



ANNUAL REPORT

COUNCIL FOR CHRISTIAN
COLLEGES & UNIVERSITIES

CCCU LEADERSHIP 2020-21

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



“OUR GOAL IS ALWAYS TO BE THE MOST VITAL AND ESSENTIAL ASSOCIATION YOU BELONG TO.”

Dear friends,

This Annual Report results in excitement for the future of Christian higher education. For the CCCU, this past year has been one of innovation, loss, challenges, and new opportunities. This report also marks significant moments for our movement over the past year: The Supreme Court again reaffirmed the role of religious freedom in the U.S., and technology made it possible for us to hold numerous virtual conferences and webinars for hundreds of CCCU leaders to hear from great thought leaders on important topics. We received grants to help support faculty, students, and administrators at our institutions, including \$2.1 million from the John Templeton Foundation and an additional \$256,000 from the M.J. Murdock Charitable Trust to support and enhance STEM research among CCCU faculty and students. This was added to the \$100,000 already available for our Networking Grants.

In the face of the challenges of the last year, the CCCU sent 94 letters to Congress and the executive branch and filed seven amicus briefs on the subject of religious liberty. We accomplished helping the Department of Education better define “controlled by” language that would impact the religious freedom of our institutions. We responded quickly to the *Hunter v. Department of Education* lawsuit. We continued to oppose the Equality Act as written, especially after the ruling in *Bostock v. Clayton County*. We offered 24 major conferences and webinars to assist our institutions in providing information and training that was timely and necessary.

Our goal is always to be the most vital and essential association you belong to.

In this work together,



THE LEADING NATIONAL VOICE OF CHRISTIAN HIGHER EDUCATION

The Council for Christian Colleges & Universities (CCCU) is a higher education association of more than 180 Christian institutions around the world. The CCCU'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 CCCU 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 | CCCU GlobalEd is a collection of faith-integrated, off-campus study programs that foster intellectual, cultural, vocational, and spiritual growth. Our programs transform the way students experience the world and equip them to live out their Christian faith in today's global society. More than 13,000 students have benefited from our academically rigorous, Christ-centered experiential education programs for the past 40 years.



CCCU INSTITUTIONS AT A GLANCE

185+

Colleges and universities

520,000+

Students enrolled globally

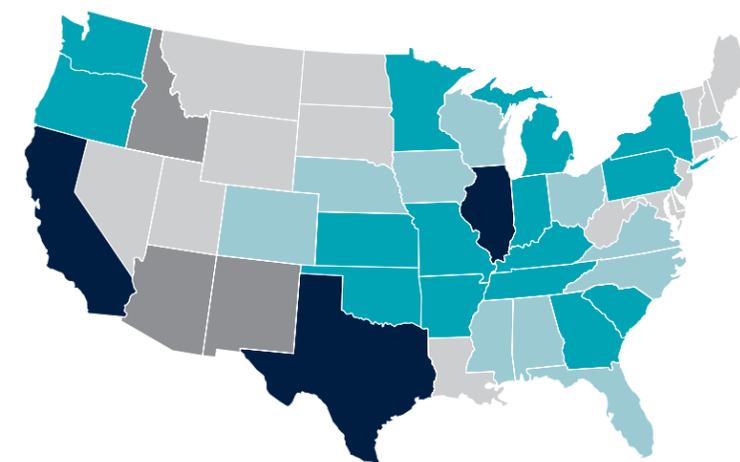
3,600,000+

Alumni around the world

90,000+

Faculty and staff employed globally

U.S. INSTITUTIONS



KEY

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



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 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 fiscal year 2020-2021, we sent:



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



7 Amicus Briefs to the Supreme Court and other federal courts

COVID-19 Response

Relief Funding for Higher Education

In December 2020, Congress passed and President Trump signed the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA), a stimulus bill that included allocations of \$23 billion in funding for both higher education institutions and students. Additionally, the American Rescue Plan, passed by Congress and signed into law by President Biden in March 2021, allocates more than \$672 million for CCCU campuses as part of the almost \$40 billion targeted for higher education. The funds will be allocated to higher education institutions using the same formula as was used in the CRRSAA. Higher education institutions are required to spend half of the money received on emergency financial aid grants to students. The plan also includes a provision making any student loan forgiveness passed between December 31, 2020, and January 1, 2026 tax-free.

Testing and Vaccine Support

To help its members maximize their testing and vaccine access, the CCCU's Government Relations team worked with a variety of individuals and entities to communicate testing and vaccine opportunities for schools during the 2020-2021 academic year. The CCCU will continue to share these resources and opportunities in the future as well.

Universal Giving Pandemic Response and Recovery Act

The Universal Giving Pandemic Response and Recovery Act is a piece of legislation introduced by a bipartisan, bicameral group of lawmakers aiming to increase the amount of charitable giving as well as improve the incentive for low- and middle-income families to give to charities. This would increase the current cap on the temporary universal charitable deduction from \$300 for individuals or \$600 for joint filers to one-third the standard deduction, roughly \$4,000 for individuals and \$8,000 for joint filers; extend the availability of the deduction through 2022; and eliminate the current exclusion of gifts to donor-advised funds. The Act would assure that institutions of Christian higher education, as well as other charitable foundations, would continue to receive the funds necessary to continue their critical work.

Protecting Religious Mission & Conviction

Executive Branch: The CCCU ensures that the White House and important executive agencies like the Department of Education, the Treasury Department, and the Department of Labor hear the voices of Christian colleges and universities.

- We continue to keep our campuses updated on Department of Education regulations, particularly Title IX “**controlled by**” language that would impact the religious freedom of our institutions. The language determines if an institution is “controlled by” a religious organization. ED officially published the rules and they went into effect on November 23, 2020. The guidance for this rule allows faith-based organizations eligibility for Department grants and, additionally, states that loan programs must not burden individuals because of their status with a faith-based organization or institution. The regulation addresses free speech at both public and private institutions, ensures equal treatment of religious student groups, and revises discretionary grant programs to specifically include religious institutions.
- The Office of Postsecondary Education announced a virtual rulemaking hearing on the former administration’s **Title IX regulations**, which many of our campus officials have reported as troublesome. The government relations team conducted a survey for our campuses to respond on the practical negative and positive effects of the regulations. The CCCU worked with attorney Kathryn Nash to provide a comprehensive written comment on the regulations, and the CCCU’s Joy Mosley participated in the virtual hearing with a live comment in order to advocate change in a way that will be beneficial to Christian higher education institutions. The hearing is the first step towards creating new Title IX regulations. The Department will review the comments from the hearing and work on a proposed rule where institutions will again have an opportunity to comment.

The Courts: The CCCU brought the voice of Christian higher education to the judicial square through filing seven amicus briefs throughout the last year. Relevant cases that were of particular importance for the mission of Christian higher education over the last year include:

- ***Hunter v. Department of Education (pending)*:** The federal lawsuit filed against the Department of Education names 40 plaintiffs from multiple institutions, 21 of which are CCCU schools, and aims to remove the religious exemption from Title IX. In response to this lawsuit, the CCCU filed a motion to intervene in this lawsuit along with our proposed answer and a motion to dismiss on the merits of the case, as the report that forms the basis of the lawsuit’s allegations does not support its conclusions. This motion to intervene has been granted.

CCCU institutions are committed to biblical convictions, including a historic, biblical understanding of marriage as part of broader religious convictions around human sexuality and gender, and are committed to maintaining places where all students feel safe, supported, and welcome. The college experience can be stressful, especially for LGBTQ students who are working to understand how their sexual orientation or gender identity intersects with their personal faith. But we also know from national data that this issue is not unique to Christian colleges, and that LGBTQ students experience challenges at colleges and universities nationwide. As the rights and freedoms of religious institutions are being litigated, the CCCU should have a seat at the table to ensure we have a voice to preserve and protect Christian higher education.

- ***Students for Fair Admissions, Inc. v. Harvard*:** This case, first filed in 2014, challenged Harvard’s consideration of race and ethnicity when reviewing applications for undergraduate admission, and the manner in which it does so. The CCCU signed onto an amicus brief led by the American Council on Education (ACE) that emphasizes that diversity — including racial diversity — advances learning, enriches campus environments, and prepares students to thrive in an increasingly diverse workforce and society. The U.S. Court of Appeals in Boston ruled in November 2020 that Harvard does not discriminate against Asian-American applicants. This is a victory for institutions working to construct diverse campuses; however, there is a possibility that the case will progress to the Supreme Court.
- ***Alston v. NCAA*:** In June 2021, the Supreme Court upheld a ruling by the Ninth Circuit that the NCAA’s restrictions on education-related benefits for athletes were in violation of antitrust law. In consultation with our institutions, the CCCU joined ACE and 10 other associations in an amicus brief supporting the NCAA’s policies. The brief argued that universities are not commercial, profit-seeking entities; that judicial micromanagement is unworkable and inconsistent with the educational mission that undergirds collegiate athletics; and that the vast majority of intercollegiate athletic programs aspire, first and foremost, to provide education through athletics, and higher education institutions are better positioned than the courts to inform decision-making in that regard.
- ***Fulton v. City of Philadelphia*:** This case involved Catholic Social Services (CSS), a faith-based agency that has been serving vulnerable kids for 200 years. The city of Philadelphia stopped placing kids with foster parents that partner with CSS because of the fact that it would not place foster students with LGBTQ couples but would instead outsource that to other agencies; the city demanded that the agency change its religious practices or close. The CCCU filed an amicus brief in support of CSS. The Supreme Court unanimously ruled that the City’s action was not generally applicable and therefore triggered strict scrutiny. The choice to adhere to religious convictions or close did not survive that level of scrutiny, and the Court deemed it a violation of the First Amendment.
- ***Maxon v. Fuller Seminary (pending)*:** In this lawsuit, two students sued Fuller Seminary after being dismissed for violating Fuller’s community standards when they entered into same-sex marriages. Like all Fuller students, the plaintiffs provided written consent to abide by Fuller’s community standards when they applied as a condition of participating in Fuller’s theological training. This lawsuit challenges the Title IX religious exemption, which is both statutory and constitutional. Thus, the outcome will have implications for all Christian colleges and universities — specifically their ability to implement biblical standards of sexuality for employees and students. The CCCU filed a brief in support of Fuller because the Title IX exemption is critical to the ability of educational communities to convey their faith to the next generation of believers, and it ensures they can participate in the public square while operating according to their religious beliefs.



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.

- **Equality Act and Fairness for All:** The Equality Act passed the U.S. House of Representatives in a 224-206 vote in February 2021. As drafted, the bill fails to provide essential religious liberty protections that would allow a diverse group of social service and civic institutions to continue to thrive. In particular, as it relates to the sector of faith-based higher education that has religious convictions around marriage, human sexuality, and gender, the Equality Act would put at risk its ability to hire and operate in accordance with our religious beliefs and missions. Perhaps most importantly, the Equality Act would restrict student choice in an unprecedented way by preventing middle- and low-income students from being able to take their federal student aid to these institutions. We have been actively meeting with Senate and House offices to advocate against the Equality Act and in favor of Fairness for All.

Representative Chris Stewart (R-UT) and 20 other cosponsors introduced the Fairness for All bill on February 26, 2021. The CCCU believes this is a solution that mitigates the harm of the Equality Act and also provides robust religious freedom protections. Orthodox Christian convictions are central to Christian colleges and universities and there must be freedom to practice, teach, and uphold those convictions without penalty.

- **Immigration:** The U.S. Citizenship Act of 2021 was introduced in both the House and the Senate this year. The bill includes a number of relevant higher education policies. It outlines a permanent solution for Dreamers with a pathway to permanent residency and citizenship and provides flexibility for F-1 students to remain in the United States. It would also clear system backlog for employment-based visas, promote support for refugees, and expand border technology and infrastructure. Additionally, on February 4, Senators Dick Durbin (D-IL) and Lindsey Graham (R-SC) reintroduced the Dream Act, a bill that would allow immigrants brought to the United States as children a pathway to legal status and citizenship. We have supported the Dream Act since it was first introduced in 2001 and continue to call on Congress to pass this permanent legislative solution. We also are working with our coalition, the Evangelical Immigration Table, to urge Congress to pass immigration reform, specifically restitution-based reform.



Protecting the Financial Health of Our Institutions

Advocating for Increased Pell Funding

One of our advocacy priorities is to double the Pell Grant to ensure more students are able to attend their best-fit college. Doubling the Pell would allow low- and middle-income students to receive funding to attend the school of their choice, maintaining educational diversity in the United States. We circulated an institutional sign-on letter to send to Congress showing support for this important priority. This idea gained traction and on June 16, 2021, Senators Mazie Hirono, D-Hawaii, and Patty Murray, D-Wash., and Reps. Mark Pocan, D-Wis., and Bobby Scott, D-Va., introduced the Pell Grant Preservation and Expansion Act of 2021. This bill would double the Pell Grant over five years, make Dreamers eligible for the Pell Grant, and broaden access for part-time students.

Protecting Our Students

Immigration

- **Engaging Problematic COVID-19 Guidance for International Students:** Immigration and Customs Enforcement (ICE) released troubling guidance in July 2020 that restricted international students from taking fully online courses at colleges and universities in fall 2020, despite the circumstances of COVID-19. This guidance put both international students and their institutional communities in the challenging predicament of risking health and safety to allow for an education. The CCCU worked with our institutions and coalition partners and, thankfully, saw this guidance rescinded by the administration. Unfortunately, the new guidance does not permit new international students to receive visas if their institution moved to a fully online model. The CCCU continues to work to see every student on our campuses supported during the pandemic.
- **Additional Support for International Students:** In September 2020, the Department of Homeland Security proposed changes to visas for international students. The proposed rule requires a “fixed period of stay” of up to four years for student visas and adds procedures to apply for an extension. This is a change from the previous rule that allowed students to stay for the duration of their status as a student, as opposed to the new proposal of a definite two or four years, unless an extension is granted. The CCCU, along with our higher education partners, filed a comment to request no changes to the duration of status rule, and the Department of Homeland Security withdrew the proposed rule in July 2021.



Prison Reform

The CCCU once again collaborated with Prison Fellowship to promote April as Second Chance Month, a national effort to reduce barriers keeping formerly incarcerated Americans from reaching their full potential as they reenter society. There are currently 18 CCCU institutions that offer educational and/or professional opportunities to incarcerated or formerly incarcerated individuals.



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.

Webinars and Conferences

Though the COVID-19 pandemic limited the number of in-person gatherings during the 2020-21 year, the CCCU still hosted nearly a dozen major conferences and events (the majority were held virtually), as well as numerous webinars over the course of the year, bringing together hundreds of leaders in Christian higher education for a time of learning, professional development, and fellowship. Additionally, we hosted monthly calls for peer leaders across campuses, providing important connection opportunities to exchange updates and share ideas in response to the pandemic.

2020-21 EVENTS

- Faith-Based Prison Education Webinar Series
- Snezek Library Leadership Virtual Symposium
- Virtual Immigration Summit
- Commission on Technology 2020 Web Conference
- New Presidents Institute Virtual Series
- NAICU 2021 Annual Meeting and Joint CCCU/NAICU Advocacy Day
- Faithful Leadership: Race, Politics, and Evangelicalism in America
- Advancing Women in Leadership
- Women’s Leadership Development Institute
- Leadership Development Institute
- Title VII Decision Implications
- Engaging Politics with Love and Truth
- Augustine’s Vision for Christians and Society
- Transforming Online Education: Three Needed Innovations
- Financial Aid Survey Results for CCCU Institutions
- Trends in Affordability and Institutional Financial Health
- Shepherding Doctoral Programs in Challenging Times
- CCCU and Interfaith Youth Core Webinar
- Student Mental Health: Navigating Sexual and Gender Identity on Christian College Campuses
- Practical Steps to Preserving and Protecting Your Institution’s Title IX and Title VII Exemptions
- The Deficiencies of the Equality Act and a Better Way Forward
- Title IX Informal Resolution Chart: Restorative Alternatives to a Court-Like Process
- The Place of Christian Colleges and Universities in Increasing STEM Diversity
- Leveraging the Power of Online Course-Sharing for Student and Institutional Success

WEBINAR PARTNER ORGANIZATIONS

- | | |
|-----------------------|--------------------------------------|
| CampusEDU | The Trinity Forum |
| Acadeum | McGuire Woods LLP |
| Interfaith Youth Core | Scholarship & Christianity in Oxford |
| Neighborly Faith | |

THOUGHT LEADERS WHO PRESENTED AT CCCU EVENTS IN 2020-21 INCLUDED:

- | | |
|---|---|
| Nathan Cartagena , Assistant Professor of Philosophy, Wheaton College | Russell Moore , Public Theologian, Christianity Today |
| Janet B. Dean , Professor of Psychology, Asbury University | Robert Chao Romero , Associate Professor, UCLA |
| Alexander Dushku , Kirton McConkie | Jill Stoltzfus , Executive Director, Association for a More Just Society |
| Korie Little Edwards , Associate Professor of Sociology, The Ohio State University | Farnaz Thompson , Partner, McGuireWoods LLP |
| Justin Giboney , President, AND Campaign | Nikki Toyama-Szeto , Executive Director, Christians for Social Action |
| Walter Kim , President, National Association of Evangelicals | R. Craig Wood , Partner, McGuireWoods LLP |
| Mark Labberton , President, Fuller Theological Seminary | Jenny Yang , Vice President of Advocacy and Policy, World Relief |
| Jeff Liou , Director of Theological Formation, InterVarsity Christian Fellowship | Mark Yarhouse , Rech Endowed Chair in Psychology, Wheaton College |
| Beth Moore , Author and Speaker | |

Media Coverage

In 2020-21, 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 June 2021, 62 CCCU institutions participate.

Online Education: The CCCU has partnered with the education technology company CampusEDU to provide state-of-the-art online education. CampusEDU works directly with campuses to create online courses and provide them with a suite of tools to connect with and reach this generation of learners. Their innovative platform seeks to transform the online education world by creating a compelling virtual learning environment for students.

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. Since its inception, this consortium has saved members over \$1.1 million in premium costs and has, on average, doubled their liability protection.

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, 105 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

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 and an opportunity to form deep connections with their fellow leaders of Christ-centered campuses. This year, the CCCU hosted an 8-week virtual course in lieu of the normal summer in-person gathering. The course sessions included time to network and pray for one another, to hear and learn from seasoned presidents, and to participate in small group breakout sessions to dive more deeply into the content. The wide range of topics covered included enrollment shortfalls and strategies; board management and shared governance; navigating crisis and legal issues; innovation, technology, and successful online learning; knowing and honoring institutional history; and keeping family and spiritual life strong.

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 nearly 600 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.



This project is made possible by support from Azusa Pacific University, Vanderbloemen, and Design Group International, as well as donations to the Longman Leadership Fund.



In June 2021, the CCCU hosted dozens of leaders for the Leadership Development Institute (left) and the Women's Leadership Development Institute (right) at Cedar Springs Christian Retreat Center in Sumas, Washington.

Inclusion Innovation Collaborative Grants: Six CCCU member institutions each received a grant of \$10,000 to support the development and scaling of projects that engaged their students with other groups in order to build more inclusive and welcoming communities across the United States. The funding for this was provided by a grant from the American Immigration Council (AIC). Out of this work, the CCCU developed a Welcoming Toolkit, a valuable resource for encouraging belonging on CCCU campuses and in their communities. The cohort was so successful that the CCCU received additional funding from the AIC to support a second cohort of institutions for the 2021-22 academic year.



This project was made possible by the American Immigration Council.

Networking Grants for Christian Scholars: More than 100 faculty members from 50 CCCU institutions and 13 non-CCCU institutions (as well as several independent scholars) applied for one of these grants; applicants were from the United States, Canada, India, Lithuania, and Sweden. Awards totaling \$100,000 were given to teams with faculty applicants from 15 CCCU institutions. These grants are made possible thanks to a gift from Christian Community Credit Union and the long-term support of Walter and Darlene Hansen. 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).



This project was made possible by Walter and Darlene Hansen and the Christian Community Credit Union.

Supporting Structures: Innovative Collaborations to Enhance STEM Research at CCCU Institutions



The Council for Christian Colleges & Universities (CCCU) and Scholarship & Christianity in Oxford (SCIO), the CCCU's U.K. subsidiary, received a \$2.1 million grant from the John Templeton Foundation and an additional \$256,000 grant from the M.J. Murdock Charitable Trust to launch Supporting Structures, a project designed to support and enhance STEM research among faculty and students at CCCU campuses. The multifaceted project will incorporate training, support, and events for faculty members, students, senior administrators, and the communities that feed into and support these institutions.

It will expand research opportunities among existing, pre-tenure faculty members in the STEM fields and offer training to deepen their understanding of and engagement with issues pertaining to science, religion, and society. Additionally, the project has a specific fund dedicated to help participating campuses enhance diversity among their STEM faculty.

Nine CCCU institutions were selected to receive grants worth up to nearly \$192,500 each to support multi-faceted projects on their campuses that will incorporate training, support, and events for faculty members, students, senior administrators, and the communities that feed into and support these institutions. The institutions selected represent a broad geographic swath in the United States, from Washington to Texas to Massachusetts, and include one Canadian institution:

- Abilene Christian University (Abilene, TX)
- Azusa Pacific University (Azusa, CA)
- Calvin University (Grand Rapids, MI)
- Dordt University (Sioux Center, IA)
- Gordon College (Wenham, MA)
- Seattle Pacific University (Seattle, WA)
- Trinity Western University (Langley, British Columbia)
- Wheaton College (Wheaton, IL)
- Whitworth University (Spokane, WA)



This project was made possible by the John Templeton Foundation and the M.J. Murdock Charitable Trust.

Additional Science and Religion Research and Dialogue

In addition to the launch of Supporting Structures, SCIO premiered a new webinar course, “Science, Christianity, and Society,” to give a fresh, webinar-based approach to teaching and learning about science’s intersections with broader societal forces, and especially its interactions with Christianity. Two cohorts — the first composed of early career faculty members from member institutions of the CCCU and the second selected from postdoctoral researchers at the University of Oxford — joined leading scholars to examine the larger social and cultural contexts within which science is located, and to reflect on specific intersections between science and those contexts.

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. This year’s event was held virtually; normally, the program will alternate years between Washington, D.C., and Oxford.



This project was made possible by Steve and Jackie Green.

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 who makes all things new. Facing a continuing intractable problem, the CCCU facilitates ways for campus leaders to do what they do best: educate. We seek to equip you to 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.

2020-21 Commissioners

- Sandra Richards Mayo, Seattle Pacific University (Chair)
- Lena Crouso, Southern Nazarene University
- Keith Hall, Azusa Pacific University
- Norlan Josué Hernández, Vanguard University of Southern California
- Esther D. Jadhav, Asbury University
- Glen Kinoshita, Biola University
- Ted Song, John Brown University
- Nicole St. Victor, Trinity Christian College
- Pedro Valentin, Greenville University
- Shirley Hoogstra, CCCU (Staff Liaison)
- Casey Lamar, CCCU (Staff Liaison)

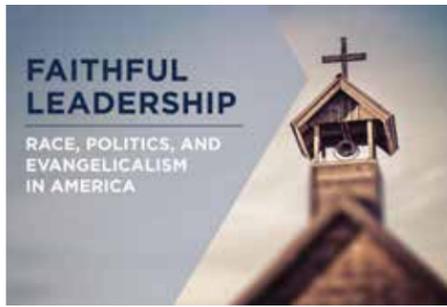
New Database of Racial and Ethnic Diversity Resources



In February 2021, the CCCU launched a dedicated website featuring a database of racial and ethnic diversity resources for the Christian higher education community: www.cccu.org/diversity. CCCU institutions care deeply about racial justice and racial reconciliation, and the CCCU seeks to support campus efforts to identify how racism has affected and shaped the work of Christian higher education. These resources are intended to assist institutional leaders at Christian colleges and universities in facilitating learning and leading campus conversations. This website features links to more than 120 resources, divided into eight different topical categories and also differentiated by practitioner level.



Conference Engagement



Faithful Leadership: Race, Politics, and Evangelicalism in America

Recent events have uncovered the deep divides that not only exist in our nation but also in the church. Political divisions, racial strife, and deep polarization mark both the church within the United States and the republic in which it exists. In February 2021, the CCCU's Commission for Campus Ministry Directors hosted a conference for members of the CCCU and friends of Christian higher education to ask good questions and provide wisdom and guidance in these divided times. More

than 1,600 attendees heard from a variety of speakers in a virtual conference designed to equip individuals and teams to think Christianly and critically about topics like Critical Race Theory, Christian nationalism, systemic racism, and how to move forward in truth and grace. Videos from the event are available on the CCCU's YouTube account.

Speakers Included:

- Nathan Cartagena, Assistant Professor of Philosophy, Wheaton College
- Korie Little Edwards, Associate Professor of Sociology, The Ohio State University
- Justin Giboney, President, AND Campaign
- Shirley V. Hoogstra, President, CCCU
- Mark Labberton, President, Fuller Theological Seminary
- Jeff Liou, Director of Theological Formation, InterVarsity Christian Fellowship
- Beth Moore, Author and Speaker
- Russell Moore, Public Theologian, *Christianity Today*
- Robert Chao Romero, Associate Professor, UCLA
- Nikki Toyama-Szeto, Executive Director, Christians for Social Action

EXPERIENTIAL EDUCATION

CCCU GlobalEd is a collection of faith-integrated, off-campus study programs that foster intellectual, cultural, vocational, and spiritual growth. Our programs transform the way students experience the world and equip them to live out their Christian faith in today's global society. More than 13,000 students have benefited 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.



Program Updates



American Studies Program

The American Studies Program (ASP) is excited to relaunch and welcome students for the Fall 2021 semester. With the restart comes a new Director in Residence, Dr. CyBelle (Belle) Barthelmess, who has worked in the field of international education for 20 years. During the year-long pause, the CCCU has been considering how to continue and expand upon ASP's immersive professional and leadership development program. The program will continue to provide tremendous academic and internship opportunities for students studying political science, history, international relations, and communications, as well as expanding opportunities for students in such

fields as social work, Christian ministry, urban studies, economics, and business/nonprofit management. ASP looks forward to continuing in its call to help CCCU students engage questions of vocation, calling, citizenship, and faith and the public square as it has for the last 45 years.



Middle East Studies Program

After a year-long pandemic pause, the Middle East Studies Program (MESP) is looking forward to relaunching in Fall 2021. "Our Jordanian friends and partners have been so excited to see us, with a message of, 'We miss you and your students so much! We are really eager to have you back again,'" says MESP Director Doug Magnuson. "As we have followed the Jordanian government's handling of the pandemic, we have been impressed by the way they have stayed on top of things. The Jordanian health care system is and always has been strong; it makes us confident that it is indeed possible to restart MESP and to have a strong and healthy semester. Our plan for this fall is to do as much

of our normal semester as possible given ongoing COVID-19 developments. The recent tragic violence in Israel/Palestine is a reminder why it is so vitally important for us to bring CCCU students to the Middle East: to enter the context, develop relationships, and engage the issues of the region through relating to the people, all the while seeking to grow in understanding what it means to love our neighbor and to be peacemakers as we follow Jesus in today's world. It has been a privilege for MESP to partner with CCCU schools in this endeavor since 1993 and we look forward to continuing this, by the grace of God."



Scholarship & Christianity in Oxford (SCIO)

SCIO, the CCCU's U.K. subsidiary, offers two programs — one for a full semester, the other for a month in the summer — that are both rooted in a community steeped in the rich academic life of Oxford and a community of faith that is engaged in serious learning, affirming the ability to participate in scholarship as Christians dealing with difficult and profound issues. Over the last year, SCIO expanded its offerings by adding nearly a dozen online courses, giving students an opportunity to engage Oxford's robust, serious learning environment from a distance. Additionally, SCIO expanded its coursework in the Selected Topics in British Culture courses, enabling students to better

customize their SCIO experience. In the spring of 2021, SCIO was able to run a successful in-person spring semester with 21 students and no cases of COVID-19.

STUDENT PERSPECTIVE

"For many STEM students, studying abroad may seem like an exciting but perhaps unrealistic opportunity. Most STEM majors have crammed degree plans that seem to offer little flexibility to allow spending a semester or a year off-campus. However, the SCIO program is uniquely structured to not just provide STEM students with a life-changing experience living and studying in another culture but also to equip them with lifelong skills that will profoundly prepare them for their future studies and careers. As a pre-medical student with double majors in biology and political science, I was convinced that my undergraduate degree plan would make it nearly impossible to study abroad and still graduate on time. SCIO went above and beyond to make my dream a reality.



My studies here [at SCIO] have facilitated stimulating conversations with top academics in my field, in which my thoughts and contributions are taken seriously and I am challenged to consider the broader implications of the content for medicine and research. Furthermore, I have learned valuable research skills and clinical applications from my studies that will further equip me for medical school and my career. Finally, I am learning in a distinctly Christian environment, fostered by both the staff and my peers, that encourages both academic growth and spiritual development. Ultimately, studying STEM at Oxford has been one of the most challenging and most rewarding experiences of my life, and I have no doubt that my experiences will continue to shape my perspectives long after I have left."

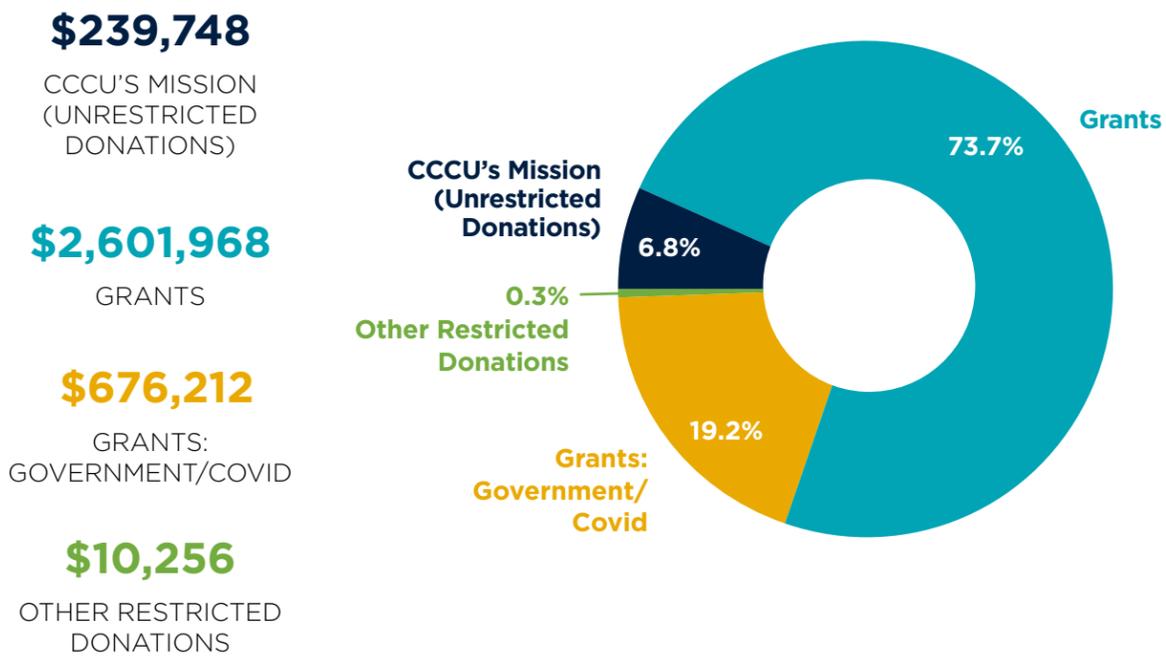
- Daniel Moe, Student at **Scholarship & Christianity in Oxford**



DEVELOPMENT

FUNDS RAISED IN 2020-21 **\$3,528,184** **232** TOTAL GIFTS
139 DONORS

WHAT DID THESE GIFTS SUPPORT?



Donor Spotlight: Kevin and Lois Knowlton

As graduates of a Christian college, Kevin and Lois Knowlton appreciate the important work that the CCCU is doing, particularly in the government relations sector, to protect and advance Christian higher education. "The support of our alma mater and of Christian education has been a passion of ours for many years. We are grateful for the opportunity to play a small part in supporting the work of the CCCU as it helps institutions like our alma mater carry out their mission of providing a Christ-centered educational experience for their students that transforms and shapes lives."

MESSAGE FROM THE PRESIDENT



As we celebrate the third 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. Dues cover some but not nearly all of the costs of running the "best in class" association that the CCCU strives to be. Our continued work in the development area is vital to the success of our services to members. Throughout this report, we've highlighted the initiatives directly supported by donors; other important items, such

as our work in the *Hunter v. Department of Education* lawsuit in the 9th Circuit Court of Appeals (see page 6), are endeavors that only the CCCU can do and are supported by the generosity of our donors. The CCCU strives to be the leading national voice for Christian higher education, and our supporters are a key part of making that possible.

Gratefully,
 Shirley Hoogstra

Donor Spotlight: Kim and Kelly Phipps



Dr. Kim and Kelly Phipps are graduates of a CCCU institution, parents of a graduate, and have served at two CCCU institutions (Malone University and Messiah University) for a total of 37 years. "We are passionate about holistic education — designed to nurture transformational intellectual, spiritual, and personal growth for each other." Their commitment to Christian higher education has extended into support for the work of the CCCU as the lead-

ing national voice of Christian higher education since 2008. Dr. Kim Phipps' support also includes service as one of the CCCU's longest-serving board members (2004-2018), including as chair from 2010-2013 and immediate past chair from 2013-2018. "I have personally witnessed the impact the CCCU has on our campuses through its educational and administrative professional development opportunities and student programs," she says. "Additionally, I have seen the impact of the CCCU's profound influence on Washington D.C., as the CCCU team articulates the need for Christian higher education and advocates for the protection of CCCU institutions' rights. The CCCU needs consistent and generous financial support, and we feel privileged to participate."

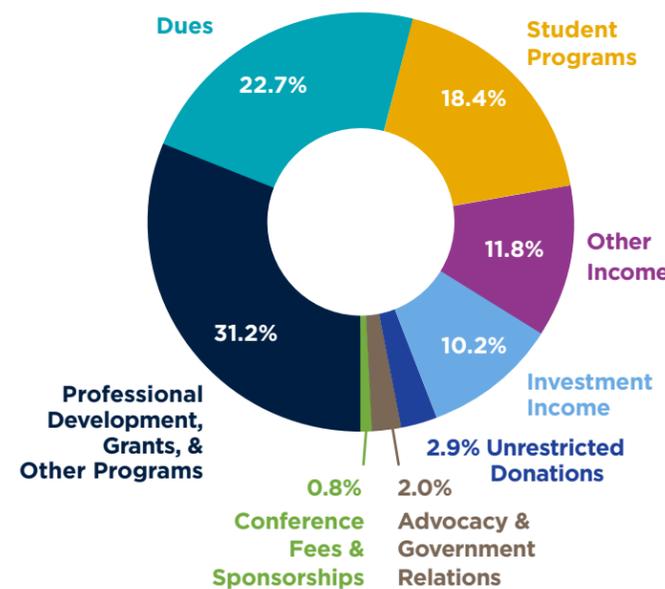
2020-21 REVENUE SUMMARY

The Council for Christian Colleges & Universities commits itself to the highest standards of financial stewardship. We take seriously the important responsibility to prudently allocate and wisely invest the funds entrusted to us, and we are committed to balancing our spending with our income each year. Under President Hoogstra's leadership, the CCCU has ended each fiscal year with a positive net return. Total support and revenue includes over \$2,600,000 of donor restricted funds, a majority of which will be expended in future years.

TOTAL SUPPORT & REVENUE **\$8,365,475** **-34.3%** FROM 2019-20

SUPPORT & REVENUE BREAKDOWN *(with and without donor restrictions)*

\$2,612,098 PROFESSIONAL DEVELOPMENT, GRANTS, & OTHER PROGRAMS	\$856,116 INVESTMENT INCOME
\$1,896,261 DUES	\$239,748 UNRESTRICTED DONATIONS
\$1,538,161 STUDENT PROGRAMS	\$169,143 ADVOCACY & GOVERNMENT RELATIONS
\$983,383 OTHER INCOME	\$70,565 CONFERENCE FEES & SPONSORSHIPS



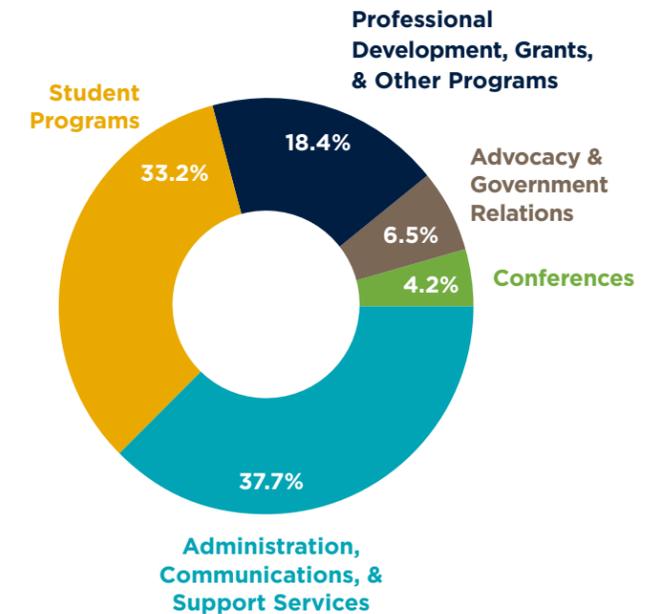
2020-21 EXPENSE SUMMARY

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 2020-21, therefore, these figures reflect our pre-audit numbers.** To obtain a copy of our full audit once it's complete, contact the Accounting Department at accounting@cccu.org. Revenue and expenses were impacted this year by the continuation of the COVID-19 pandemic.

TOTAL EXPENSE **\$5,378,116** **-52.4%** FROM 2019-20

EXPENSE BREAKDOWN *(includes expenditure of restricted and unrestricted funds)*

\$2,028,218 ADMINISTRATION, COMMUNICATIONS, & SUPPORT SERVICES	\$350,555 ADVOCACY & GOVERNMENT RELATIONS
\$1,784,284 STUDENT PROGRAMS	\$225,876 CONFERENCES
\$989,183 PROFESSIONAL DEVELOPMENT, GRANTS, & OTHER PROGRAMS	



CCCU INSTITUTIONS (Updated as of October 2021. 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 2020-21

NORTH AMERICAN INSTITUTIONS

UNITED STATES OF AMERICA

ALABAMA

Faulkner University
Samford University ●

ARIZONA

Arizona Christian University ●

ARKANSAS

Central Baptist College ●
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

Concordia University - Chicago ●
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 ●
Clarks Summit 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
The King's University ●●
University of Mary Hardin-Baylor
Wayland Baptist University ●

VIRGINIA

Bluefield University
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 ●
Tunghai University ●●

UGANDA

Uganda Christian University ●

UNITED KINGDOM

Liverpool Hope University ●●
Wycliffe Hall ●

ZAMBIA

Northrise University ●●

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Visit our website at www.cccu.org.



COUNCIL FOR CHRISTIAN COLLEGES & UNIVERSITIES

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