



# KUYPER COLLEGE

*Bringing God's Grace into Today's Culture*

## OPPORTUNITY *profile* PRESIDENT

Kuyper College  
Grand Rapids, Michigan



# Greetings & Introduction



Dear Prospective Candidate,

Thank you for your interest in learning about the opportunity to serve as President of Kuyper College. We are grateful for your curiosity about this role and invite you to learn more about the mission, community, and future of Kuyper through this Opportunity Profile.

This document is designed to provide an overview of Kuyper College, our role within Christian higher education, and the qualities and leadership characteristics we are seeking in our next President. We are committed to advancing our mission and trust that God will guide us to the individual who will bring a compelling vision and faithful leadership for the next chapter of the College's impact and growth.

For more than 85 years, Kuyper College has faithfully prepared students to integrate their Christian faith with their work and calling in the world. Our community strives to cultivate an environment that reflects Abraham Kuyper's well-known declaration that Christ claims sovereignty over "every square inch" of creation. Through this vision, we seek to form lifelong learners for purposeful lives of work and service to God and neighbor.

This presidential transition also marks an important and meaningful moment in the life of the institution. Our current President, Dr. Patricia R. Harris, Ed.D., will be retiring in 2026 after nine years of faithful service as President and a total of thirteen years of leadership at Kuyper College. Under Dr. Harris's leadership, Kuyper College renewed its mission, implemented a comprehensive strategic plan, and earned federal recognition as a Work College, strengthening its distinctive integration of learning, work, and service. We remain committed to ensuring a thoughtful and smooth transition for the institution as we look ahead to the future.

We encourage you to review this Opportunity Profile carefully and to explore additional information available on the Kuyper College website. If, after prayerful consideration, you believe your gifts, experience, and calling align with this opportunity, we invite you to review the Process section and follow the instructions provided.

Kuyper College has retained Specialized Recruiting Group to assist with this presidential search. Inquiries and nominations may be directed to Susan Delauter, Professional and Executive Recruiter, at 616-608-9678 or [Susan.Delauter@SRGexpress.com](mailto:Susan.Delauter@SRGexpress.com).

Thank you for considering Kuyper College and for taking the time to explore this opportunity. We look forward with anticipation to seeing whom God calls to serve as the next President of Kuyper College.

Sincerely,

Janice Koopman  
Chair of the Search Committee

# Greetings & Introduction



Located in Grand Rapids, Michigan, Kuyper College is a Christ-centered institution of higher education committed to preparing students to faithfully serve God and their communities through lives of work, service, and leadership. Founded in 1939 and rooted in the Reformed theological tradition, Kuyper equips students academically, spiritually, and professionally to integrate their faith into every area of life and vocation.

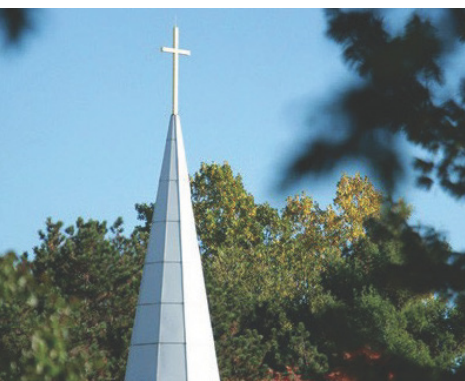
Kuyper's academic experience emphasizes both intellectual formation and practical preparation. A distinctive feature of the Kuyper curriculum is the integration of biblical and theological study across academic programs, ensuring that every student graduates with a strong foundation in Scripture and Christian worldview alongside their chosen field of study. Students are also encouraged to apply their learning through internships, service opportunities, and experiential learning that help bridge the classroom and real-world contexts.

In recent years, Kuyper College has further strengthened this distinctive approach through its designation as a federally recognized Work College. This model integrates meaningful work experiences into students' education, reinforcing the college's commitment to developing graduates who understand the value of vocation, service, and stewardship. Through this approach, Kuyper prepares students not only for careers, but for lives of faithful service in the church, workplace, and society.

The Kuyper community is characterized by close relationships among students, faculty, and staff who come from a variety of denominational and cultural backgrounds. The campus culture reflects a spirit of community, faith formation, and service in which students are known personally and encouraged to grow academically and spiritually. This strong sense of community remains one of Kuyper's defining strengths.

As Kuyper College looks toward the future, the institution seeks a President who will embrace its historic mission while providing clear vision and leadership for the years ahead. The next President will have the opportunity to guide the College through an important season of strengthening enrollment, expanding institutional partnerships, and advancing Kuyper's distinctive role within Christian higher education. The Board of Trustees seeks a leader who will champion Kuyper's mission, engage meaningfully with students and the campus community, and serve as a visible ambassador for the college among alumni, churches, and partners across the region and beyond.

We invite you to learn more through this Opportunity Profile. Additional information about Kuyper College can be found at [www.kuyper.edu](http://www.kuyper.edu).



# Mission and Values



## Mission

As a community of biblical higher education, Kuyper College forms lifelong learners for purposeful lives of work and service to God and neighbor.

## Core Values

### PRIMACY OF SCRIPTURE

We believe that the Bible is the Word of God and must guide our teaching, philosophy, lifestyle, and response to our learning, work, and service.

### BIBLICAL WORLDVIEW

We educate within a framework of a biblical worldview which assumes that God exists and has created all things and the revelation of God given in Scripture is true, trustworthy, and authoritative, thus shaping our beliefs about and interactions with the world.

### REFORMED FAITH TRADITION

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

### EDUCATIONAL EXCELLENCE

We provide quality, comprehensive learning experience in and out of the classroom, as we fulfill our end goal of education to live faithfully for Jesus Christ in God's good world.

### HOLISTIC DEVELOPMENT

We strive to form lifelong learners who are academically, spiritually, socially, and morally discerning, just, and merciful leaders in church and society.

### CARING COMMUNITY

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



# Statement of Faith



## SCRIPTURE

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

## GOD

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

## HUMANITY

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

## JESUS CHRIST

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

## SALVATION

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

## THE HOLY SPIRIT

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

## THE CHURCH

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

## THE FUTURE

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

Read Kuyper's full Doctrinal Statement [here](#).



# History of Kuyper



The rich heritage and unique mission of Kuyper College can be traced to its founding in 1939 as Reformed Bible Institute (RBI). RBI had a very clear focus as an institution to provide solid training in the Bible and preparation for ministry or service. This institution would meet unmet needs within the local community by filling a niche and providing an education in a setting that was neither a liberal arts college nor a seminary.

In 1970, after a five-year redesign of curriculum and programs, the Department of Education of the State of Michigan gave the school the right to confer a four-year bachelor's degree. As a result, RBI changed its name to RBC— Reformed Bible College. In 2006, as a reflection of Kuyper's mission and vision, and in response to global needs and strategic priorities, the College restated its position and changed its name from Reformed Bible College to Kuyper College.

By the mid-1990s, RBC received institutional accreditation from the Association for Biblical Higher Education (ABHE) as well as the Higher Learning Commission (HLC). In 1997, RBC was granted authority to offer a Bachelor of Science degree, and in 2003, the College was granted authority to offer a Bachelor of Social Work degree and attained accreditation for this program from the Council on Social Work Education (CSWE). Kuyper College became a federally recognized Work College in 2021; the first such institution in Michigan and one of nine in the country.

The College values a robust Bible and theology foundation, intercultural competencies, and praxis-based learning through internships and other opportunities, such as the KuyperWorks program, so that students can be purposeful in their learning, work, and service.

Kuyper College's strategic plan focuses on integrating learning, work, and service by providing an excellent Work College experience, innovating for the future through expanding learning opportunities, and inspiring people by building alumni and donor involvement, enrollment pipelines, and collaborative partnerships. The College community wholeheartedly promotes our mission as we serve God, each other, and our neighbor.



# Educating for Faith, Work, and Character

A holistic undergraduate education integrating applied learning, purposeful work, and community service, with low to no student debt.

## Our Mission

As a community of biblical higher education, Kuyper College forms lifelong learners for purposeful lives of work and service to God and neighbor.

Grounded in Scripture and shaped by a biblical Reformed worldview, Kuyper integrates faith, learning, and community so students are prepared to engage the world thoughtfully, responsibly, and with conviction.

## Work Program

KuyperWorks is Kuyper College's on- and off-campus work program designed to prepare students for meaningful, Christ-centered careers.

Through hands-on employment alongside faculty and staff, students develop essential competencies such as professionalism, critical thinking, effort and productivity, collaboration, and the theology of work.

## Career Readiness

Career readiness at Kuyper is built through real-world experience, reflection, and responsibility.

Students are paired with Student Success Coaches to help students thrive in all areas of college life - academically, socially, emotionally, and spiritually - including their work placements. Graduates leave prepared to lead, serve, and contribute effectively in a wide range of professions and ministry contexts.

## Institution at a Glance

### Institution Type

Private, residential faith-based work college

### Founded

1939

### Educational Model

Biblical higher education integrating academic study, faith formation, and applied learning

### Work Program

KuyperWorks — on- and off-campus employment focused on professional skill development and Christian vocation

### Student Debt

100% of students receive financial aid; Graduates among the lowest debt levels in Michigan

## Student Profile by the Numbers

**100%** of students receive financial aid

**11:1** student-to-faculty ratio

**100%** of students participate in internships or practicum experiences



# Student Outcomes & Impact

A snapshot of student success and affordability outcomes at Kuyper College.



## STUDENT PARTICIPATION

**100%** of students participate in internships or practicum experiences in addition to the KuyperWorks program.

Students gain hands-on experience through guaranteed on- and off-campus work placements, applying academic learning in real-world settings while developing workplace-ready skills.

## AFFORDABILITY OUTCOMES

**100%** of students receive financial aid  
Kuyper's tuition is, on average, \$4,000 less than comparable Christian colleges. Students receive an average of \$21,953 per year in financial aid.

## LEARNING ENVIRONMENT

**11:1** student-to-faculty ratio  
Small class sizes foster close mentorship, academic rigor, and faith-centered formation across disciplines.



## Distinctive Educational Model

Kuyper integrates academic study, biblical faith, and applied learning through its Philosophy of Education and KuyperWorks program. Learning is experienced across campus, preparing students to engage culture thoughtfully and live out faith in every vocation.

## KUYPERWORKS IN ACTION



### KUYPERWORKS

Students work alongside supervisors and peers in structured roles, developing skills such as effort and productivity, professionalism, collaboration, and critical thinking.



### FAITH & VOCATION

The program integrates a Theology of Work, helping students understand work as a divine calling and articulate how faith shapes work—and how work shapes faith.



### CAREER PREPARATION

Each student builds a professional profile documented through an official work transcript, supporting post-graduation employment and leadership development.

# Position Description



## **Summary:**

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

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

## **Functional Responsibilities:**

**Pray and Work** — Endeavors to bring glory to God in all aspects of college leadership through regular and diligent prayer.

- Promotes the College's mission of forming lifelong learners for purposeful lives of work and service to God and neighbor.
- Enhances and gives vitality to the Christian and Reformed identity of the College.

**Board Administration and Support** — Supports operations and administration of the board by advising and informing board members, interfacing between board and staff.

- Ensures compliance with and implementation of board policies.
- Prepares reports for the board or other constituents.
- Provides analysis for board review, proposing appropriate action when indicated.

**Academic Services** — Oversees the design and delivery of education and related processes; admissions, curriculum design, instruction, accreditation, counseling, resident life.

- Ensures the mission and vision of the College are integrated in core, daily operations.
- Maintains staff accountability with the leadership team for all educational activities.
- Anticipates and proposes solutions to organizational development, operating, program, and financial problems and issues.

**Human Resource Management** — Effectively manages the human resources of the organization with biblical principles and according to authorized personnel policies.

- Ensures capable and appropriate staffing is in place; monitors performance and workloads in support of college values.
- Ensures appropriate risk assessment occurs and a safe environment is maintained.
- Encourages spiritual growth and formation with college constituents and activities.

# Position Description



Community Relations — Assures the College is consistently presented in a strong, positive image to relevant stakeholders (alumni, donors, faculty, staff, students, neighbors, peer-institutions, community at-large).

- Assists the advancement team in identifying new and/or different funding opportunities for the College.
- Supports the advancement team with routine donor presentations and contact to donor prospects.
- Maintains all operations and activities in full conformance to current laws and regulations.

Financial, Risk and Facilities Management — Recommends yearly budget for board approval and prudently manages organization's resources within those budget guidelines.

- Assists the board in facilitating financial stability for the organization.
- Facilitates the creation and implementation of annual budgets, goals and objectives.
- Oversees the financial investment plans.
- Coordinates capital spending and major project initiatives.

Projects — Executes any other operations and initiatives as assigned by the Board of Trustees.

## **Leadership Responsibilities:**

- Serve as CEO of the College, with executive responsibility for all operational activities and personnel on a daily basis; delegating as appropriate to the President's leadership team.
- Serve as an ambassador for Kuyper College with other community stakeholders, representing the organization in a positive and professional manner at all times and in all places.
- Develop college strategy in cooperation with board, staff, faculty, and other constituents; formulate goals and objectives for accountability.
- Participate in formulating and administering college policies.
- Direct staffing, recruiting, training and performance management of all college employees; initiate development of subordinates.
- Utilize an MBO process for effective performance planning and feedback to staff.
- Promote a culture that encourages good performance and rewards productivity.
- Ensure the continuous learning and development of staff and the organization as a whole.
- Proactively identify change opportunities; promote continuous improvement.
- Actively benchmark organizational practices with other similar institutions.
- Maintain strict confidentiality of all business discussed at meetings of the board, disclosing to others only such information the board authorizes as appropriate for public dissemination.
- Support in a positive manner all actions taken by the Board of Trustees even when personally in a minority position on such actions.

# Position Description



## Qualifications & Required Skills, Knowledge, and Abilities:

- Thorough and complete agreement with the institutional mission, core values, and [Doctrinal Statement of Kuyper College](#).
- Doctoral degree: PhD, EDD or equivalent; or more than 10 years related experience and/or training; or equivalent combination of education and experience.
- Minimum 5 years of experience in senior leadership or management roles.
- Evidence of strong leadership and management skills.
- Proven track record of planning, organization, and academic development.
- Exceptional marketing, promotion, and presentation ability.
- Demonstrated excellent written and oral communication ability.
- Outstanding interpersonal skills; track record of building and motivating teams. Strong financial analysis skills.

*Kuyper College administers all programs—admissions, financial aid, employment, instruction, housing and services—without regard to race, color, age, birth sex, height, weight, national origin, handicap, familial status, pregnancy, childbirth, or related medical conditions. Kuyper College reserves the right to uphold its Christian lifestyle standards in relation to its employees.*

# The Location



## **Life in Grand Rapids**

Grand Rapids, Michigan, is an exciting place. It is one of the top 50 places to live and play according to National Geographic Magazine. And Forbes called it the best city for raising a family, while Lonely Planet named it a top vacation destination.

## **Remarkable City**

Grand Rapids offers a great combination of big city excitement and small town warmth. You will find countless restaurants, outstanding museums, and ArtPrize, the world's largest art competition. Plus, there is a variety of world-class entertainment in theaters, the symphony, ballet and opera, professional sports, and comedy clubs. All within a vibrantly clean, safe, and walkable downtown. You will also find small town charm in farmer's markets, coffeehouses, and quaint shopping districts.

## **Lovely Beaches**

Just 30 miles from Grand Rapids, you will find Lake Michigan's Gold Coast, which, according to Lonely Planet, is perhaps the USA's most unexpected beach getaway. Along miles of endless beaches lie sugar-white sand dunes. Off the beach, you'll find wineries, U-pick orchards and berry farms, antique shops, and cider houses.

## **Resources:**

[Grand Rapids Chamber](#)

[Grand Rapids Visitor's Guide](#)

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



# The Process



After reviewing this Opportunity Profile, if you believe your gifts, experience, and sense of calling may align with the leadership opportunity at Kuyper College, we invite you to begin the inquiry process. All candidate information and conversations will be held in strict confidence. You are welcome to contact Specialized Recruiting Group at any stage of the process to request additional information or ask questions.

Please provide the following documents and responses for review:

1. A current resume or CV and letter of interest.
2. Responses to the following questions:
  - Describe your personal statement of faith and spiritual journey. How have your faith and calling shaped your approach to leadership, and how would they guide your vision for Kuyper College as a Christian institution?
  - What do you see as the most significant opportunities and challenges facing small, mission-driven Christian colleges today, and how would you address these at Kuyper to strengthen its distinct identity and long-term impact?
  - What specific experiences, skills, or achievements in your professional and personal life prepare you to lead Kuyper College effectively, foster community, and advance its mission of forming students to live and work for Christ in every sphere?
3. Provide the names and contact information (telephone numbers and e-mail addresses) for four references who know you and your career well enough to comment on your suitability for this role.
4. A letter of recommendation from one of the above references.

Please Submit this information to:

Susan Delauter, Specialized Recruiting Group

[Susan.Delauter@SRGexpress.com](mailto:Susan.Delauter@SRGexpress.com)

Phone: 616-608-9678

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

