



COUNCIL FOR CHRISTIAN
COLLEGES & UNIVERSITIES

2019-20

ANNUAL REPORT

CCCU LEADERSHIP 2019-20

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A Letter from President Shirley V. Hoogstra, J.D.



**“IN THESE
UNPRECEDENTED
TIMES, THIS IS
STILL TRUE:
OUR WORK
MATTERS TO
THE WORLD.
WE ARE MAKING
A DIFFERENCE.”**

Dear friends,

It is so easy for us to have the illusion that things are under our control. As we were putting together this report, we reflected on some of the incredible things that happened at the CCCU in the past year. The Supreme Court reaffirmed the role of religious freedom in the U.S. We held our annual Diversity, Presidents, and Multi-Academic Conferences and heard from some great thought leaders on important topics. We got a number of significant grants to help support faculty, students, and administrators at our institutions.

Then COVID-19 upended everything and reminded us that it is always an illusion to think that we have things under our control. But in the face of the challenges the pandemic has brought, we were reminded of qualities that are necessary in times of adversity and times of flourishing: the ability to adapt, to be persistent, and to be optimistic in the face of the unknown.

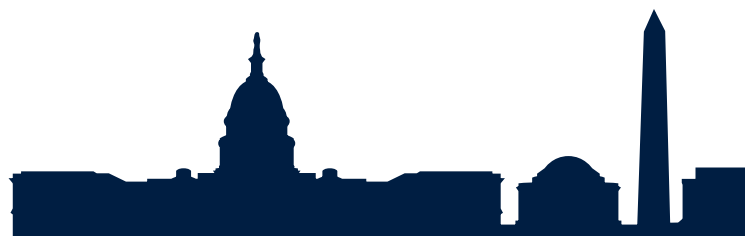
We were also consistently reminded of God’s faithfulness and of the power of our shared faith in Christ. A great joy I have as leader of the CCCU is to see how God has placed each of you in your specific contexts “for such a time as this” and to witness the spirit of unity and collaboration each of you has as you share ideas with your peers from other institutions. Through emails, phone calls, and webinars, you have utilized your shared commitment to Christian higher education and to the kingdom work of Jesus Christ to come together in this time.

Now, more than ever, I believe in the value of Christian higher education — an enterprise that, in the words of David Brooks, has “a way of talking about and educating the human person in a way that integrates faith, emotion, and intellect. You have a recipe to nurture human beings who have a devoted heart, a courageous mind, and a purposeful soul.”

In these unprecedented times, this is still true: Our work matters to the world. We are making a difference.

In this work together,

A handwritten signature in dark ink that reads "Shirley V. Hoogstra". The signature is fluid and cursive, with a long, sweeping horizontal line extending from the end of the name.



THE LEADING NATIONAL VOICE OF CHRISTIAN HIGHER EDUCATION

The Council for Christian Colleges & Universities (CCCCU) is a higher education association of more than 180 Christian institutions around the world. The CCCCU's mission is to advance the cause of Christ-centered higher education and to help our institutions transform lives by faithfully relating scholarship and service to biblical truth.

Public Advocacy | As an effective and respected advocate for Christ-centered higher education both in the U.S. and around the world, we provide a unified voice to highlight the contributions of our institutions to the common good. We also advocate for the right of each CCCCU institution to practice its sincerely held religious beliefs and to participate fully in the public square without penalty.

Professional Development & Scholarship | We host numerous conferences for administrators to develop their skills, build connections with peer leaders, and equip them in their work to provide a holistic Christ-centered educational experience for their students. We also invest in faculty development and scholarship through institutes and grants intended to help faculty excel in their scholarship and integrate faith into their discipline. Our leadership institutes also play a pivotal role in ensuring that the pipeline of leaders in Christian higher education is filled with a diverse pool of highly qualified candidates.

Experiential Education | In 2019-20, we offered faith-integrated, off-campus study programs in nine locations across the U.S. and around the world that fostered students' intellectual, cultural, vocational, and spiritual growth. These programs extend the educational mission of CCCCU institutions by providing culturally immersive learning experiences that equip students to apply their Christian faith to the world.



CCCU INSTITUTIONS AT A GLANCE

180+

Colleges and universities

520,000+

Students enrolled globally

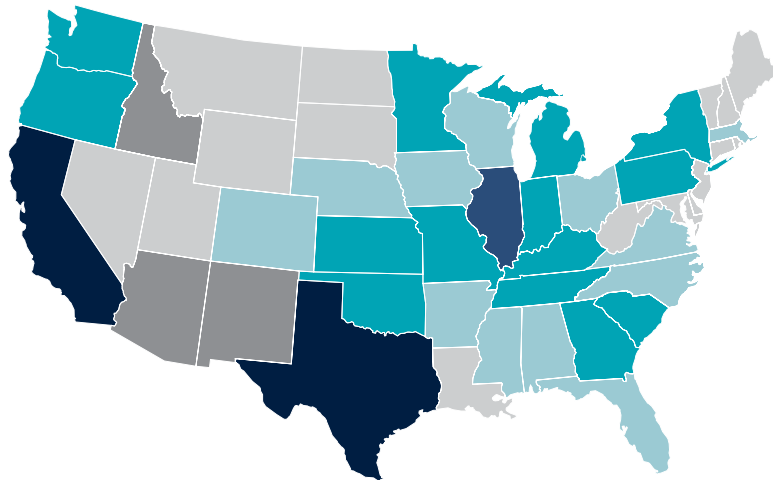
3,600,000+

Alumni around the world

90,000+

Faculty and staff employed globally

U.S. INSTITUTIONS



KEY

States with 0 Campuses	States with 4-6 Campuses
States with 1 Campus	States with 7-9 Campuses
States with 2-3 Campuses	States with 10+ Campuses

INTERNATIONAL INSTITUTIONS

AUSTRALIA
BOLIVIA
CANADA
DOMINICAN REPUBLIC
GHANA
HAITI
HUNGARY
INDIA
INDONESIA
ISRAEL
JAPAN
KENYA
LITHUANIA
NETHERLANDS
NEW ZEALAND
SOUTH KOREA
TAIWAN
UGANDA
UNITED KINGDOM



A YEAR IN REVIEW



GOVERNMENT RELATIONS

The CCCU's advocacy work promotes and protects our constituency's unique contribution as Christ-centered, nonprofit institutions of higher education. CCCU institutions find themselves in the crosshairs of issues affecting higher education or nonprofit organizations generally, as well as challenges because of their religious character and convictions. Through our connections in Congress, the Department of Education, the Treasury Department, the White House, and the courts, the CCCU utilizes all the levers within the three branches of government to preserve, protect, and advance the Christ-centered mission of Christian colleges and universities.

In 2019-20, we sent:



80+ Letters to Congress, the White House, the Treasury, or the Department of Education



10 Amicus Briefs to the Supreme Court and other federal courts

COVID-19 Response

The 2020 pandemic has brought Christian higher education into uncharted territory. In the midst of this disruption, the CCCU worked around the clock to respond to the needs of its members.



\$237 Million in pandemic relief funding secured for U.S. institutions (not including funds that institutions may have received under the Paycheck Protection Program).



65 CCCU institutions received funds under the Paycheck Protection Program.

Increased Access to Relief Funding: Thanks to the work of the CCCU and the higher education community, a change was made to the Paycheck Protection Program that excludes federal work-study and other work-study students from the employee count — making it possible for more CCCU institutions in the U.S. to fall under the PPP's 500-employee cap. The CCCU continues to work tirelessly to make sure Christian higher education has a seat at the table in the development of current and future economic relief packages so students and institutions can get the financial relief they need.

A Seat at the Table: From February through June, the CCCU sent 63 letters to the government alongside other associations. These letters advocated for clarity in relief allocation requirements, changes in regulations making it difficult for campuses to care for students, and financial resources for CCCU institutions' future sustainability. The CCCU continues to keep its seat at the table alongside the higher education community so that when important decisions are made, Christian higher education's future is at the forefront.



Protecting Religious Mission and Conviction

Executive Branch: The CCCU makes sure that the voices of Christian colleges and universities are heard at the White House and in important executive agencies like the Department of Education, the Treasury Department, and the Department of Labor.

- The Department of Education has released **new Title IX regulations**. To help its institutions prepare for the implementation of these new regulations by the Aug. 14, 2020 deadline, the CCCU secured five hours of legal and policy training for all of its U.S. campus leaders.
- When the Department of Labor proposed a rule allowing **federal contracting with religious organizations who hire based on their mission**, the CCCU sent a letter affirming the proposed rule. The draft rule would not directly affect many institutions, but the CCCU believes the precedent to protect religious hiring is important.
- The Department of Education proposed an update to its regulations for **accessing federal grants and programs** that would eliminate discrimination against students and faith-based entities based on religious beliefs and practices. The CCCU joined several other religious organizations to commend the Department and reaffirm that the regulations did not violate the Establishment Clause.
- The Department of Education published new regulations in November 2019 **governing the accreditation of agencies and institutional eligibility**. These regulations defined religious mission and stated that accreditors cannot use an institution's religious mission-based policies, decisions, and practices as a negative factor in their review (as long as the institution's curricula also includes all core components required by the accreditor). This is a major accomplishment for Christian higher education and was made possible in part through the hard work of many individuals from CCCU institutions who were part of the negotiated rule-making team.

The Courts: The CCCU brought the voice of Christian higher education to the judicial square through filing 10 amicus briefs throughout the last year. Four cases before the Supreme Court were of particular importance for the mission of Christian higher education:

- ***Bostock v Clayton County*:** The CCCU filed a brief emphasizing that the law should protect the biblical understanding of sex. The Supreme Court issued a decision that extends federal protections to LGBT employees. The CCCU believes it is essential that any protections for LGBT persons should be paired with essential religious freedoms. The ruling leaves important questions unanswered for religious employers, and we continue to advocate that Congress address these uncertainties through legislation that makes explicit the religious protections important to a rich and vibrant civil society.
- ***Espinoza v. Montana Department of Revenue*:** The Supreme Court upheld the principal that a religious organization should not be excluded from a generally available public benefit because of religion. The CCCU filed a brief that denying these benefits would be a violation of the First Amendment; the decision is an important win for religious liberty.
- **DACA Cases:** The Supreme Court ruled that the Deferred Action for Childhood Arrivals (DACA) could remain in place for now. The CCCU signed onto two amicus briefs that, among other arguments, reminded the Court of the importance of Dreamers to our nation's colleges and universities and therefore to our country.
- ***Our Lady of Guadalupe School v. Morrissey-Berru*:** In its brief, the CCCU sought to preserve and protect the ability to hire for mission by advocating for a rightful understanding of the ministerial exception. The Court agreed that the exception applied to teachers at a Catholic elementary school as well because of the role they play in teaching religion to students.

- ***Fulton v. City of Philadelphia***: The CCCU argued that government should not be allowed to create laws designed to limit religious freedom protection under the guise of neutrality. This decision will be handed down later this year.

Congress: When it comes to important legislative initiatives — some of which are years in the making — the CCCU utilizes our connections to engage and advise congressional leaders on items of relevance to Christian higher education and to raise awareness of the important role that Christian colleges and universities have in American life.

- **Higher Education Act Reauthorization:** While no version of a bill that reauthorizes the Higher Education Act has been voted on this year, several drafts were released or were in the works in committees in the House and Senate. The CCCU has engaged key members of the Senate and the House whenever drafts have been released in order to make sure Christian higher education has a seat at the table in the legislative process.
- **Fairness for All:** On Dec. 6, 2019, Congressman Chris Stewart (R-Utah) introduced Fairness for All, a solution-based approach that addresses the cultural tension surrounding religious freedom and LGBT rights. We believe the bill is both principled, a clear and demonstrable way for people of faith to “love our neighbor” in the civic context, and pragmatic, in that the bill makes explicit many religious protections important to a rich and vibrant civil society. Orthodox Christian convictions are central to Christian colleges and universities, and there must be freedom to practice, teach, and uphold those without penalty. In pairing LGBT civil rights and religious freedom, Fairness for All underscores that all persons are created in the image of God, implying dignity, value, and worth. This approach represents civic pluralism at its best, in a society where people with deep differences can live alongside each other with respect and understanding.



Protecting the Financial Health of Our Institutions

Successful Repeal of the “Parking Lot” Tax: The CCCU was a key member in the coalition of organizations that helped secure the repeal of the provision in the 2017 Tax Cuts and Jobs Act that placed a 21% tax on parking and transportation benefits. The repeal was retroactive, meaning that any CCCU institutions that had paid the tax were eligible for a refund.

Advocating for Charitable Deduction Increase: In an effort to encourage more charitable giving to CCCU institutions, particularly from young alumni, we have continued to support an increase to the charitable deduction amount. Congress added a \$300 charitable giving deduction as part of the pandemic recovery aid, but we continue to advocate for a higher deduction to encourage giving to nonprofits.



Working to Repeal the “Silo-ing” Provision: Along with the “parking lot tax,” the 2017 Tax Cut and Jobs Act imposed another new tax on tax-exempt organizations. The “silo-ing” provision requires nonprofits to break down their revenues and expenses for every trade or business separately, not giving room for different areas of a nonprofit to balance out losses/gains in another area. For-profit businesses are not required to do this. The CCCU is working alongside other higher education groups like NACUBO, ACE, and NAICU to get this provision repealed.

Protecting Our Students



among our members in this area. There are currently 20 CCCU institutions that offer educational and/or professional opportunities to incarcerated or formerly incarcerated individuals.

Supporting Education for Incarcerated Persons: Since the passage of the 2018 First Step Act, the CCCU has worked alongside Prison Fellowship to capitalize on the momentum for prison reform. Three CCCU institutions (Calvin University, Eastern University, and the University of the Southwest) were included in the April 2020 expansion of the **Second Chance Pell Experiment**, which provides federal funding for students enrolling in a prison education program. The CCCU also launched a Coalition for Prison Education Leaders to help facilitate collaboration



Immigration: In June 2020, the Supreme Court handed down a decision that enabled the **Deferred Action for Childhood Arrivals (DACA)** program to continue for now. While the decision came as both a relief and encouragement that many students on our campuses will be protected from immediate deportation, these young people still face an uncertain future. We advocate for policies that recognize the dignity with which God has endowed all people, regardless of their ethnicity, race, or place of origin. We be-

lieve a bipartisan, permanent legislative solution for Dreamers from Congress is the best means to provide a long-term solution for these young people and their communities.

As part of our immigration work, **the CCCU received a grant** to host regional meetings on member campuses to equip CCCU leaders to engage a complicated, divisive issue and advocate for immigration policies that are in line with biblical principles. Speakers shared the importance of having a biblical understanding of immigration, and students gave vulnerable, impactful testimony about their own experiences with the current system.

NETWORKING & COLLABORATION

Critical to the CCCU's mission of helping our institutions transform lives is our support of the work of faculty and staff on CCCU campuses. We equip and empower campus leaders to better integrate faith and learning in curricular and co-curricular activities on campus by holding high-quality professional development programs, providing financial support for faculty scholarship, conducting research relevant for institutional planning and benchmarking, and offering services that utilize the power of a membership network.

Peer Conferences

The CCCU hosted nearly a dozen conferences and events over the course of the year, bringing together hundreds of leaders in Christian higher education for a time of learning, professional development, and fellowship.

2019-20 CONFERENCES

- New Presidents Institute
- Snezek Library Leadership Institute
- Council for Collaboration in Doctoral Education Forum
- Diversity Conference
- CAO Council of Independent Colleges Institute Dinner
- Financial Aid Administrators Dinner
- Presidents Conference
- Advancement, Alumni Affairs, Communications, & Enrollment Conference
- Academic Affairs, Campus Ministry, & Student Development Conference
- Regional Immigration Summits: California and Indiana

THOUGHT LEADERS WHO PRESENTED AT CCCU EVENTS IN 2019-20 INCLUDED:

Adelle Banks, Production Editor and National Reporter, Religion News Service

Timothy Dalrymple, President & CEO, Christianity Today

Kristen Davis, Founder, DoubtLess Faith Ministries

Rachael Denhollander, Attorney, Advocate, and Author

Elaine Howard Ecklund, Director, Religion and Public Life Program, Rice University

Edwin and Jessica Estévez, Co-Founders, Estrategia Group

Justin Giboney, President, The AND Campaign

Diane Jones, Principal Deputy Under Secretary, U.S. Department of Education

Bryan Loritts, Pastor and Author, *Saving the Saved*

Brenda Salter McNeil, Associate Professor and Director, Reconciliation Studies Program, Seattle Pacific University

Roger Nam, Dean, Portland Seminary, and Professor of Biblical Studies, George Fox University

Bernard E. Powers Jr., Director, Center for the Study of Slavery, College of Charleston

Wanda Velez, Dean of Students, Nyack College

CONFERENCE ATTENDEES BY THE NUMBERS



1,361

ATTENDEES



137

CCCU INSTITUTIONS
REPRESENTED



119

SPONSORING
PARTNERS

Webinars

In order to help campus leaders address issues raised by the COVID-19 crisis and plan for the future, the CCCU both hosted and collaborated on a number of webinars for our members focused on opportunities and challenges for higher education. Topics included:

- Crisis Decisions
- Planning for the Fall After COVID-19
- Market Risk and Opportunities
- Health, Safety, and Reopening Campuses
- An Essential Model for Reopening Campuses
- Living Faithfully in a World of Difference
- Revenue in a Time of COVID-19: Enrollment & Advancement Impacts
- What Does the Future Hold for Christian Colleges?
- Title IX Training for Campus Leaders
- Crisis-Ready Leadership

WEBINAR ATTENDEES BY THE NUMBERS



2,700

ATTENDEES

WEBINAR PARTNER ORGANIZATIONS

American Enterprise Institute
Christianity Today
Credo
Graystone Consulting
The Signatry

trained
The Trinity Forum
Vanderbloemen
Vemo Education

Media Coverage

In 2019-20, we worked with a wide variety of journalists and media outlets, in both the faith-based and higher education sectors, to help shape positive stories about the work of the CCCU and value of Christian higher education. This resulted in the CCCU being featured and/or quoted in a number of media outlets including:



Campus Collaboration

Utilizing the power of its membership model, the CCCU has developed a number of ways that CCCU institutions can work together to streamline resources and maximize efficiency.

Online Course Sharing Consortium: In collaboration with Acadeum, the CCCU Online Course Sharing Consortium enables CCCU institutions to share online courses across a common platform with other institutions that share a Christ-centered mission. This enables campuses to maximize efficiency and profitability for their online courses, as well as supplement their own programs with quality, faith-integrated academic courses from other trusted institutions. As of July 2020, 45 CCCU institutions participate.

Property and Liability Insurance Consortium: CCCU's insurance consortium (underwritten by Sovereign Insurance Group) for property and liability insurance offers substantial savings for individual institutions. CCCU institutions who joined the consortium in 2019 saved between \$94,000 and \$152,000 annually compared to their 2018 costs.

Tuition Waiver Exchange Program: This program allows dependents of full-time faculty, staff, and administrators at participating CCCU institutions to apply tuition benefits to other CCCU institutions, as long as the student is in good standing. Currently, 104 CCCU campuses participate in the program.

Confidential Compensation Surveys: The CCCU conducts annual comprehensive surveys of both faculty and administration salary and benefits to give governing member institutions benchmarks for their institutional strategic planning. All CCCU governing member institutions are invited each September to participate. Both regional and national results are sent by the end of December to presidents of institutions who participated.



Professional Development and Grant Support

Leadership Development Institutes: The CCCU has offered these institutes every June since 1998 with the goal of equipping and encouraging individuals who have been identified as having potential for future senior-level administrative leadership in Christian higher education. The CCCU has a particular commitment to providing these experiences for leaders of color and for women. Each institute includes a personalized year-long development and mentoring program for every participant.

Of the more than 500 participants who have been involved in these institutes since the launch of this initiative in 1998, approximately 100 have subsequently been promoted into cabinet-level positions within the CCCU or beyond, including 17 presidents, 46 chief academic officers, and numerous other vice presidential roles in advancement, enrollment, student development, and others areas of institutional leadership.

Individuals who have moved into a president role following their participation in the LDIs:

David Hoag

Warner University

Andrea Cook

Warner Pacific University

Sherilyn Emberton

Huntington University

Sue Hasseler

Muskingum University

Jeannie Trudel

Christian Heritage College

Barb McMillan

Blue Mountain College

Amy Bragg Carey

Friends University

Brian Johnson

Tuskegee University & Warner Pacific

Pete Menjares

Fresno Pacific University

Joe Jones

Fresno Pacific University

Mel Humphreys

The King's University

Deana Porterfield

Roberts Wesleyan College & Northeastern Seminary

Patricia Harris

Kuyper College

Carol Taylor

Vanguard University & Evangel University

Kina Mallard

Reinhardt University

Jim Harder

Bluffton University

Jon Kulaga

Ohio Christian University

New Presidents Institute: Designed for presidents (and, if married, presidents' spouses) in their first or second year of leading a CCCU institution, this institute offers these leaders training in best practices and best ideas for multiple aspects of the presidential role, a mentoring program with experienced CCCU presidents, and an opportunity to form deep connections with their fellow leaders of Christ-centered campuses.

Networking Grants for Christian Scholars: Thanks to a gift from Christian Community Credit Union and the continued generosity of the Hansen family, a total of \$100,000 was awarded to faculty in 2020. These grants encourage collaborative scholarship among CCCU faculty from multiple campuses, as each application must include faculty from at least two CCCU institutions (application teams can also include faculty from non-CCCU schools as part of the team). More than 100 faculty members from 50 CCCU institutions and 13 non-CCCU institutions (as well as several independent scholars) applied for a grant; applicants were from the U.S., Canada, India, Lithuania, and Sweden. Awards were given to teams with faculty from 15 CCCU institutions and three non-CCCU institutions.

Science and Religion Research and Dialogue: From 2014-2019, Scholarship and Christianity in Oxford (SCIO), the CCCU's U.K. subsidiary, provided 48 participants from a range of universities the opportunity to develop interdisciplinary skills in science and religion through two cohorts. In July 2019, the Templeton Religion Trust (TRT) announced an opportunity to the alumni of both cohorts to apply for grants of up to \$234,000 each. The John Templeton Foundation (JTF) also provided SCIO a planning grant to support early career faculty and fund other important research and initiatives. Thanks to the generous support of TRT and JTF, this will allow SCIO and the CCCU to provide follow-up support to our participants and to fund substantive, innovative, and important projects on CCCU campuses, including researching ways to better attract, support, and retain more diverse STEM faculty at CCCU institutions.

Additionally, SCIO offers Logos, a two-week summer workshop for up to 30 advanced-level students that explores museums, biblical texts, vocation, and the Christian mind. Funding for the program is provided by Steve and Jackie Green, and this year the event was hosted by the Museum of the Bible in Washington, D.C. Going forward, the program will alternate years between D.C. and Oxford.

CCCU Awards Granted

CCCU Young Alumni Award: Graham Smith

Graham Smith is a 2012 graduate of Wheaton College and co-founder (along with his wife, April Tam Smith) of P.S. Kitchen, a restaurant located in Times Square. The restaurant's mission is three-fold: to create jobs for people who were previously incarcerated or homeless, to donate 100% of the profits to sustainable charitable work locally and overseas, and to serve a vegan menu that's "kind to the body and the earth."

John R. Dellenback Global Leadership Award: Leith Anderson

Leith Anderson is the president emeritus of the National Association of Evangelicals (NAE). He served as president of the NAE from 2006-2019, heading up an organization that serves to empower church leaders, ministries, and churches throughout the U.S. Anderson is also a noted speaker and author, having written more than 20 books and spoken at conferences, colleges, seminaries, and churches across the U.S. and in 90 countries around the world.

Mark O. Hatfield Leadership Award: Senator Ben Sasse

Ben Sasse serves as U.S. senator for his home state of Nebraska. Among his Senate duties, he is a member of the intelligence, judiciary, and banking committees. Prior to his Senate service, he served for five years as president of Midland University. He is the author of two books: *The Vanishing American Adult* and *Them: Why We Hate Each Other – and How to Heal*.

Champion of Higher Education Award: Chant Thompson

Chant Thompson served as the executive director of the North American Coalition for Christian Admissions Professionals (NACCAP) from 1993-2020. NACCAP is a professional enrollment organization with a mission to provide vital professional development and initiatives that champion the cause for Christian education.

RACIAL & ETHNIC DIVERSITY

The CCCU cares deeply about understanding racism, identifying how it has affected and shaped the work of Christian higher education, and working toward racial justice and reconciliation. Christian higher education by its nature instills the hope of a life hidden in Christ that makes all things new. Facing a continuing intractable problem, the CCCU facilitates ways for campus leaders to do what they do best: educate. Educate today's students and campus leaders on the causes and cures for racism. One place to begin is to listen to experts and leaders of color, whether through our commission work, on our conference stage, or in our written materials.

Commission on Diversity and Inclusion

We strive for diverse representation on all CCCU commissions, comprised of volunteer leaders from CCCU campuses who advise and influence the organization. The Commission on Diversity and Inclusion serves as a resource for their colleagues at CCCU institutions and assists with planning conference content.

2019-20 Commissioners

- Michelle Loyd-Paige, Calvin University (Chair)
- Jeffrey Carr Sr., Point Loma Nazarene University
- Lena Crouso, Southern Nazarene University
- Rukshan Fernando, Azusa Pacific University
- Norlan Josué Hernández, Biola University
- Rebecca Hernandez, George Fox University
- Glen Kinoshita, Biola University
- Sandra Richards Mayo, Seattle Pacific University
- Wanda Velez, Nyack College
- Shirley Hoogstra, CCCU (Staff Liaison)
- Casey Lamar, CCCU (Staff Liaison)

Conference Engagement

Diversity Conference

In October, the CCCU held its third annual Diversity Conference at George Fox University. More than 300 attendees, including presidents, administrators, and faculty, gathered for a time to engage in dialogue and explore research and best practices on strategic campus transformation to meet the need of all students, faculty, and staff. The event was the CCCU's highest attended diversity conference to date.



Presidents and Multi-Academic Conferences

In January, one of the keynote sessions at the annual Presidents Conference in Washington, D.C., featured a panel discussion on the legacy of the transatlantic slave trade and its relevance for Christian higher education. The session was livestreamed and was later made available on the CCCU's YouTube channel and in *Advance* magazine. In February, plenary sessions at our Multi-Academic Conference included exploration of a "third option" to addressing the racial tension and division within the country, as well as an exploration of the Gospel standard for public engagement on tough issues.



Miles McPherson speaks at the 2020 CCCU Multi-Academic Conference.

Speakers Included:

- Michael Battle, former U.S. ambassador to the African Union
- Ray Chang, ministry associate for discipleship, Wheaton College
- Martha Fregoso, admissions counselor for diversity & outreach, Fresno Pacific University
- Kathy-Ann Hernandez, co-chair of Ph.D. in organizational leadership program, Eastern University
- Miles McPherson, pastor and author of *The Third Option: Hope for a Racially Divided Nation*
- Aida Isela Ramos, associate professor of sociology, University of Mary-Hardin Baylor
- Ebony Small, vice president of PULSE Movement
- Esteban Trujillo, director of chapel programming, Point Loma Nazarene University

Diversity Matters



Advance Magazine

In April, the CCCU released its Spring 2020 issue of *Advance* magazine, focused on "why diversity matters" within Christian higher education. Articles included an exploration of how Genesis' creation story helps us understand the value of diversity on campus, a collection of essays on how CCCU institutions are turning talk about improving racial diversity and inclusion into action, and an edited transcript of the transatlantic slave trade panel discussion.

Read Our Magazine: cccu.org/magazine

Video Interviews

As part of our commitment to educating and promoting the values of Christian higher education, the CCCU produced a video that features comments from some of our campus leaders from non-majority backgrounds. These leaders shared their thoughts about where we are in this conversation and the value of Christian higher education from their vantage point.

Watch Our Videos: youtube.com/user/CCCUvideo

For more on the CCCU's work on immigration and prison education, see page 8.



EXPERIENTIAL EDUCATION

In 2019-20, the CCCU offered a collection of faith-integrated, off-campus study programs in nine locations across the U.S. and around the world. More than 13,000 students have benefitted from our academically rigorous, Christ-centered experiential education programs for the past 40 years. All of the CCCU's student programs feature four unique distinctives:



Faith Integration

For over 40 years, CCCU study programs have integrated Christian faith into the curriculum and overall experience. Our programs provide students with the opportunity to deepen their faith through Christian community and grow in their awareness of the theological and cultural diversity of the global church.



Rigorous Academics

Each of the CCCU's study programs is structured around a robust set of courses taught by expert faculty. The programs are regularly reviewed by the Student Academic Programs Commission (comprised of provosts and student development leaders from CCCU campuses) to ensure the coursework matches the rigor and needs of CCCU campuses.



Cultural Immersion

Whether by living with a homestay family, interning for a senator, or studying each day in an Oxford library, students in CCCU student programs grow intellectually, spiritually, and professionally by interacting with local communities and reflecting — both individually and communally — on those immersive experiences.



Personalized Support

CCCU staff support students through every step of the process, from application to the final trip home. Each program has an expert team of on-site staff and faculty to help students adjust to the new city and culture as well as dig into the academic studies.

COVID-19 Response: Safe Return for All Students

In March 2020, the CCCU made the difficult decision to conclude the residential component and shift to an online format for all of its off-campus study programs, bringing students home from nine different locations across the country and around the world. Over the course of 11 days, our staff were able to secure the **safe return home of more than 200 students** to begin a new phase of remote study. These students rose to the challenge such abrupt change brought and finished the semester out strong, albeit in a much different format than they had envisioned.

STUDENT TESTIMONIALS

“When immersed in the Jakarta culture for a month, I realized how much more I was challenged in my interactions. There was the language barrier and greater cultural differences which made it constantly uncomfortable — but in a good way. ... Even the simplest interactions with those unlike you spurs significant growth and understanding, and you connect with people in surprising and meaningful ways!”

- Student at the **Australia Studies Centre**

“If you’ve entertained the idea and want to know if it is something you want to do, it shows you the inside of what the industry looks like; it helps with your ‘what if’ question to help figure out and decide if this is something you want to do; it helped me find my purpose and my calling in life.”

- Student at the **Contemporary Music Center**

“Above all else, as the meaning of ‘love your neighbor’ has been redefined for me through this experience, I want to truly put others before myself in all aspects. I’m thankful for the speakers that opened my mind to new perspectives and that also pushed me to dig deeper in my thoughts, my knowledge, my values, and my faith.”

- Student at the **Latin American Studies Program**

“The Middle East Studies Program changed my life; it challenged me, pushed me outside my comfort zone, broke my heart open in ways I couldn’t imagine, forced me to love and trust abundantly. ... It showed me that learning is more than sitting in a classroom, it brought discernment for my future, and it was an experience that I will never forget and always cherish.”

- Student at the **Middle East Studies Program**

“This semester has pushed me to set aside time for these areas I desire to grow in. ... It has also challenged me to reflect on other areas of my life where I can grow and be the hands and feet and reflection of Christ.”

- Student at the **Northern Ireland Semester**

“Uganda trained my mind and heart to make every moment holy. To approach every day, every step and every breath as a sacred gift rather than a resource to be drained.”

- Student at the **Uganda Studies Program**



PROGRAM ACHIEVEMENTS

In July 2019, two alumni of the **American Studies Program** concluded their one-year term serving as law clerks to U.S. Supreme Court Justice Clarence Thomas. Russell Balikian is a graduate of Taylor University, while Kathryn Kimball Mizelle graduated from Covenant College.



Destin Daniel Cretton, a graduate of Point Loma Nazarene University and of the **L.A. Film Studies Center**, directed the major motion picture *Just Mercy*. The film is based on the story of Bryan Stevenson (another CCCU alumnus, from Eastern University) and his work with the Equal Justice Initiative.

Cayla Bleoaja, a graduate of George Fox University and the **Scholars' Semester in Oxford**, has been accepted to a master's degree in sociology at Jesus College, University of Oxford, where she will be fully funded as a Barry Scholar.

FACULTY TESTIMONIAL

"[**The American Studies Program**] is an excellent, well-designed, and well-executed program. ... The program provides a valuable, experiential community with a strong student development component with students living in a shared space and engaging in conversation about their faith in the heart of the nation's capital."

- Mark Mountain (*Olivet Nazarene University*), Kris Hansen-Kieffer (*Messiah University*), and Laura Montgomery (*Wheaton College*), in the program evaluation from the Student Academic Programs Commission on the American Studies Program



CAREER CENTER



More than just a job-finding service, the CCCU Career Center connects passionate people with meaningful careers in the following categories:



Christian Higher Education
(Faculty + Administrative)



Church Ministry



Faith-Based Nonprofits

Our Career Center offers an affordable and effective solution for filling open positions on your campuses, and **CCCU institutions receive a nearly 25% discount on all job postings.**



JOBS POSTED

22,500+



JOB SEEKERS

40,000+



DEVELOPMENT

FUNDS RAISED
IN 2019-20

\$1,122,893

255 TOTAL GIFTS

151 DONORS

WHAT DID THESE GIFTS SUPPORT?

\$386,178

CCCU'S MISSION
(UNRESTRICTED
DONATIONS)

\$125,000

BELONGING AND
INCLUSION GRANT

\$330,000

SCHOLARSHIP AND
CHRISTIANITY IN
OXFORD (SCIO)
GRANTS

\$131,890

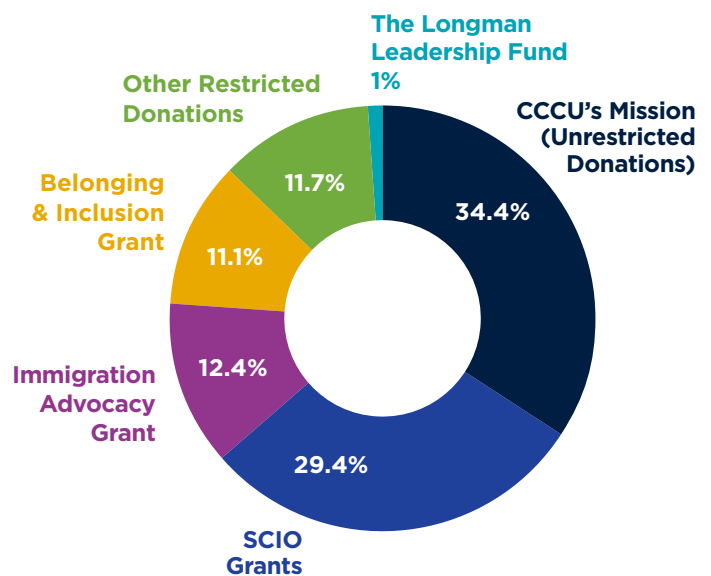
OTHER RESTRICTED
DONATIONS

\$140,000

IMMIGRATION
ADVOCACY GRANT

\$9,825

THE LONGMAN
LEADERSHIP
FUND



MESSAGE FROM THE DIRECTOR



As we celebrate the second year of having a development team at the CCCU, we are overwhelmed with gratitude for the Lord's provision through a growing group of supporters. These supporters are faithful individuals, couples, companies, and charitable foundations who are keeping Christian higher education strong for the future. We are also blessed with a wise and committed Board of Directors, all of whom give generously to support the mission of the CCCU. We have always believed that our work is critical, and this year has given us many opportunities to prove our worth and value to our membership. We are committed to continue serving as the leading national voice for Christian higher education, and our supporters are a key part of making that possible. Thank you!

Gratefully,
Joanna Barnhouse

Donor Spotlight: Rollie and Barb Anderson

Rollie and Barb Anderson have been involved in Christian higher education for a long time. Their family has been connected to Bethel University (MN) since the 1970s. Both Barb and Rollie attended Bethel, and Barb graduated with an advanced degree. They have been faithful supporters of Bethel for many years, including Rollie's 25 years of service on the Bethel Foundation Board and Board of Trustees. The Andersons have supported the CCCU's work as the leading national voice of Christian higher ed since 2018. "It is important that we have a national organization that can advocate at all levels of government for Christian higher education, and have the respect and standing that encourages participation with other organizations who have the same values."

Donor Spotlight: Peggy Campbell

Peggy Campbell has served on the CCCU's Board of Directors since 2018. She previously served on the board of Azusa Pacific University for 12 years and was the institution's first female board chair. A graduate of Biola University, Peggy is well versed in Christian higher education. As president of Ambassador Advertising, she leads a robust organization connecting ministry and media. "What better ROI than the investment in ensuring that eager learners will always have access to higher education accomplished within the framework of a biblical worldview? I love giving to the CCCU because the organization leads the way in expertly advocating on behalf of that mission, in effectively raising up leaders within the Christian higher ed community, and in providing educational experiences that reflect the commitment to highest academic standards. That's powerful motivation for a donor who wants to be a wise steward."

Donor Spotlight: M. J. Murdock Charitable Trust

The existence of the CCCU's development team is thanks to a previous grant from the M. J. Murdock Charitable Trust. This year, we were blessed with another grant to begin an Innovation and Recovery Fund in response to the adverse effects of COVID-19. This has allowed us to respond to the shifting needs of our members. In addition to our ongoing advocacy efforts, it has allowed us to provide many member services and support that would otherwise have proved difficult. The trust made their first grant to the CCCU in 1982, and we are deeply grateful for their faithful support. Steve Moore, executive director, states, "Organizations like the CCCU play a vital role in serving the educational and spiritual fabric of our communities. For nearly 40 years, we have been grateful to play a small role in supporting CCCU's mission and work as they have helped engage and inspire students throughout our region and across our country."

Donor Spotlight: Christian Community Credit Union

This year, Christian Community Credit Union's support has significantly expanded our faculty networking grants, thus building on the long-term commitment and generous endowment of faithful CCCU supporters Walter and Darlene Hansen. These grants encourage collaborative scholarship among CCCU faculty members to bring Christian voices into contemporary academic conversations. (For more, see page 12.) To date, Christian Community Credit Union has donated more than \$5 million to ministry and missions projects around the globe, and we are honored to be part of their ministry outreach. "Christian Community Credit Union continues to be excited about our partnership with the CCCU. We feel blessed to have a hand in increasing the presence of Christian values and perspectives within academia."

2019-20 REVENUE SUMMARY

The Council for Christian Colleges & Universities is committed to the highest standards of financial stewardship. We take seriously our responsibility to prudently allocate and wisely invest the funds entrusted to us, and we are committed to balance our spending with our income each year. Each year under President Hoogstra's leadership, the CCCU has ended the fiscal year with positive net return. Total support and revenue includes over \$700,000 of donor restricted funds, most of which will be expended in future years.

TOTAL SUPPORT
& REVENUE

\$12,518,572

+1.4%
FROM 2018-19

SUPPORT & REVENUE BREAKDOWN

(with and without donor restrictions)

\$7,341,143

STUDENT
PROGRAMS

\$386,178

UNRESTRICTED
DONATIONS

\$1,918,225

DUES

\$284,832

OTHER INCOME

\$1,545,656

PROFESSIONAL
DEVELOPMENT,
GRANTS, & OTHER
PROGRAMS

\$169,690

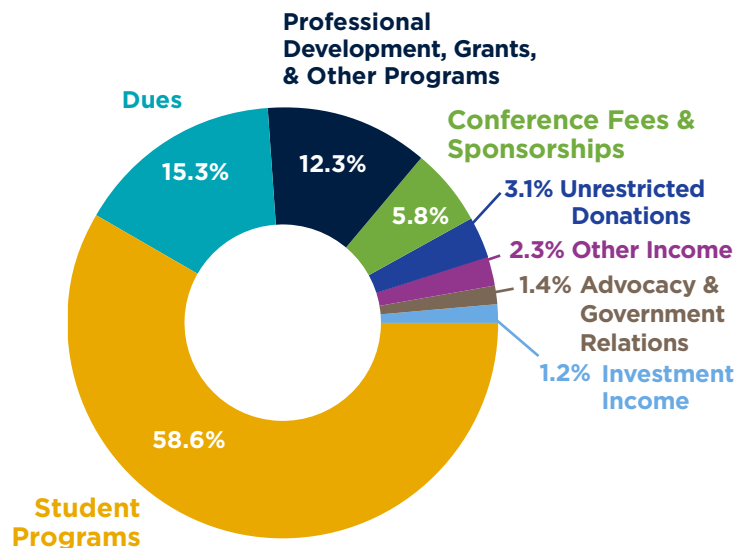
ADVOCACY &
GOVERNMENT
RELATIONS

\$726,433

CONFERENCE FEES
& SPONSORSHIPS

\$146,415

INVESTMENT
INCOME



2019-20 EXPENSE SUMMARY

As part of our commitment to financial integrity, we retain a certified membership with the Evangelical Council for Financial Accountability (ECFA) and have an external audit completed annually. **At the time of printing, the audit was still being completed for 2019-20, and so these figures reflect our pre-audit numbers.** To obtain a copy of our full audit once it's complete, contact Mandi Bolton, vice president for finance and administration, at mbolton@cccu.org. Revenue and expenses were impacted this year by the onset of COVID-19 beginning in March 2020.

TOTAL EXPENSE **\$11,298,254** **-6.8%**
FROM 2018-19

EXPENSE BREAKDOWN

(includes expenditure of restricted and unrestricted funds)

\$6,864,828

STUDENT
PROGRAMS

\$844,998

CONFERENCES

Administration,
Communications, &
Support Services

Professional
Development, Grants,
& Other Programs

\$2,174,561

ADMINISTRATION,
COMMUNICATIONS,
& SUPPORT SERVICES

\$213,847

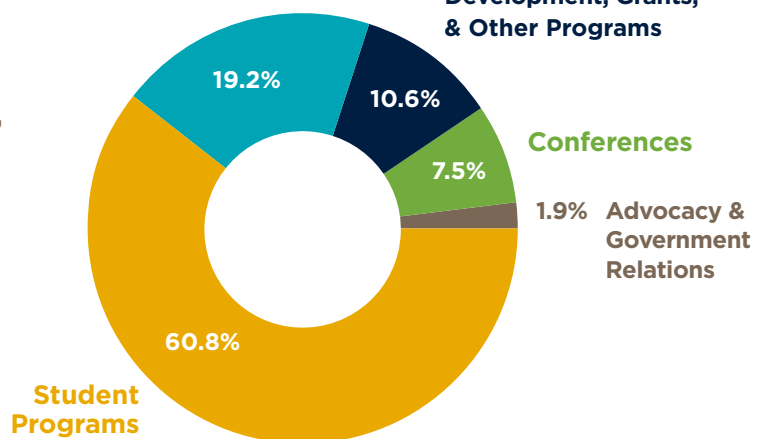
ADVOCACY &
GOVERNMENT
RELATIONS

Conferences

1.9% Advocacy &
Government
Relations

\$1,200,020

PROFESSIONAL
DEVELOPMENT,
GRANTS, & OTHER
PROGRAMS



CCCU INSTITUTIONS (Updated as of September 10, 2020. For a current listing of CCCU institutions, visit cccu.org/institutions/)

MEMBER TYPE KEY

No symbol = Governing Member

● = Associate Member

● = Collaborative Partner

● = International Affiliate

● = New member in 2019-20

NORTH AMERICAN INSTITUTIONS

UNITED STATES OF AMERICA

ALABAMA

Faulkner University
Judson College - AL
Samford University ●

ARIZONA

Arizona Christian University ●

ARKANSAS

Harding University
John Brown University
Ouachita Baptist University

CALIFORNIA

Azusa Pacific University
Biola University
California Baptist University
Concordia University Irvine
Fresno Pacific University
Fuller Theological Seminary ●
Hope International University
Life Pacific University ●
Pepperdine University ●
Point Loma Nazarene University
Providence Christian College ●
San Diego Christian College
Simpson University
Vanguard University of Southern California
Westmont College
William Jessup University

COLORADO

Colorado Christian University
Denver Seminary ●

FLORIDA

Palm Beach Atlantic University
Southeastern University
Warner University

GEORGIA

Covenant College
Emmanuel College

Point University
Toccoa Falls College

IDAHO

Northwest Nazarene University

ILLINOIS

Greenville University
Judson University
Lincoln Christian University ●
Moody Bible Institute ●
North Park University
Olivet Nazarene University
Trinity Christian College
Trinity International University
Wheaton College

INDIANA

Anderson University - IN
Bethel University - IN
Grace College & Seminary
Huntington University
Indiana Wesleyan University
Taylor University

IOWA

Dordt University
Northwestern College

KANSAS

Central Christian College of Kansas
Friends University ●
MidAmerica Nazarene University
Sterling College
Tabor College - KS

KENTUCKY

Asbury Theological Seminary ●
Asbury University
Campbellsville University
Kentucky Christian University

MASSACHUSETTS

Eastern Nazarene College
Gordon College
Gordon-Conwell Theological Seminary ●

MICHIGAN

Calvin University
Concordia University - Ann Arbor ●
Cornerstone University
Kuyper College ●
Spring Arbor University

MINNESOTA

Bethany Lutheran College
Bethel University - MN
Crown College
North Central University
University of Northwestern - St. Paul

MISSISSIPPI

Belhaven University
Mississippi College

MISSOURI

College of the Ozarks
Evangel University
Hannibal-LaGrange University
Missouri Baptist University
Ozark Christian College ●●
Southwest Baptist University

NEBRASKA

Concordia University - NE
York College

NEW MEXICO

University of the Southwest

NEW YORK

Houghton College
Nyack College
Roberts Wesleyan College
The King's College ●

NORTH CAROLINA

Campbell University ●
Mid-Atlantic Christian University ●
Montreat College

OHIO

Malone University
Mount Vernon Nazarene University
Ohio Christian University ●

OKLAHOMA

Oklahoma Baptist University
Oklahoma Christian University
Oral Roberts University
Southern Nazarene University
Southwestern Christian University ●

OREGON

Bushnell University
Corban University
George Fox University

Multnomah University
Warner Pacific University ●

PENNSYLVANIA

Cairn University ●
Eastern University
Geneva College
Messiah University
University of Valley Forge ●

SOUTH CAROLINA

Anderson University - SC
Charleston Southern University
Columbia International University ●
Erskine College
Southern Wesleyan University

TENNESSEE

Johnson University ●
King University
Lee University
Lipscomb University
Milligan University
Trevecca Nazarene University

TEXAS

Abilene Christian University
Baylor University ●
Dallas Baptist University
Dallas Theological Seminary ●
East Texas Baptist University
Hardin-Simmons University
Houston Baptist University
Howard Payne University
LeTourneau University
Lubbock Christian University
University of Mary Hardin-Baylor

VIRGINIA

Bluefield College
Regent University

WASHINGTON

Northwest University
Seattle Pacific University ●
Walla Walla University
Whitworth University ●

WISCONSIN

Concordia University - WI ●
Wisconsin Lutheran College

CANADA

ALBERTA

Ambrose University ●
Prairie College ●
The King's University ●

BRITISH COLUMBIA

Trinity Western University

MANITOBA

Booth University College ●
Providence University College ●

NEW BRUNSWICK

Crandall University ●

ONTARIO

McMaster Divinity College ●
Redeemer University
Tyndale University ●

SASKATCHEWAN

Briercrest College and Seminary ●

INTERNATIONAL INSTITUTIONS

AUSTRALIA

Alphacrucis College ●
Avondale College of Higher Education ●
Christian Heritage College ●
Eastern College of Australia ●
Excelsia College ●
Morling College ●●
Tabor College - AUS ●●

BOLIVIA

Universidad Evangélica Boliviana ●

DOMINICAN REPUBLIC

Universidad Nacional Evangelica ●

GHANA

Central University College ●

HAITI

Emmaus University of Haiti ●
North Haiti Christian University ●
Queensland University ●

HUNGARY

John Wesley Theological College ●
Karoli Gaspar University of the Reformed
Church In Hungary ●

INDIA

CSI Bishop Appasamy College of Arts &
Sciences ●

INDONESIA

Universitas Pelita Harapan ●

ISRAEL

Jerusalem University College ●
University of the Holy Land ●

JAPAN

Tokyo Christian University ●

KENYA

Africa International University ●
Africa Nazarene University ●

LITHUANIA

LCC International University ●

NETHERLANDS

Christelijke Hogeschool Ede ●

NEW ZEALAND

Laidlaw College ●

SOUTH KOREA

Baekseok University – South Korea ●●
Handong Global University ●
KC University ●
Presbyterian University and Theological
Seminary ●
Seoul Theological University ●

TAIWAN

Christ's College Taipei ●
Sheng-te Christian College ●

UGANDA

Uganda Christian University ●

UNITED KINGDOM

Liverpool Hope University ●●
Wycliffe Hall ●

STAY CONNECTED WITH THE CCCU



Engage with the CCCU on Twitter and
Facebook (@cccuorg) as well as YouTube (CCCUvideo).
Visit our website at **www.cccu.org**.



COUNCIL FOR CHRISTIAN COLLEGES & UNIVERSITIES

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