

THE BAPTIST EDUCATOR



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Photo of Andrew Gerow Hodges Chapel courtesy of Samford University. It is dedicated to the glory of the living, Triune God for the service of his church and the furtherance of his kingdom. The visible prominence of Hodges Chapel at the center of the divinity school reminds us of the centrality of worship in all we do.

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Publisher: Gary Cook, President and Board Chair, IABCU

Managing Editor Ashley Hill, Executive Director, IABCU

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POSTMASTER: Send address changes to:
International Association of Baptist Colleges and Universities (IABCU)
3000 Mountain Creek Pkwy
Dallas, TX 75211
Send news items to:
Executive Secretary
The Baptist Educator
E-mail: AshleyHill@baptistschools.org
IABCU
3000 Mountain Creek Pkwy
Dallas, TX 75211

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New Developments in BCU Scholars Program



“I think being a BCU scholar—and especially attending the IABCU meeting—helped give me confidence in the distinctive ways I can serve within Baptist higher educational contexts,” said Rebecca Poe Hays about her experience in the BCU scholars program. “My time as a BCU scholar was invaluable in giving me opportunities to consider deeply how Baptist distinctives shape my work as a teacher and scholar. I remember having rich conversations about distinctives such as the priesthood of the believer and soul competency, local church autonomy and voluntary association.” The 5th Schmeltekopf Fellow, Dr. Poe Hays reflections encapsulate the heart of the BCU scholars program: to cultivate gifted students interested in connections between faith and learning as well as committed to Baptist leadership and higher education.

The BCU scholars program launched in 2010, with the Schmeltekopf Fellowship launching in 2013. Currently, thirty-six students have been named BCU scholars representing twenty IABCU schools, and nine students have held the Schmeltekopf Fellowship. This past year we have explored readings on the Christian Character of Baptist colleges and universities, as well as the distinctives of Baptist higher education.

During our reading conversations so many of the scholars asked insightful questions about how Baptist education at Baylor compared with their alma maters, the Baylor Graduate School has decided to expand the mentoring aspect of the Schmeltekopf fellowship to include IABCU administrators. We are so grateful for the positive response we have received from presidents and provosts throughout the IABCU, affirming their willingness to provide mentors for Schmeltekopf Fellows representing their university. We believe that this will broaden the development of our scholars and instill in them even more investment in Baptist higher education.

We look forward to unveiling our 2022-2023 cohort of BCU scholars as well as the new Schmeltekopf fellow at the 2022 meeting at Samford. We are also pleased to introduce three current scholars at the gathering: Jacob Randolph, representing Oklahoma Baptist University, Melissa Donham, representing the University of Mary Hardin-Baylor, and Stephanie Peek, representing Southwest Baptist University. Finally, we hope to hear from those in attendance at the IABCU meeting about reading suggestions you may have for our scholars and ideas about how we can continue to develop the BCU scholars program.

FROM THE PRESIDENT

A Final Column

DR. GARY COOK, CHANCELLOR OF DALLAS BAPTIST UNIVERSITY AND IABCU BOARD CHAIR

This is the last article by Dr. Gary Cook, who has served as the Chairperson of the IABCU Board for the last two years. We asked Dr. Cook several questions, and we wanted to share his responses with you in this publication.

How should leaders respond when facing major challenges such as the recent COVID-19 pandemic?

The children's book that was the most inspirational to me was *The Little Engine That Could*. My mother read that to me over and over, because she would always ask me what book I wanted to read, and I would always say, "I want to read that story one more time about the little engine that could." Even when she would bring out new books to read, after she would read them, I would ask her, "Could we read that book about the little engine that could, too?" That book instilled within me long ago to believe that I should never, never give up.

Then, when I went to college, I read a number of books about Winston Churchill. He was my favorite historical figure, and once again, I read about his perseverance, and I was stirred by his quote, "Never, never, never give up." I was inspired greatly by the speech where Churchill stated, "We shall fight on the beaches, we shall fight on the landing grounds, we shall fight in the fields and in the streets, we shall fight in the hills; we shall never surrender." Another quote of Churchill that greatly challenged me was, "To each there comes in their lifetime a special moment when they are figuratively tapped on the shoulder and offered the chance to do a very special thing, unique to them and fitted

to their talents. What a tragedy if that moment finds them unprepared or unqualified for that which could have been their finest hour."

One of my favorite Biblical characters to study when I was in seminary was Joseph. He had great dreams for the future but then came terrible setbacks, disappointments, and problems. However, after many months and years of struggles, he was able to overcome through the Lord's intervention in his life. As a result, Joseph saved an entire country, and at the same time he was able to be of support to his own family in their hour of need.

When I served as President of DBU, I often thought of *The Little Engine That Could*, Winston Churchill, and Joseph, and I pleaded with the Lord to intervene to give me the wisdom and courage to do what I needed to do. I also prayed for perseverance. As I faced all the problems and difficulties, I



read and meditated on the passage about endurance from Romans 5:3-4, "Knowing that tribulation produces perseverance; and perseverance, character; and character, hope."

What are some of your favorite books to recommend on the study of leadership?

First, certainly the Bible. More can be learned from studying the Bible about leadership than any other book. Studying individuals like Joseph, Moses, David, Daniel, and Paul can provide the greatest insights in understanding how we should live our lives in service to God and our fellowman. Certainly, studying every word about the life of Christ would be the most important part of studying the Scriptures.

A second book would be *Good to Great* by Jim Collins. This carefully researched and well-written book provides particular insight into what he terms, "level five leadership." Level five leadership is really what we know to be called servant leadership, and it is what the Lord taught us when he asked us to be servants.

The third book is *The Contrarian's Guide to Leadership* by Steven Sample, Dr. Sample was one of the most highly regarded university presidents, serving at the University of Southern California for a number of years. Reading his book helped me significantly as I served as President of Dallas Baptist University.

The fourth book I would recommend is *Spiritual Leadership* by J. Oswald Sanders. This book is really a classic and should be read by all church leaders as well as lay persons who want to live out their lives in devotion to the Lord in their vocations.

Lastly is *Hearing God* written by Dallas Willard who served as the chair of the philosophy department at the University of Southern California. His book helped me to understand that praying was not just talking to God, but it was also listening for God to speak. The rich, spiritual insights I gained while reading this book helped me to truly understand how I could hear God's voice more clearly and communicate with Him.

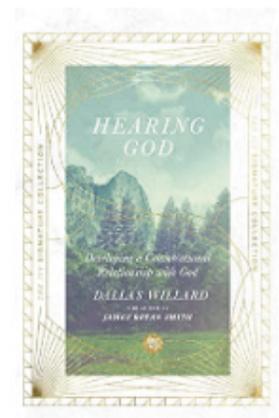
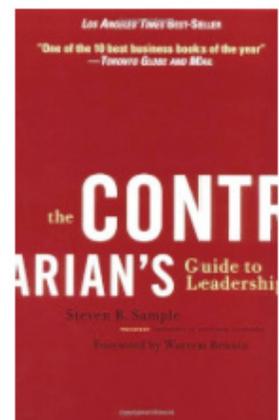
As you leave the office of IABCU Chair, what would you say to those leaders who will be continuing the work of IABCU?

I would encourage our leaders to pray without ceasing, seeking the Lord with all their hearts. Our theme verses at Dallas Baptist University are Jeremiah 29:11-13. While most emphasize verse 11, I believe the key part of the passage for me personally is verse 13, "You will seek Me and find Me when you seek Me with all your heart."

I would also encourage our leaders to frequently read Joshua 1:6-8 and to be strong and courageous as they serve, always meditating on the Scriptures.

Lastly, I would encourage our leaders to read James 1:2-7, asking the Lord for wisdom from above. Trials of many kinds will come, but perseverance and seeking wisdom from the Lord are two keys to leading and serving effectively.

It has been a privilege to serve as chair of IABCU for the last two years. May the Lord continue to bless IABCU and all of our members.



A Principle That Impacts All Ministries

A mission statement is central to the identity of all organizations. And to advance that mission, institutions need people who align with their core values and actively carry them out.

This is especially true for a ministry because what it believes is at the core of everything it does. And if its mission includes teaching and spreading those beliefs, then it is critical that the ministry—rather than the government—decides who performs this vital function. This is why our courts have recognized the principle of the “ministerial exception.”

What is the ministerial exception, and who qualifies for it? The ministerial exception allows religious organizations to make employment decisions regarding ministers without government interference.

In *Hosanna-Tabor*, the U.S. Supreme Court stated, “The authority to select and control who will minister to the faithful – a matter ‘strictly ecclesiastical’ – is the church’s alone.” This means that when an employment position at any faith-based ministry is ministerial, religious organizations have total freedom to make employment decisions.

In 2020, the Supreme Court further clarified the ministerial exception in *Our Lady of Guadalupe School v. Morrissey-Berru*. In a 7-2 opinion, the Court ruled that a religious organization’s ministers (in this case, teachers at a religious school) need not necessarily have a formal

title of “minister” or have theological training to fall under the ministerial exception. Instead, any definition of “minister” should ultimately be based on “what an employee does.” Meaning the religious function of employees should be the most important consideration as to whether they fall under the ministerial exception.

Conclusion

The Supreme Court has now twice upheld the ministerial exception as a fundamental piece of the First Amendment and essential to the free exercise of religion. Everyone benefits when the government is not interfering in the hiring decisions of a religious organization when it selects who teaches its faith, leads its ministry, or conducts worship or other important ceremonies.

Take Action

One way to improve your ministry’s legal protections is by clearly communicating the ministerial responsibilities of your employees through well-crafted job descriptions.

Members of ADF’s Ministry Alliance have access to sample job descriptions for various positions that clearly communicate the position’s ministerial responsibilities.

The ADF Ministry is an affordable legal membership program that provides ministries with direct access to expert religious freedom attorneys, so you can get back to focusing on what matters most:

servicing people and sharing the Gospel.

International Association of Baptist Colleges & Universities and ADF Ministry Alliance have partnered to provide your school with a 20% discount on membership pricing.

For more information about the program, go to:

adfministryalliance.org/iabcu.

ADF Ministry Alliance members experience:

✓ **Robust Review:** We help ensure your ministry has the best protections possible with a comprehensive legal review of your ministry’s governing documents so that you’re better prepared for religious freedom threats.

✓ **Timely and Accurate Updates:** Stay ahead of a changing legal landscape with easy access to legal guides, webinars, videos, and more on important religious freedom issues and court cases that may impact your ministry.

✓ **Peace of Mind:** With nearly 30 years of experience advocating for religious freedom in the courtroom, 64 victories at the U.S. Supreme Court, and an 80% win rate overall, ADF wants to serve you as we seek to keep the doors open for the Gospel.

✓ **The Power of the Alliance:** “If one member suffers, all suffer together; if one member is honored, all rejoice together” (1 Corinthians 12:26).

Multi-Million Dollar Gift Establishes Hans A. Nielsen College of Business at Charleston Southern

CHARLESTON, SC – Charleston Southern University’s Board of Trustees approved the naming of its business school, after receiving a \$2 million dollar commitment from the Nielsen family. The gift, from alumnus Roger Nielsen and his wife, Joyce, and their children, Brian and Kristen, is in honor of Roger’s father, Hans A. Nielsen.

“Roger and his family have extended their legacy as difference makers by investing their resources to support generations of CSU students following in

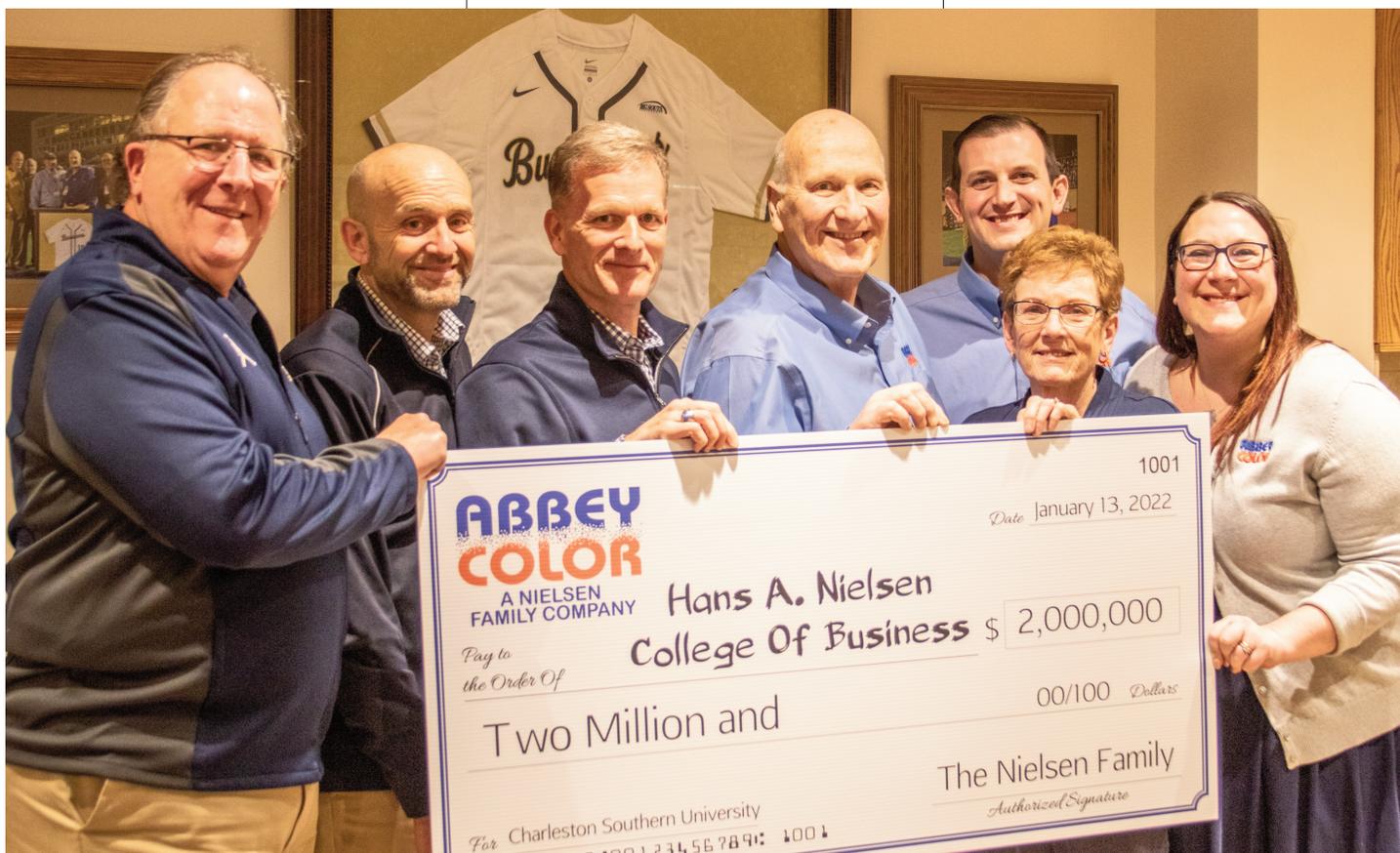
Roger’s footsteps,” President Dondi Costin said. “The Niensens’ pace-setting gift will reap eternal dividends as it enables the Hans A. Nielsen College of Business to recruit, develop, and graduate savvy servant leaders who live significant lives—exactly like the family for which the business college is named.”

The Nielsen family are long-time supporters of the university, including CSU Athletics and the College of Business. In 2018, Roger Nielsen, a 1974 Baptist College at Charleston graduate

and former Buccaneer catcher, committed \$500,000 to CSU’s baseball program. The ballpark was named Nielsen Field to honor the family’s altruism.

Dr. David Palmer, dean of the Hans A. Nielsen College of Business, said this gift will allow the business school to greatly improve its external relevance and internal excellence.

“The generosity and vision of the Niensens will aid us in building upon our brand in the global education community,” Palmer



said. “Improved presence and visibility require more faculty research, conference presentations, publications, and service in the business learning community. The gift will also improve excellence through better teaching, online learning, and physical assets. Ultimately, it provides a differentiated brand for our business alumni in the years to come.”

The Niensens never sought recognition for previous support of CSU. The building of the Singleton Baseball Complex changed that. The baseball alum felt inspired by Buccaneer baseball player Chris Singleton’s “Love is stronger than hate” message delivered worldwide only one day following the Emanuel 9 tragedy. Roger watched Singleton, then a rising sophomore, with amazement. It was that moment that led him to contribute to the athletic program and CSU on a grander scale.

Roger, who earned an accounting degree within the business school, credits his time at CSU for the life he has now. He built a successful business career as the owner of Philadelphia-based Abbey Color Incorporated, and he recently passed the torch to his children, Brian Nielsen, CEO, and Dr. Kristen Nielsen Donnelly, COO.

“Through trials and tribulations, we’ve always come out on top,” Roger said of he and his family’s

success in business. “We were taught to create wealth, not accumulate it. It is our family’s prayer that this naming of the College of Business will assist in bringing opportunities to the university that will provide a revenue stream for not only the university, but for staff, faculty and students as well. Our family is committed to not only provide money to this effort but to also provide sweat equity to make the Nielsen College of Business at CSU known locally, within the state, nationally, and eventually worldwide as an excellent place to experience the tangible efforts and subsequent rewards of participating in God’s Kingdom.”



Past anonymous gifts and contributions from the Niensens have allowed the business school to grow its Center for Personal Financial Management (CPFM) and offer new opportunities for students. Donnelly, through the company’s newest division, Abbey Research, partnered with the business school in 2020 to create the Community Research Institute. Its purpose is to provide evidence-based solutions to the community through projects

spearheaded by Abbey Research and executed by Charleston Southern students and faculty.

Donnelly’s involvement in the education sector and with CSU students and faculty has allowed her an inside look on the significance of philanthropy at this level. “There is something special happening in North Charleston, South Carolina, and really what it comes down to is that we like to be a part of good things happening. [The College of Business] is something special, and we are proud to put our name on it.”

Palmer added, “We are extremely excited about the Niensens’ confi-

dence in and support of the mission of CSU and the College of Business. Because of the Nielsen family, we can better accomplish our mission to prepare our Buccaneer business grads for purpose-filled lives.”

The Hans A. Nielsen College of Business will host a celebra-

tion later this spring in honor of the Nielsen family and naming of the college. The Niensens’ commitment supports CSU’s Limitless Campaign. For more information about Limitless, or to learn how you may support the Nielsen College of Business and CSU, please contact the Office of Development at csudevelopment@csuniv.edu.

BAPTIST HIGHER EDUCATION AND A CALL TO KINGDOM VISION TO FLOURISH IN AN AGE OF GLOBALIZATION

Lecture 3: Introducing the BWA and Considering Together BWA and IABCU Partnership

Having considered Romans 14:17 as a framework and a call to a flourishing vision of the Kingdom of God in righteousness, peace and joy in the Holy Spirit, in this final lecture, I will (1) share an introduction to the BWA and in particular the strategic direction towards which the BWA is heading, (2) share some possible partnership opportunities between IABCU and the BWA, and (3) reserve a portion of time for open Q&A.

BWA: Historic, Organizational, and Strategic Overview

The Baptist World Alliance was formed in 1905 when 3,000 Baptists from 26 countries gathered in London, England in pursuit of an essential oneness in Jesus Christ and a commitment to work together across the cultures, languages, and countries of the world to live out the Gospel.

In the 1940s, the BWA relocated

to Washington DC in order to avoid the aerial bombardments of World War II. About six months later the Baptist building in London was destroyed in an aerial bombardment. The BWA has remained in the Washington DC area ever since. Today the headquarters are in Falls Church, Virginia within the beltway of the greater Washington DC area.

The BWA has six regions which help facilitate relationships and ministry within those regions:

- All Africa Baptist Fellowship (AABF)
- Asia Pacific Baptist Federation (APBF)
- Caribbean Baptist Fellowship (CBF)
- European Baptist Federation (EBF)
- North American Baptist Fellowship (NABF)

- Union of Baptists of Latin America (UBLA)

With a history of 116 years there are some colorful moments. For example, in 1960, the Baptist World Congress was held in Rio de Janeiro, Brazil. Two of the special guests in attendance were Martin Luther King, Jr., and Billy Graham. David Maddox shares the story that at one point both individuals were on the same platform, and he describes sitting between them and this feeling of Billy Graham on one side and Martin Luther King Jr. on the other.

This was the first time Billy Graham had a televised sermon in Latin America. The story is that the Local Arrangement Committee had been requesting one of the television stations to broadcast his sermon. But the television station had no interest. On the night of the sermon the station was to carry a soccer

match in another area of Brazil. But it rained hard enough to cancel the match. The television executive suddenly had a slot to fill and said that his mother was a Christian and so to honor his mother he would carry that sermon. The sermon was widely received and the rest as they say, is history. Dr. Graham preached the sermon of that closing service of that Baptist World Congress and so many thousands of people packed into the stadium that they could not do an alter call. Instead, Graham told them if they wanted to indicate that they were trusting in Jesus to pull out their handkerchiefs. Handkerchiefs across the stadium began to wave in the air.

The two religious traditions of evangelistic witness and justice exemplified by Billy Graham and Martin Luther King, Jr. have coursed through the BWA.

Today there are 241 Baptist conventions and unions that are members of the BWA in 126 countries and territories representing 49 million Baptists.

Baptist World Congress

Every five years the BWA holds a World Congress. These are the most globally diverse gatherings in Baptist life. They average around 3,000 participants with sermons, worship, Bible studies, seminars, and mission opportunities. They are less about big name speakers and more about experiencing a global family. The 22nd Baptist World Congress was originally meant to be in Rio de Janeiro, Brazil in 2020 but with the global pandemic it was post-

poned one year to July 2021 and then fully transitioned to a virtual Congress. The 22nd Baptist World Congress this July will include:

Sermons – Malaysia, Lebanon, South Africa, Jamaica, Norway and the United States

Worship – With leaders and songs from Sri Lanka, Israel, Mexico and the United Kingdom

Bible Studies – With leaders from Taiwan, Jordan, Nigeria, and Brazil

With registrants from 146 countries, this is the most globally diverse gathering in the 115 year history of the BWA. If I can, due to the geographic growth of the BWA, there is a very real possibility that the Congress this summer will be the most globally diverse gathering of Baptists in our 400 year history.

The 22nd Baptist World Congress will be held July 7-10, 2021. Several of the institutions represented in this room anchored the Congress and have made it possible for every student, staff, faculty, and Board member to attend.

One of the moments I am looking forward to is the Saturday morning communion. It will be led by two Baptists from Texas, Jerry Carlisle and

Ralph West and it will be led at Pastor West's church, Church Without Walls in Houston. Each of us gathered in our own home but just picture this moment with me, all of us celebrating communion with Baptists from over 100 countries.

As we often say at the BWA, we belong together because we belong to Jesus Christ. Because we belong to Jesus Christ, we are called, in the Holy Spirit, to God's global mission.

BWA Annual Gathering

Every five years is the Congress. In the intervening years are Annual Gatherings. If the Congress averages 3,000 then the Annual Gathering averages 300. If the Congress is more about celebration, then the Annual Gathering is more about the mission of the BWA. At the Annual Gathering you will have resolutions, commissions, work groups,



and this is an opportunity to build significant global relationships. The BWA Annual Gathering is where Baptist leaders from countries around the world gather to work and network. Like any other opportunity, it takes several years of investment, but over the course of several years, it is possible to build relationships with the primary Baptist leaders in dozens of countries.

• 2022 – ***Samford University, Birmingham, Alabama***

Theme will be on racial justice and we are anticipating several significant statements on that topic.

2023 – ***Norway***

Conjunction with a European Baptist Federation and BWA Sent Mission Conference

2024 – ***Nigeria***

Immediately preceded by a 3 day Baptist International Conference on Theological Education

2025 – ***23rd Baptist World Congress in the Asia Pacific Region***

BWA Mission

Our mission at the BWA, “Networking the Baptist family to impact the world for Christ.”

We seek to live out this mission in five ministry areas.

Strategically, the vision the BWA is pursuing is that each of the five ministry areas would include:

1. Global network of the Baptist

family collaborating together

2. Direct BWA ministry (programming)

3. Commissions that bring together experts, practitioners and thought leaders to help shape global thought and global engagement within that ministry area

Some of these have been established for decades, some are recent and some are waiting to be launched. I will not burden you every program of the BWA but as we move towards a reflection on partnership it may be helpful to see how partnership with IABCU might fit within the overall vision and direction of the global Baptist family. Seeing how some of these other networks are operating might help spark creative engagement about ways we can partner together. I will go quickly through the five ministry areas and I am not going to concentrate on BWA programming or commissions but instead focus on global networks that are being established.

Strengthen Worship, Fellowship and Unity

Global Network: 241 Member Body Conventions and Unions in 126 countries, representing 49 million Baptists

• Goal is to foster relationships and leadership among Baptist leaders around the world

• Established in 1905 and will prayerfully continue to grow

This is the network most often associated with the BWA. It is the

most traditional understanding of the BWA, and the most long-standing network. But it is only one network. Even within this ministry area there is a second network.

Global Network: BWA Women with organized groups in 130 countries

Direct Ministry: Prayer, Baptist World Congress, BWA Annual Gatherings

Commissions: Baptist Doctrine and Unity; Baptist Heritage and identity; Worship and Spirituality

Lead in Mission and Evangelism

Global Network: BWA Mission Network

• Goal is to build a network of Baptist mission agencies around the world in order to build relationships, foster collaboration, and adopt shared strategic initiatives in order to share the Gospel and establish churches in every people group.

• Steering Committee of 15 leaders representing 11 Baptist mission agencies from Australia, Brazil, Canada, India, Jamaica, Korea, United Kingdom, United States who are creating the framework of this collaborative network

• Goal is to formally launch this network at the EBF and BWA Sent Mission Conference in July 2023

Direct Ministry: Direct evangelism grants to Baptists around the world

Commissions: Mission;

Evangelism

Respond through Aid, Relief and Community Development

Global Network: BWA Forum on Aid and Development (BFAD)

- Goal is a network of Baptist aid and community development agencies around the world to build relationships, foster collaboration, and adopt shared strategic initiatives in order to holistically empower those in vulnerability
- BFAD was established in 2020 which was the 100th anniversary of BWAid
- 25 Baptist agencies and professionals from every region of the world who annually distribute \$20 million USD in aid, relief and community development
- Shared initiative: Baptist Disaster Response System to create collaboration in large scale rapid onset disasters
- Covid-19 Response: In the opening months of Covid-19 together this Baptist network impacted more than 1 million people

Direct Ministry: BWAid

Commissions: BWAid; Creation Care; Racial, Gender and Economic Justice

Defend Religious Freedom, Human Rights, and Justice

Global Network: Multilateral Advocacy at the United Nations in New York (USA), Geneva (Switzerland) and Vienna (Austria)

- First established in the 1940s and staffed through secondment and high-capacity volunteers

Direct Ministry: 21Wilberforce Global Freedom Center

Commissions: Christian Ethics; Religious Freedom; Human Rights, Peacebuilding and Reconciliation

Advance Theological Reflection and Transformational Leadership

Global Network: BWA Network of Universities, Seminaries, and Schools

Direct Ministry: Dialogues with other Christian Worldwide Communions; Horizons (online theological training for children and youth leaders in 10 languages, pursued in partnership with Crandall University in Canada; Horizons has a current enrollment of 340 students)

Commissions: Interfaith Relations; Theological Education; Transformational Leadership

IABCU and BWA Partnership Considerations

This brings us to considering the possibility of partnership between the IABCU and the BWA. Establishing a network of Baptist universities, seminaries, and schools is a strategic priority of the Baptist World Alliance. We see this as a critical area to network the Baptist family to impact the world for Christ.

Like you, we believe in the power of education. We believe in what you are doing. We believe we are stronger when we work within a globally diverse network that builds relationships around principles of mutuality, fosters collaboration and network movement, and where possible adopts shared strategic initiatives in order to leverage the network for releasing a Baptist education movement.

If necessary, the BWA will work to establish and build this network which is vitally needed. There is widespread commitment across the BWA family to pursue this initiative. To be honest, if the BWA has to work to build this network from the ground up it will probably take us another two to three years before we have the bandwidth to begin and then another two to three years to conceptualize and move towards implementation.

I believe we are stronger together and that partnership is a stronger foundation. I believe that a partnership with IABCU has the possibility of jumpstarting and accelerating the creation of a truly international network. Is the Lord moving in a fresh way?

However, I believe we are stronger together and that partnership is a stronger foundation. I believe that a partnership with IABCU has the possibility of jumpstarting and accelerating the creation of a truly international network. Is the Lord moving in a fresh way?

If I can be so bold, can we dream together? Can we seek the Lord together?

Ten years from now, when someone asks what is the Baptist World Alliance? It will be a global network of interconnected networks:

- 240+ conventions and unions in 126 plus countries
- 12+ mission agencies with several thousand missionaries
- 25+ aid agencies with an annual distribution of \$20 million
- Justice network with offices in Washington DC, New York, Geneva and Austria
- 50+ universities, seminaries and schools educating thousands

together?

Perhaps one place to begin is to consider what is the landscape of Baptist higher education around the world in universities, seminaries and schools?

Current Landscape of Baptist Higher Education Around the World

On the one hand, more work is needed to create a landscape. An opening pilot project could well be to create a comprehensive global landscape study. However, we have some preliminary topline information. Several years ago, Tomás Mackey from Argentina who was then the Chair of the Theological Education Commission and is now the President of the BWA until 2025, worked with the Commission to try and create a global institutional snapshot.

There are some clear limits to this snapshot. It is static and not dynamic. It did not address issues of accreditation or student enrollment numbers. It relies on self-categorization and when I began to look at it several years out it was sometimes difficult for

of a landscape and in terms that the BWA is aware of some institutions but for this report I may not have known where to categorize them. Which is to say again that a global landscape project is needed. But all the same, allow me to share a few numbers.

Within the United States:

- University / College – 41
- Seminaries – 5
- Bible Training – 0

There are additional Baptist universities and seminaries in the United States such as Alderson Broaddus University, Simmons College, John Leland Center for Theological Studies and Northern Seminary.

Outside the United States:

- University / College – 18
- Seminary – 106
- Bible Training Institute – 57
- Unknown Category – 49

This is to affirm that the opportunity is right to pursue a truly international network of Baptist

This is to affirm that the opportunity is right to pursue a truly international network of Baptist institutions of higher education. The most accelerated opportunity to pursue this initiative would be through a close and collaborative partnership between the BWA and IABCU.

of students around the world

Can we pursue partnership together? Can we begin with asking what is the maximum partnership we could pursue

me to identify if a school was an accredited university, accredited seminary, or a non-accredited biblical training institute. The numbers I want to share with you are incomplete both in terms

institutions of higher education. The most accelerated opportunity to pursue this initiative would be through a close and collaborative partnership between the BWA and IABCU. It is certainly possi-

ble to consider low-level partnerships such as a one-off global landscaping project that would be of widespread benefit. But a true sustained education movement that brings world Baptists together will require a more intentional relationship.

What if, for example, if IABCU became the exclusive network for the BWA in the area of Baptist education?

Significant thought and exploration would need to be considered but it may be possible to share some preliminary reflections that would need further refining and wider input. I would like to share a few reflections working under the assumption of a close, exclusive networked relationship between the IABCU and the BWA.

IABCU Strength to the Partnership:

- Strong established network
- History of positive engagement
- Baptist Educator, Hester Lecture, Connection to CGE, and more – all of these are existing strengths and opportunities that would bless additional Baptists around the world.

BWA Strength to the Partnership:

- Globally diverse network that can help IABCU truly embrace an international vision
- Expand and create additional partnerships with institutions that are not part of the IABCU
- BWA offers a more integrated

platform – Meaning IABCU can sit aside mission efforts, advocacy efforts, and leadership efforts

- Affirm a commitment to Baptist identity (where helpful) that allows for affiliation and identification with the Baptist identity that is larger than any one state, region or country

Exploring this conversation is an affirmation that both IABCU and the BWA bring unique strengths and backgrounds. Is there now a possibility to consider an intentionally close relationship that remains network organized in order to facilitate an even greater movement of Baptist education around the world? It seems to me that we have a...

1. Shared interest in exploring the possibility of a partnership
2. Shared commitment to an organization defined by network
3. Shared (or close to shared) mission and vision

From the BWA perspective as we build global ministry networks, networks should have:

- Relationship building with equal voice, and a commitment that fostering relationships will help lead to programs – We try not to reverse this order.
- Encourage peer learning and reflection
- Collaborative engagement to address identified opportunities or needs with an opt-in approach
- Adopt Shared Strategic Initiatives

What are the possibilities of shared strategic projects? I am hesitant to push too far on shared ventures lest the project overshadows the broader concept. I am more committed to the concept of a shared network of relationships than to particular projects. There is strength when you get leaders like each of you in the IABCU and others from around the world and relationships are formed. Relationships will give rise to programs.

I am also mindful that as we approach networks we often do so with a commitment to both missional service and to institutional enhancement. There are times when one of those commitments takes precedence but if this network is going to be successful both of those elements will have to be present. A wider and more diverse network will yield institutional benefits. Inevitably there will be schools that will form partnerships between each other, student recruitment, identify future faculty and organizational leadership and more. There will be institutional benefits as a natural outgrowth and organically. But as a convening principle it is important to identify one or two possible shared strategic projects.

Would you allow me to share several possibilities? I share these possibilities less out of a sense of indicating what should be done and more out of a sense of needs and requests that I have heard from Baptists around the world. Ultimately it would be up

to the network itself to determine which shared strategic projects they would embrace.

- Dynamic Landscape Project of Baptist Higher Education
- New Presidents Initiative to partner and provide support
- Global Leadership Learning to create cohorts or learning groups of diverse global leaders learning, growing and serving together
- Prioritize Work in Areas of Vulnerability or where there is Limited or No Baptist Education

43 countries – Baptist convention but no known education

Additional areas where education is limited

Additional areas where education is quite vulnerable such as in Russia

- Advocacy Platform and Engagement – At least initially this would be less robust in terms of the kind of policy initiative needed in Washington DC. Though the more diverse the network, the stronger is the potential to impact DC, there are organizations in the US pursuing this advocacy. There are also places around the world where Baptist education cannot be accredited. There are moments

when advocacy would be a real addition. When a network of Baptist education institutions speaks out on behalf of other education institutions around the world it can make a real difference. When we can help our students engage on behalf of other students who are suffering it can make a difference.

- Baseline Baptist Higher Education Credentialing or Best Practices Guidelines – There is no global standard definitions for Baptist education. Everyone in this room would qualify but as you know there is value in creating baselines and standards that help newer institutions grow along established benchmarks. Again, there is global and regional interest in establishing baseline credentials or best practices benchmarks and guidelines.

These are examples and there are very well other examples or even better examples that could be considered. The emphasis is to be illustrative and to recognize that a shared network of leaders building relationships with one another and considering how to leverage the network, their gifts, skills, passions, and backgrounds for Kingdom visions will result in positive contributions.

How would this network be structured? How would all of this relate? What legal vehicles or

MOUs or partnership models to use are all essential questions. What changes in organizational structure, governance, and changes of definition might be needed? A process would need to be identified and worked through to determine if there is an opportunity for collaboration.

But from my perspective, I sense that the Holy Spirit might be in this conversation. The BWA is strategically committed and is open to pursuing an intentional partnership with the IABCU. Our preference is for the partnership conversation to begin with an assumption that if the goal is to pursue a truly international network of Baptist higher education that would eventually be felt in 100 countries and that would help unlock a Baptist education movement that we need to pursue as close and as integrated of a collaboration as possible.

Is this a Kingdom moment to build a truly international Baptist network of Higher Education that is accelerated through a close partnership between the BWA and the IABCU?

With that let me say, thank you. Thank you for allowing me to spend these several days with you. I believe in you, in your ministry and in your leadership. Thank you.

Is this a Kingdom moment to build a truly international Baptist network of Higher Education that is accelerated through a close partnership between the BWA and the IABCU?



Photo courtesy of Samford University.

Please join us for the 2022 IABCU Annual Meeting June 5-7, 2022 at Samford University. Registration is open now at www.BaptistSchools.org. We welcome *Dr. Michael Lindsay* as our Hester Lecturer.

D. Michael Lindsay, Ph.D., serves as the president of Taylor University. As president, Lindsay is committed to furthering the university's distinctive mission of providing excellent, Christ-centered higher education and strengthening its prospects for future growth and development. Lindsay previously served as president of Gordon College in Wenham, Massachusetts. His decade-long tenure as the eighth president of Gordon coincided with record years of fundraising, campus diversity, sponsored research, athletic success, and faith expression on campus. Prior to arriving at Gordon, Lindsay was a member of the sociology faculty at Rice University, where he won multiple awards both for his teaching and academic research. He is the author of two dozen scholarly publications and numerous books, including, *Faith in the Halls of Power: How Evangelicals Joined the American Elite*, which was nominated for the nonfiction Pulitzer Prize in 2007, and his award-winning *View from the Top*, which has been translated into Chinese and Japanese. His most recent book, *Hinge Moments*, was launched globally on the Taylor campus in 2021 and is published with InterVarsity Press.



Lindsay earned his Ph.D. in sociology from Princeton University and graduate theological degrees from Wycliffe Hall at Oxford University and Princeton Theological Seminary. He is a summa cum laude and Phi Beta Kappa graduate of Baylor University where he has been named Outstanding Young Alumnus.

Lindsay has been married for over 25 years to his wife Rebecca, an accomplished teacher and speaker who serves as Taylor's Ambassador for the University. They are the proud parents of three daughters, Elizabeth, Caroline, and Emily.

How to Get an in Academic-Driven Recruitment



By Dr. Kyle Brantley
Senior Vice President for Communications and Marketing
Clark Higher Ed

It's easy for enrollment and academics to operate in silos on a college campus. For some institutions, the unspoken understanding is that enrollment is charged with the front-end work of bringing the students in to the point of registration, followed by a perceived "hand off" where academics (and perhaps also student affairs) takes it from there.

But what if your enrollment operation could better assimilate academia into the recruitment process? After all, a student is largely basing their college decision on the program they are pursuing. Is your recruitment team versed enough and your faculty involved enough to be able to recruit through specific academic interest?

We all know some programs are easier to "sell" than others. Your admission team might rattle on for hours about how great your school's pre-med program or its business school is with specifics like placement rates, state-of-the-art facilities, graduate outcomes, and so on. But if your recruitment team's answer to the question, "How's your computer science program?" or "How's your English program?" is nothing more than "It's great!" and/or "We have small class sizes so you get a lot of personal attention," they probably need some education. It's not that these programs are anything less-than—it just may be they are not as easy to talk about based on limited exposure and information.

Here are some recommendations on how to better align academics with new student recruitment. Note that these tactics can apply to both recruitment for undergraduate and graduate programs.

Launch a committee. Wait, wait, hear me out: The last thing anyone wants to do is serve on another committee. However, if little crossover exists between enrollment and academics, bringing key members from both sides together to regularly discuss crossover opportunities and strategies could be highly beneficial. You can start small by selecting a handful of enrollment leaders and a handful of faculty members who are currently engaged in the recruitment process and who can champion this alliance for the institution. Or you can form a larger committee with one representative from each academic department. This creates more formal buy-in and establishes a forum for you to cross-pollinate ideas for co-recruitment.

Some recommended avenues of exploration:

- Enrollment can educate and train faculty on the recruitment cycle, recruitment language, and real-time challenges faced in their market.
- Faculty can provide enrollment with ongoing, up-to-date selling points for their departments, such as departmental distinctives, graduate outcomes and/or success stories, compelling stats, and so on.

- Brainstorming together ways faculty can get more involved in the recruitment process.
- A committee like this (especially one with one rep from each department) can provide the platform to accomplish the remainder of the recommendations below.

What's a good name for a committee that bridges the divide between enrollment academics? The Academics & Admissions Recruitment Committee, or AARC. Co-Chair this kind of committee with a faculty member and an enrollment leader to promote a shared governance.

Incorporate face time for faculty. Ensure faculty are incorporated into the visit experience and at admission events.

- Campus visits. Any student visiting your campus who expresses an academic interest should be given the option to have one-on-one time with someone in their area of interest.
- Recruitment events. Invite faculty to be represented at open houses, receptions, scholarship interviews, and so on. This could be in the form of a marketplace where every department is represented at an open house or inviting faculty volunteers to welcome guests and/or work the crowd during check-in times or downtime.

Develop academic comm flows. Running parallel to your general comm flow, you can create program-specific comm flows that target students' academic interests. Email is the easiest way to do this, and you can create 3-5 emails per program. If that's too daunting, start with your big five: The programs that comprise the biggest portion of your incoming class. You can scale up when you're ready.

- Use the AARC committee to furnish you with highlights per each program.
- If feasible, include short, engaging videos to feature your faculty and facilities.
- You can even develop an Undecided series that highlights undecided advising or career aptitude

tests on campus, if applicable.

- Once you've developed the program-specific content, promote snippets of it on your social media channels for further engagement.

Academic storefront webpages. Consider your academic webpages as storefronts, windows by which the student shopper passes by and peers into to evaluate the program's quality and desirability. Your website is a powerful resource and may make or break your enrollment for adult and online learners in particular.

- Make sure these pages are attractive and easy to digest. Don't overdo it with text.
- Use a uniform template so that students who are looking at multiple programs can have a user-friendly experience. Templates can include standardized sections like "Program Distinctives," "Courses You'll Take," "What Can I Do With a Major in _____?," and "Notable Alumni."
- Academic departments will likely want to retain control over their own webpages, but single-page storefronts can be created as a gateway to department pages and serve as web-based marketing collateral used by enrollment. I recommend admissions or marketing maintain authority over storefronts (with academics' approval of content, of course). This way, storefronts can feature more marketable content while academic department webpages can house the nitty gritty like course descriptions, catalog info, pre-reqs, and so on.
- For graduate and online programs, make sure the student can quickly find the length of the program, program format, and cost.

Academic program sheets. Like academic storefront webpages, consider developing a one-page (or two-page, front and back) handout to be included in campus-visit packets, distributed at college fairs, and even sent as PDFs in direct emails. Use a uniform template for every program for easy browsing and comparison. These should be comprehensive and attractive.

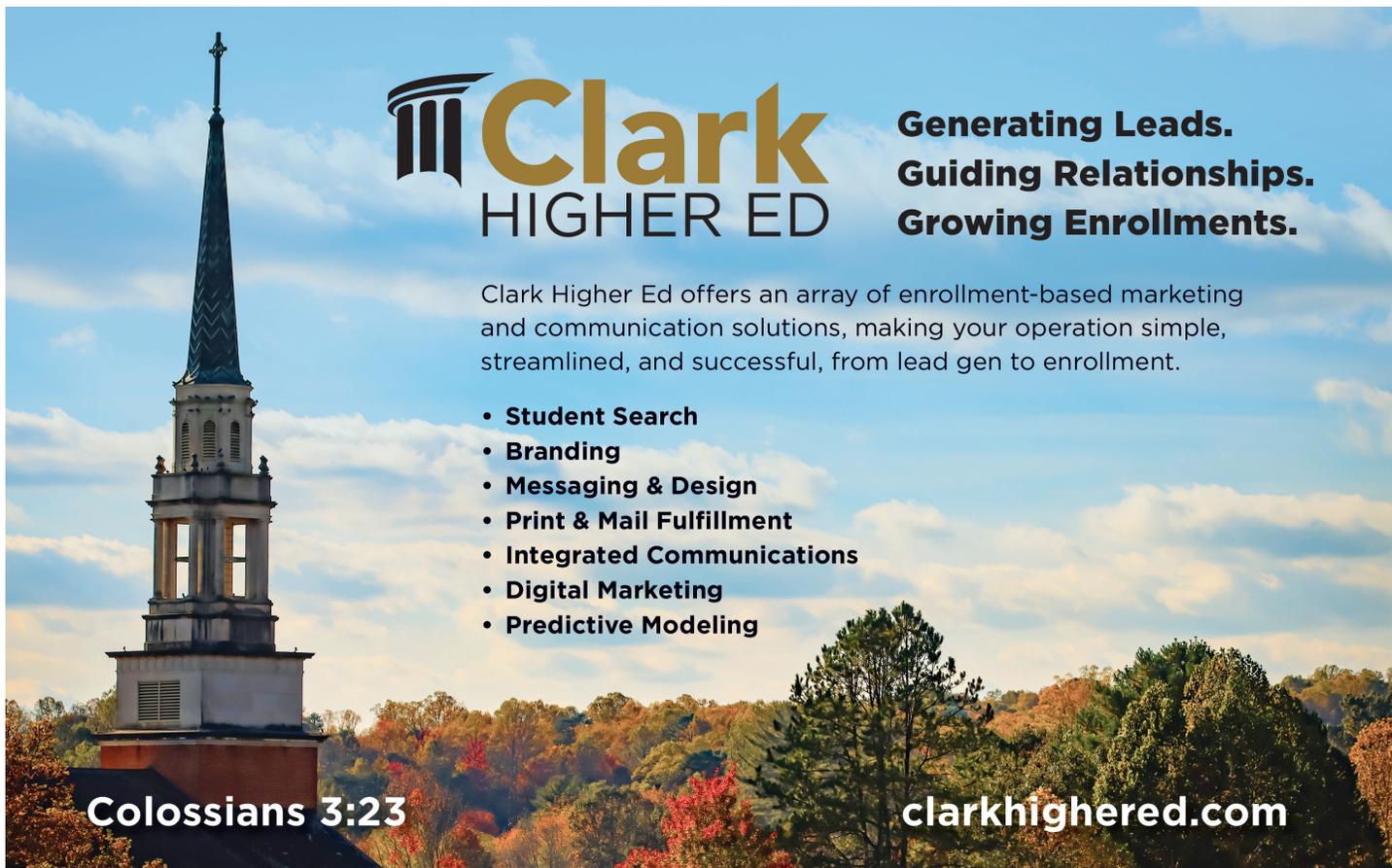
Faculty follow-up. Once you have buy-in from departments, you can send faculty a list of your current applicant pool for follow-up. This focused outreach will allow a faculty member to personally introduce themselves, provide a quick plug for their program, and invite the student to a next step (visit the department, ask a question, etc.).

- Avoid cold calls. Cold calls likely won't be answered, so start with email for the best avenue for two-way engagement, or maybe handwritten notes for that personal touch.
- Choose your cadence. You can send lists weekly, monthly, or at key points in the enrollment cycle (i.e., during the summer for melt mitigation).

Take faculty on tour. Consider bringing a faculty member along for a special presentation or lecture at feeder schools. For example, a pre-med professor may attend a local high school visit with an admissions counselor and give a lecture to an AP biology class on a special topic. Or maybe you can bring an art professor with you to the school's Art Club monthly meeting for a demonstration.

- If time is short, perhaps a professor can condense a lecture into a 5- or 10-minute TED talk.
- Look for alumni within these schools (teachers or administrators) who can help get your foot in the door.
- Spend your faculty's time wisely. Use this at your feeder schools where you may have the biggest ROI.

These are a few tangible ways you can further incorporate academics into recruitment. Both areas—enrollment and academics—must remember one cannot exist without the other. Small to mid-sized institutions have an advantage in their ability to personalize recruitment. What better way to enhance a student's recruitment experience than by strategically connecting them with their potential future professors? The more cross-team collaboration and synergy between these two areas, the higher the tide that will raise all ships.



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Louisiana Christian University Dedicates New Broussard Sports Courts

Louisiana Christian University students and president alike now have a new location to entertain a friendly (or serious) game of basketball depending on who is playing.

President Dr. Rick Brewer has had a few years on most of his fellow players to develop that competitive spirit. At 65, Brewer smiles as he gets one over the reach of his 20 something competition.

“I’ve played basketball since the age of 6 so the new sport court is personally fulfilling,” said Brewer, his eyes lighting up. “I’m still playing ball at 65.”

Brewer said he has wanted to do this for several years—to have an outdoor court where students and others could get together for a friendly pick-up game.

“Once I had significant financial support for the project the wheels began to roll during the Christmas break, Brewer said. “Two alums, Blaine and Christine Broussard, were installing a similar court and because of their love and support for LCU. I asked if they would help do the same at the university, and they did. We worked with Sport Court South, a professional outdoor courts, from Little Rock, Arkansas, owned by Paul LeFleur. They were great people to work

with who made sure our correct university colors and sports logo were applied to the court.”

Brothers Caleb and John Howe have been enjoying the court right alongside Brewer.

“It’s nice seeing the president come out of his way to interact with his students,” said Caleb, a senior secondary education major. “It shows he cares for us and wants the best for LCU, and the new court is awesome. It’s a nice addition to the campus and it is a place to let loose, have fun and get away from the tests, papers and stress.”

His brother Aaron, a 2021 LCU biology graduate who plans to attend medical school in the fall, echoed his brother’s praise.

“There’s no denying the basketball/competitive culture of Louisiana Christian’s campus,” Aaron said. “The court gives students another outlet to get outside, get active and compete with their peers, and playing with Dr. Brewer is always a great time. He brings an uplifting, lively vibe to any pickup game. He’s also the best pick-and-roll man, he sets some strong screens! The court gives him another opportunity to do what he does best, actively engage with students on cam-

pus!”

Female students are also getting in on the action.

Gracee Bryant a senior business administration – accounting major, said she loves that the court gives LCU students another opportunity to get outside and get active.

“I can tell already that it has been a big hit!” Bryant said. “It will be great for student organizations, activities like intramurals and ResLife events as well. It also increases the friendly competitive spirit at LCU. Even if you don’t play, coming to watch never disappoints.”

This basketball court adds another “R” to LCU’s often-referenced emphasis on Relevant, Rigorous and Relational—Recreation.

“I wanted to do this to add to campus life providing students additional opportunities for recreation and relationship building,” Brewer said. “In the age of the iPhone, I believe students need a different ‘space’ for connection and entertainment.”

And Brewer is happy to connect on the court anytime.



A Summary of Updated Guidance on the Federal Perkins Loan Program

On August 27, 2021, the U.S. Department of Education (ED) Federal Student Aid office issued updated guidance related to the conclusion of the Federal Perkins Loan Program, with certain actions that institutions must take no later than June 30, 2022.

Under the updated guidance, institutions with Perkins Loans that have been in default for more than two years must assign these loans to ED or purchase them by June 30, 2022, unless the institution has documentation that borrowers are making

payments toward the loans.

In early 2022, ED will assess institutions' Perkins Loan activity and determine if they have exerted adequate effort to assign, purchase, or provide acceptable collection records to ED for

review. If not, ED may send a warning letter to the institution's financial aid office and president reminding them of actions to be taken by June 30, 2022.

Additional details about assigning, purchasing, and collecting Perkins Loans are below.

Assigning or Purchasing Perkins Loans

There are certain conditions that would prohibit the assignment of a loan. If an institution knowingly failed to maintain an acceptable collection record for the defaulted Perkins Loan, the U.S. Secretary of Education may require the institution to assign the loan to ED without recompense.

If a loan is rejected for assignment, ED must provide the reason for the rejection and the institution will be required to resolve the issue and resubmit the loan for assignment. If this is not possible, the institution must purchase the loan. See the Federal Perkins Loan Program Assessment and Liquidation Guide for details.

Federal regulations state that the Secretary may require the institution to reimburse the Perkins Revolving Loan Fund for the outstanding principal plus accrued interest on a loan ED determines is unenforceable.

For reporting periods after June 30, 2022, the institution is required to assess its Perkins Loan portfolio to determine if other accounts are more than

two years in default. These accounts must be assigned to ED before the end of the current reporting period.

Keep in mind that if an institution can collect payments on a Perkins Loan in the time between when the loan reaches the two-year delinquent status and the end of the reporting period, the institution may continue to collect instead of assigning or purchasing it.

Collecting Perkins Loans

A loan that has been assigned to a private collection agency must be returned to the institution so that it may be considered for assignment by the deadline.

Further, the institution must ensure all the mandatory collection procedures are being followed. If the institution or a collection agency it hired is unsuccessful in converting the account to regular collection status, or the borrower does not qualify for deferment, postponement, or cancellation of the loan, the institution is required to:

- Litigate;
- Make a second effort to collect the account with a different method than the first attempt, such as using an outside collection agency, institution personnel, or a different collection agency; or
- Submit the account for assignment with the Secretary.

If the institution is unsuccessful in placing a loan in repayment

after the first and second collection efforts described above, it must continue to service the loan by making yearly attempts to collect the loan until it is:

- Recovered through litigation;
- Assigned to ED; or
- Written off if the outstanding principal, accrued interest, collection costs, and late charges are within the allowable thresholds.

As a reminder, institutions may voluntarily assign Perkins Loans, including those that have an acceptable collection record or are not in default, at any time.

About the Author

Lisa R. Saul, Partner and Uniform Guidance Director

lsaul@capincrouse.com

o505.50.CAPIN ext. 2050

Lisa R. Saul serves as Partner and Uniform Guidance Director at CapinCrouse LLP, a national CPA and consulting firm devoted to serving nonprofit organizations. She joined CapinCrouse in 1999 and has over 20 years of experience in performing and supervising Uniform Guidance audits of Department of Education student financial aid programs and a variety of federal funding, as well as program audits and agreed-upon procedure engagements of various state-funded programs. Lisa oversees the firm's more than 80 Uniform Guidance audits.

4 Ways to Make Your Cyber Risk More Insurable

Long gone are the days of simply providing renumbered quotes to an insurance carrier and receiving a quote. Insurance carriers are now expecting organizations to have a basic level of IT security controls and data protection policies in place. So, to help, here are four ways to make your cyber risk more insurable.

1. *Effective Backup Strategy, and Testing*

An effective backup strategy consists of six components: data classification, frequency, encrypted, offline, offsite and tested. Organizations should work with their technical staff to ensure that the six components of a backup are implemented. Also, anytime any major system upgrades or changes occur, technical staff should re-evaluate and test the backups.

Another way to think of this and one that many forensic experts recommend, is the “3-2-1” approach—3 copies of the data (production, on-site backups, off-site backups), 2 different media types (cloud, disk, snapshot or tape) and 1 offsite copy (cloud, tapes). Testing your systems regularly will enable organizations

to better anticipate potential downtime, restoration strategy, and prioritization.

2. *Multi-factor Authentication (MFA)*

If you have ever tried to sign in to your Google account and then it texts you a special code to enter, then you know what MFA is. Companies that have proper procedures using MFA across all users can better defend themselves against ransomware attacks because those usually are initiated from stolen credentials. MFA should be implemented on as many access points as possible.

3. *Data Retention Policies*

This refers to the access and acquisition of sensitive data. Even though your company may be able to restore from a backup, which helps avoid long business interruptions, there are still the data breach implications of the stolen data. To limit the amount of data available for attackers, organizations need to not only have strong data retention policies but enforce those policies regularly.

4. *Endpoint Detection and Response (EDR)*

The primary functions of an EDR security system are to monitor and collect activity data from endpoints that could indicate a threat. It analyzes this data to identify threat patterns, automatically responds to identified threats to remove or contain them, and notifies security personnel. It is also very helpful for forensics and analysis tools to research identified threats and search for suspicious activities.

While an insurance policy is a great way to transfer risk, having strong policies and procedures in place and in use that help protect an organization are paramount. Consider partnering with a risk advisor to help you take inventory of your current situation and then work together to create systems to better protect your organization.

This article was provided by IABCU vendor InsuranceOne. Join us at the IABCU Annual Meeting for a session by InsuranceOne on cybersecurity risk.