuyper community
- Work collaboratively with the Advancement team to understand and prioritize various fund-development strategies
- Collaborate with the Provost to grow cooperative arrangements with other colleges and universities
- Work with the key departmental staff to attract top students, faculty, and staff
- Enthusiastically and effectively communicate Kuyper's mission and vision to all internal and external stakeholders

ACADEMIC AND INSTITUTIONAL VISION

- Will value and protect the heartfelt, inviting, collegial, and professional culture at Kuyper College
- Will lead and motivate the team—inspiring enthusiasm, casting the vision, and envisioning ideas that are appropriate for the college
- Will be passionate about the key areas of Kuyper's focus: Ministry, Youth Ministry, Social Work, Education, Missions, Music and Worship, and Business Leadership
- Will be committed to equipping persons for service in the Church and in ministries and professions throughout the world
- Will be entrepreneurial in strategizing new approaches and partnerships for higher education delivery

ORGANIZATIONAL AND BUSINESS ACUMEN

- Understands the economics of a higher education institution with a \$5.7 million budget
- Demonstrates ability to consistently assemble, present, and execute balanced budgets in line with fiscal responsibility and sustainability
- Makes decisions demonstrating the ability to thoughtfully and unwaveringly act in a timely manner to steward institutional priorities
- Has a track record of hiring, developing, and retaining a strong senior leadership team
- Is resolute, decisive, and bold on behalf of the long-term interests of the college, with a proven track record of making tough, yet wise decisions with a spirit that goes hand-in-glove with Kuyper's culture

KEY CHARACTERISTICS

of the Ideal President of Kuyper College



DESIRED BACKGROUND

Kuyper College's next President should have an impressive array of executive leadership and strategic experience and a financial background in leading organizations that face the challenges commonly found in small colleges and universities. An earned doctorate is preferred for this executive position, but consideration will be given to candidates with requisite attributes, qualifications, and experience.

EXPECTATIONS AND VISION

With the principal goal to equip Christians to be transformational leaders—who instilled with a firm faith in God's grace and a commitment to follow His call, effectively serve His church, and advance His kingdom throughout the world—the Kuyper community established that the next President of Kuyper will be expected to lead the school community to believe, embrace, work towards, and achieve this vision.

As a college committed to a biblical, Reformed worldview, Kuyper College will be a unique, vital, and engaging learning community, characterized by innovation and excellence in its programs and educational partnerships.

- We will enroll increasing numbers of academically prepared and motivated ministry and service-focused students, and in the Reformed tradition, we will empower each person to discern their spiritual gifts, mature in the understanding of who they are in Christ, and live a vibrant and fruitful life of ministry and service to others
- We will provide extraordinary levels of personal attention to our students
- Our faculty will remain committed to outstanding teaching and scholarship
- We will enhance our reputation as a leading ministry-focused Christian leadership college that prepares its graduates for successful lives of service and ministry-focused endeavors throughout the world

The full Strategic Plan 2011-2018 may be found [online here](#).

The Board of Trustees will develop a new strategic plan in collaboration with the next President that will likely include all or some of the following expectations for the next five years:

- Steadily increase enrollment in existing and new programs while expanding the geographic reach of the college
- Lead spiritual growth initiatives for Kuyper students
- Demonstrate diligence in developing external relationships with community organizations and individuals who will befriend, partner with, and financially support Kuyper College
- Conduct advancement efforts to fund facility needs, new programs, scholarships, and investments in faculty
- Embrace and protect the collegial, warm, professional spirit that exists at Kuyper College

THE LOCATION

Grand Rapids, Michigan



GRAND RAPIDS, MICHIGAN

Kuyper College's beautiful campus rests eight miles from downtown Grand Rapids, Michigan. The city has been named one of the top 50 places to live and play by National Geographic Magazine, the best city for raising a family by Forbes Magazine, and the 2014 top vacation destination by the world's leading travel content provider, Lonely Planet. Grand Rapids offers a remarkable combination of urban sophistication and small-town warmth. You will find big-city excitement: countless restaurants; five outstanding museums and the world's largest art competition, ArtPrize; and a variety of theaters, symphony, ballet, opera, professional sports, comedy clubs, and world-class entertainment—all within a vibrantly clean, safe, and walkable downtown. You will also find small-town charm in farmer's markets, locally owned coffeehouses, and quaint shopping districts. A mere 30 miles away you will find Lake Michigan's Gold Coast which, according to Lonely Planet, is perhaps the USA's most unexpected beach getaway. Along miles of seemingly endless beaches lie sugar-white dunes, wineries, antiquing, U-pick orchards, berry farms and cider houses—you can even go surfing. Adding to nature's wonderland, you can fly-fish for trout or salmon in nearby world-class fly-fishing rivers, hike one of hundreds of hiking trails in the Manistee National Forest, and go snowboarding, downhill, and cross-country skiing—all within an hour's drive. Big city, small town, nature's wonderland. Welcome to Grand Rapids!

RESOURCES:

[Grand Rapids Chamber of Commerce](#)

[Grand Rapids Official Website](#)

[Grand Rapids Visitor's Guide](#)

[Grand Rapids events, attractions, and more](#)



THE PROCESS

of Candidacy



After reading this Opportunity Profile, if you sense the gifts and experience God has given you are a good initial match for Kuyper College, we invite you to begin the inquiry process. All candidate information and conversations are kept confidential. You may contact *JobfitMatters* at any stage of the process to get more information and/or to ask questions.

Please provide the following documents and responses for review:

- A current résumé or CV.
- Responses to the following questions:
 1. Share with us your personal statement of faith. Describe your spiritual journey and its relevance to both your personal and professional life.
 2. Tell us about the challenges you perceive for Christian higher education and what you find attractive about those challenges at this time.
 3. What skills and experiences in your life lead you to believe that you can be an effective leader for Kuyper?
- Provide the names and contact information (telephone numbers and e-mail addresses) for four references who know you and your career well enough to comment on your suitability for this role.

Submit this information in ONE Microsoft Word (.doc) or Adobe .pdf to the following:

Tommy Thomas

JobfitMatters

resumes@simainternational.com

Phone: (615) 261-4623

In the subject line of the email, please write "Kuyper - President"

