



# Getting To Know Cornerstone University

10/1/06

## Introduction by the President

Welcome to Cornerstone University. We're glad to make your acquaintance.

This is a great opportunity to share with you the blessings of God in the mission, history, activities and programs, operations, values, vision, and goals of Cornerstone University (C.U.). This booklet is an introduction, an overview or "prospectus." We've tried to include Cornerstone University's "Who," "What," "When," "Where," and "Why."

Cornerstone University is first, last, and always a Christian institution of higher learning in the liberal arts, professional studies, and graduate work. We also operate a growing Christian radio ministry, and we try to live out our faith through our works. You'll discover that we constantly talk about "a Christian worldview." This is what we desire for all students and all who come in contact with this university. Because of our Christian worldview, we care about academic quality, striving for excellence in all of our programs and services.

At C.U. we also talk a lot about "leadership development." We believe that contemporary "postmodern" culture has lost its way and is increasingly devoid of moral understanding, and we believe that we can further the cause of Christ and his kingdom through leaders whose Christian worldview is influentially shared as "salt" and "light" in all walks of life.

While we never claim to be perfect, we do claim to be striving toward it, for we believe that God is honored by nothing less than our best stewardship of what he has given us. C.U. is a great story because God is great, and a multitude of people over many years have dreamed great dreams and worked diligently to bring them to pass. We stand on their shoulders and as we honor God we salute our predecessors. May both God and our forbears find us faithful.

## I. Brief History of C.U.

Cornerstone University is an independent, evangelical Christian university. The university (known for many years as Grand Rapids Baptist Bible College and Seminary) began as an evening Bible Institute at Wealthy Street Baptist Church on January 7, 1941. By 1944, the Institute offered day classes and in 1945 established a seminary. The Institute's initial student body of some 211 students continued to grow, as did students'

desire for more academic program options. This demand encouraged the Board of Trustees and personnel to reorganize the Institute as a Bible College in 1959, chartered to offer the Bachelor of Religious Education and Bachelor of Music degree.

In 1963, the college and seminary moved to the university's present location on the East Beltline in Grand Rapids (currently about 119 acres) and the college became a member of the American Association of Bible Colleges. In 1972, with the development of facilities, faculty, and finances, the institution was approved by the State of Michigan as a degree-granting college of arts and sciences. At this point, the institution removed the term "Bible" from its name, becoming Grand Rapids Baptist College and Seminary. In 1977, the institution earned accreditation by the North Central Association of Colleges and Schools. Throughout these early days the college and seminary maintained a relationship with the General Association of Regular Baptist Churches, counting many pastors from this Association among the school's founders and placing many alumni in ministries of the Association.

In 1973, a college radio station was established, WCSG FM91.3. In the years since, this radio station has become the leading Christian radio outreach in the West Michigan region and is now accompanied by two youth-oriented stations, WAYG in Grand Rapids and WAYK in Kalamazoo, a worldwide missions program called Mission Network News, and a children's radio ministry called His Kids Radio. Collectively, this broadcast ministry is known as CU Radio and is an important ministry division of the university.

In 1982, the Seminary joined with mission agencies Baptist Mid-Missions and the Association for Baptists for World Evangelism to found the Grand Rapids Baptist Seminary Asian Extension Program. This program was for many years based in Manila and offered seminary courses in five countries: the Philippines, Thailand, Singapore, Hong Kong, and Myanmar. Since 1992, the program has been headquartered in Singapore and enrolls about 200 students per year working toward the Master's of Religious Education degree. In 2002, the program was reseeded in the university and in 2003 the Asian Extension Program was combined with another Asian seminary program and renamed Asia Baptist Theological Seminary of Cornerstone University.

In 1993, another college historically affiliated with independent Bible churches, Grand Rapids School of the Bible and Music, merged with Grand Rapids Baptist College and Seminary and a new name was adopted in June, 1994: Cornerstone Baptist Educational Ministries (CBEM), comprised of Cornerstone College, Grand Rapids Baptist Seminary, and the radio ministry. On July 1, 1999, because of continued growth and the potential for growth CBEM was renamed Cornerstone University. In 2003, to better connect with the broader evangelical community, Grand Rapids Baptist Seminary was renamed Grand Rapids Theological Seminary.

From its inception, Cornerstone University, whatever the name, has maintained a commitment to the authenticity and central importance of the Bible as the revealed Word of God. The university's alumni may be found throughout the United States and in many parts of the world, working in professions representing all walks of life. This fact illustrates a key premise of Christian liberal arts and professional studies education: *God desires and he blesses individuals, male and female, who know Jesus Christ as their Lord and Savior and who seek to live out their lives according to His will in whatever calling He gives them.*

## II. “Cornerstone: What’s in a Name?”

Since at least 1963, when the school moved to the new campus on the East Beltline, Grand Rapids Baptist College and Seminary was known affectionately as “Baptist College” or just “Baptist.” This name worked well in a time when students attending the institution were primarily Baptist in their church background and affiliation. The name also worked well in the earliest days of the college when the primary focus of the academic program was vocational ministry.

As the school responded to student interest in the 1970s and 1980s, more liberal arts and professional studies programs were offered and students enrolled from an increasingly varied denominational background and affiliation. A secondary consideration also played a role in the school’s name change. Grand Rapids Baptist College and Seminary’s name, including its abbreviation, GRBC&S, was regularly confused with churches, Christian elementary and secondary schools, and other Bible colleges. In addition, the name, “Baptist,” seemed to convey to potential students and constituents that people from non-Baptist backgrounds and affiliations were not welcome. All of these challenges made the original name problematic, since the Board of Trustees, administration, and personnel wanted to present the school as a biblically Christian institution of higher learning in the liberal arts and professional studies.

Consequently, from 1992 to 1994, the Board of Trustees and the administration considered the school’s name, aiming to identify the “best name for Grand Rapids Baptist College and Seminary.” Alumni and friends of the school were invited to submit potential new names or to affirm the original name. Ultimately, the Board of Trustees reviewed some 132 suggested names, developed evaluative screening criteria based upon the school’s mission statement, and narrowed the choices to four names: Providence, Dominion, Grand Rapids Baptist, and Cornerstone. The name “Cornerstone” was selected by the Board of Trustees for primarily three reasons: the memorable one-word quality of the name, the metaphoric potential the word provided for the academic mission of the school, and the incredibly rich biblical heritage and symbolism of the term.

“Cornerstone” is a term possessing a certain poetic elegance and dignity, illustrated in these many related ways:

\*In the Bible, “Cornerstone” is used to describe Jesus Christ, the “Chief Cornerstone,” upon which Christians, as “living stones,” are being built into a temple for the Lord (Eph. 2:1-7, 19-22; 1 Pet. 2:4-8). The “Cornerstone” integrates and sets direction for the entire building.

\*“Cornerstone” is a beautiful biblical metaphor connoting both stability and permanence, and growth and development.

\*God laid the “cornerstone” of the earth and all the general revelation of his character and purpose within it.

\*“Cornerstone” is a term implying “first things:” enduring and absolute values, among them truth, beauty, excellence, virtue, peace, faith, love, life, liberty, and hope.

\*The name “Cornerstone” suggests a foundational moral education for life, calling, and career.

\*“Cornerstone” in the form of God’s Son provides a basis for a life in which justice is God’s measuring line and righteousness his plumb line.

\*“Cornerstone” symbolizes the solid rock and foundation of God’s Word upon which to build against the storms of life.

\*In a contemporary culture built largely upon shifting moral sands, the name “Cornerstone” connotes an education and a life built upon the solid foundation of biblical values.

The name “Cornerstone” expresses a deep-seated commitment that is much more than what is typically implied by the phrases “values-based,” “faith-based,” or “church-related” institution. Indeed, the name “Cornerstone” University communicates the institution’s historic and ongoing mission to teach students to exalt Jesus Christ and to develop a biblically Christian philosophy of life.

### **III. Doctrinal Statement: “The Cornerstone Confession”**

Cornerstone University defines its commitment to Christ and biblical Christianity as described in “The Cornerstone Confession.”

#### **The Cornerstone Confession**

*Approved by the Cornerstone University Board of Trustees*

*September 30, 1999*

Cornerstone University affirms a core confession of convictions in common with the creeds of the early church, the confessions of the Reformation, and all conservative Evangelical Christians.

1. We believe that the Bible is the Word of God, truth without error, clear and powerful in its message, sufficient for all of our needs, and the final authority for faith and life.
2. We believe in the triune God --- Father, Son and Holy Spirit --- who is holy, loving, good, wise and almighty; who has created all things by his word out of nothing, who sustains, provides for and rules all things, who is our only Redeemer and who will judge all people.
3. We believe that God created men and women in his image and likeness for fellowship with himself and to carry out the creation mandates; that Adam sinned and that by his disobedience the entire race was alienated from God, depraved and totally lost.
4. We believe in the Lord Jesus Christ who added full humanity to his perfect deity, obeyed God perfectly, died for our sins on the cross, rose again to defeat Satan, returned to heaven to pour out the Holy Spirit at Pentecost and to intercede for his people.
5. We believe that the triune God has provided a great salvation for those who repent of their sins and trust Christ and his finished work; that he calls, regenerates, justifies, forgives, adopts, sanctifies, keeps and will glorify them.

6. We believe in the Holy Spirit who has been sent to complete and perfect in us all of the works that Jesus did for us. He convicts of sin, regenerates, sanctifies us, gifts us for ministry and assures us of our salvation.
7. We believe in the personal return of the Lord Jesus Christ, the bodily resurrection and final judgment of the just and the unjust, the everlasting blessedness of the saved and the everlasting, conscious punishment of the lost.

While many fellow Christians affirm the above truths, we affirm them from within the Baptist tradition as developed at the end of the twentieth century and as reflected in the following beliefs.

1. We believe that the church is a new people of God born at Pentecost, distinct from Israel, and manifest in local congregations of baptized believers who are committed to carry out the great commission.
2. We believe that Jesus gave two ordinances to the church, baptism of believers by immersion and the Lord's Supper.
3. We believe in the autonomy of the local congregation, the priesthood of all believers and in leadership by elected pastors and deacons.
4. We believe in the continued expression of the spiritual gifts. The more demonstrative or "sign gifts" such as healing, raising the dead and speaking in tongues were essentially given for the authentication of the apostolic generation and are not normative for today.
5. We believe that Jesus Christ may return at any moment to deliver his people from the coming wrath, defeat the kingdom of Antichrist, and establish His millennial kingdom.
6. We believe that civil government is of divine appointment and that we are responsible to be good citizens. However, should civil government command us to violate God's Word, we must obey God rather than man.
7. We believe in the reality of Satan and his kingdom of darkness, and that our confrontation of Satan demands belief and trust in God and the effective use of Scripture and other resources God has made available to us.

We are an educational institution and would forfeit our mission if we attempted to be a local church or if we failed to interact with the contemporary world. Therefore;

1. We are committed to do this from a thoroughly biblical worldview in which "The fear of the Lord is the beginning of wisdom."
2. We are responsible to engage the world of education, business, economics, politics, the sciences, the humanities, and everything else that is included in contemporary world cultures.

3. We are responsible to prepare our students to have an effective influence in this wider world. To accomplish these goals it is often necessary for us to listen to and critique people and ideas that are influential in this world and yet may be in significant disagreement with our convictions.
4. On this foundation, we desire to prepare students for a Christian life, ministry and service in the various cultures of the global community.

#### **IV. Cornerstone University Motto and Seal:**

Excellens Academica cum Commisso Christo, the university's motto, was originally written as "Academic Excellence with Christian Commitment." The motto was coined in 1963 by former Executive Vice President and eventual emeritus faculty member, Dr. Warren Faber, at a time when the college was expanding coursework in the liberal arts and had just moved from the original campus on Wealthy Street to the new campus on the East Beltline. A Latin language designation of the university's motto was developed in 1994 when the college's name changed from Grand Rapids Baptist College to Cornerstone College.



The Cornerstone University Seal depicts a shield, denoting faith, and an open Bible as a symbol of the school's commitment to the revealed Word of God, backed by a Torch as a symbol of the light of learning. Together these images illustrate the university's commitment to an integration of biblical faith with learning and life as a foundation for the academic experience and the entirety of the university's programs. The open Bible and Torch are surrounded on the Seal by the university's motto, the words of which are separated by Leafy Branches. The Leafy Branches are symbolic of the spiritual, intellectual, social, and physical well-being and growth students should experience as a

result of their academic studies. The motto is in turn encompassed on the Seal by the name, Cornerstone University, and the date of the school's founding, 1941.

## V. Mission Statement

“To enable individuals to apply unchanging biblical principles  
in a rapidly changing world.”

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## VI. Vision Statement

“A Comprehensive, Conservative Christian University Preparing Leaders”

Christian Worldview: Know how to Think and Act Biblically.  
Leadership Skills: Know how to Lead.

Cornerstone University is a “comprehensive” institution, meaning its academic model includes the liberal arts, professional studies, and graduate programs. The university is “conservative,” meaning it bases its biblical understanding upon a belief that the Bible is what it claims that it is, the inspired Word of God. CU is “Christian” because it founds its academic mission upon an understanding of the world called a Christian worldview.

## VII. “Keeping Christian Higher Education Christian: Plumb Line Principles” – Cornerstone University Core Values

Cornerstone University trustees, faculty, and staff are committed to “Keeping Christian Higher Education Christian.” These principles reflect the university's desire and commitment to avoid much of the rather sad history of Christian higher education, the unenviable record of many formerly Christian institutions that no longer embrace biblical Christianity. These principles also speak to the continuing progress and potential of the university.

Two questions guided our consideration of Christian higher education: first, what has historically caused Christian institutions of higher learning to lose their Christian character and mission? Our answers are listed below as “De-Christianized Colleges.” Second, how can we avoid this outcome; or how is it possible to grow simultaneously in academic quality, enrollment, and biblical spiritual authenticity and effectiveness? We answer this question with what we consider our essential characteristics or defining attributes. These institutional “non-negotiables” will never change, and thus they form our “Plumb Line Principles,” capable of keeping our Christian higher education Christian.

### De-Christianized Colleges

**Heresy** – Theological ambiguity, a diluting or weakening of commitment to biblically sound doctrine, or teaching doctrine contrary to the Word of God.

**Hypocrisy** – Orthodoxy without obedience, truth without application, cultural Christianity, “churchianity.”

**Apostasy** – Secularization, infidelity, a falling away from the faith.

**Anti-intellectualism** – On the one hand, an unbiblical fear of knowledge and reason.

**Intellectual Hubris** – On the other hand, an unbiblical academic arrogance.

**Denominational Politics** – Sectarianism, an elevation of denominational concerns over concerns for academic needs and Christian principles and virtues.

**Personality Cults** – Academic institutions debilitated, even destroyed, by individual egos.

**Professionalism Without Piety** – Allowing a secularized vision for “quality” to displace a biblical idea of excellence as unto the Lord, a gradual divorce of work and worship.

**Donor Leverage** – Available dollars, particularly those offered by people with non-Christian values and goals, are permitted to determine institutional direction rather than its mission determining direction.

**Non-Christian Personnel** – Appointing people to the board, faculty, or staff who do not hold a heartfelt commitment to Christ and biblical Christianity.

### **Plumb Line Principles**

**Biblically Christian** – An educational ministry committed to the principles of biblical Christianity, nothing more, and nothing less.

**Theologically Conservative** – A belief that the Bible is the Word of God in its entirety – inspired, infallible, and inerrant.

**Christian Worldview** – A Christian philosophy of life and learning forming the basis of the university’s approach to the world, history, and culture.

**Intentional Spiritual Formation** – A vigorous student spiritual formation program encouraging students to develop their understanding of the biblical faith and their desire to serve God.

**Committed Christian Personnel** – We want to attract, retain, and develop personnel who are Christians of character, credentials, competence, commitment, and creativity. We want people who look upon and perform their calling with the highest possible professional standards. We expect a Biblical work ethic, and we believe that our people’s talent is God’s greatest blessing upon Cornerstone University.

**Quality** – We believe that we serve a holy and perfect Creator God Who expects quality as our reasonable service unto Him. We therefore work to create quality in everything we do.

**Stewardship** – We wish to administer resources, financial, human, and physical, with the clearest expression of integrity, accountability, efficiency, and effectiveness. We believe that our decisions are a sacred trust before God, our students and parents, our personnel, our friends, and the public.

**Higher Education** – In the university we work to challenge, stimulate, stretch, inform, and motivate our students to serve. We consider teaching and learning a two-way street, with professors and students responsible for their academic work as a form of worship unto God.

**Leadership** – Christian leadership is not an option but an opportunity. Leaders with character can provide godly direction in a declining culture with no moral vision for its future.

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## VIII. CHRISTIAN WORLDVIEW

*Christian worldview is CU's defining and most important distinctive. The following statement was adopted in 2003 by the faculty to provide the university with a brief description of what CU means by the phrase, "Christian worldview." This philosophy of life and learning is developed more fully in another document, "A Christian Worldview Whitepaper" that is available on the CU website.*

Cornerstone University is committed to a Christian worldview that follows the contour of the biblical narrative. The Scriptures open with the story of creation, a historical event that reminds us that this earth is a good place to be. God created a world so impressive that it satisfied His own impeccable standards. "It is good," He said, "it is very good" (Gen. 1:31).

Because creation is the good work of God, we are not only permitted, but we are encouraged to enjoy it as is. We do not need to stamp Bible verses on the things of creation to make them suitable for Christian consumption. "Everything God created is good," Paul writes, and "nothing is to be rejected if it is received with thanksgiving..." (1 Tim. 4:4). God is pleased when His children thoroughly enjoy this beautiful world that He has given to them. He wants us to celebrate, even indulge, in its goodness wherever we find it.

But God not only wants us to enjoy this world, He also commands us to take care of it (Gen. 1:28, 2:15). He calls us to participate in his ongoing work of creation, developing responsibly the raw materials of the earth for maximum benefit. This command to create culture gives spiritual significance to every human task. Whether we are preparing a lesson, researching a paper, practicing our scales, or cheering for our team, it all qualifies as obedience to the cultural mandate, and as such should be offered to the Lord with the excellence He deserves (Col. 3:17, 23).

Unfortunately, this opening movement of creation is not the end of the story. We learn from Scripture's account of the fall that something has gone terribly wrong. This world

is not the way it is supposed to be. When Adam chose to reject God's Word and foolishly live as he pleased, his rebellion contaminated every last corner of creation.

Because of this universal presence of sin, Christians must balance enjoyment of this world with a healthy fear of the evil that lurks there. A video that inspires may also include scenes that sear our conscience. A pleasing melody may carry lyrics that soil the soul. An engaging story might subtly stoke the flames of lust. We must guard our hearts as we live in this sinful age, ready to flee at the first sign of temptation so that we might become holy children of our heavenly Father.

However, though we must run from the world's temptations we must not run from the world itself. The final movement in the biblical story explains how God so loved our world that He sent his one and only Son to redeem it. Having conquered sin through the life, death, and resurrection of Jesus Christ, God now calls us to join his efforts to root out evil and establish righteousness in every aspect of culture (Col. 1:20). We learn better how to do this when we acquire a Christian liberal arts education.

At Cornerstone University, we believe it is our Christian duty to evaluate every facet of culture from this biblical perspective. We run every discipline through the grid of creation, fall, and redemption. We ask, "What created goodness is present?", "What fallen aspects are here?", and "How might we reclaim this area for the glory of God?"

For instance, our education program prepares future teachers to supplant the secular humanism found in many classrooms with the knowledge and values that come from God; our history department challenges revisionist and relativist views of the past with the biblical view that events have the meaning and purpose assigned to them by God; our kinesiology department inspires graduates to take responsibility for their physical and psychological wellness, not merely for their own personal attractiveness or longevity but as an act of thankful stewardship to the God who created and redeemed them; and our science professors recognize that all creation groans beneath the weight of sin, so rather than accept ecological problems as a normal part of life, they lead the charge to clean up sin's pollution and care for all of God's creatures. In these ways and more, Cornerstone University is committed to applying the unchanging principles of the Christian worldview to God's rapidly changing world.

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## **IX. Leadership Development**

Leadership development was introduced as a new academic initiative in fall, 2000. From the beginning, CU sought to make leadership development a key focus of the academic experience capable of making CU's education distinctive if not unique among all American college and university programs. This distinctiveness would be achieved primarily in two ways: a) that leadership development would be based upon and always linked with Christian worldview, and b) that all students in all programs would participate in a leadership development experience as part of their degree program. In this way, the leadership development distinctive would help fulfill CU's vision: "Preparing leaders whose Christian worldview changes people and culture for Christ."

The following statement is an overview of the leadership development program at CU that is itself in development:

*“We believe that effective leadership is an essential ingredient of positive social change. No society can continue to evolve without it, no family or neighborhood holds together in its absence, and no institution prospers where it is unavailable.”* (William Richardson)

*“Just as we need more people to provide leadership in the complex organizations that dominate our world today, we also need people to develop the cultures that will create that leadership. Institutionalizing a leadership-centered culture is the ultimate act of leadership.”* (John P. Kotter)

*“Leadership is everyone’s business. Leadership is not about a position or a place. It’s an attitude and a sense of responsibility for making a difference.”* (James M. Kouzes and Barry Z. Posner)

Cornerstone University believes that leaders make a difference. They make things happen. Leaders help people accomplish their goals. Yet for several reasons “good leaders” are difficult to find.

“Good leaders” are all-too-rare in at least two ways: a) leaders who are “good” people, individuals of high moral character who represent the best in what is humanly possible, and b) leaders who are “good” at what they do, individuals who have developed leadership skills and know how to use them to accomplish worthy goals.

Ironically, while leadership is a widely recognized concept, it is also widely misunderstood. Leadership is equated with and often reduced to power, materialism, the CEO position, a men’s only activity, politics, authoritarianism, or something available to a select few, etc. But leadership is about influencing people toward a goal or desired future. It can be exercised for evil purposes, or it can be a tool for one’s response to God’s command to Christians to be “salt” and “light” in the world. Interestingly, while leadership is greatly needed in a rapidly changing social and economic marketplace, it is also considered somewhat suspect by people disaffected by a postmodern mentality. Society is looking for leadership even as it does not seem to know what it is or toward what ends leaders should lead.

Cornerstone University has stepped into this gap. The university has placed Leadership Development alongside its historic commitment to development of Christian Worldview thinking at the heart of its strategic plan. Cornerstone University expects Christian Worldview and Leadership Development to become the key defining characteristics of the university’s programming. To that end, the university is employing a variety of means to implement its Leadership Development Initiative.

Certain key assumptions guide this initiative:

- Postmodern culture greatly needs leaders committed to a lively Christian Worldview.
- Leadership can be learned; anyone can grow in leadership skills.
- Leadership assumes different forms in different contexts; while certain leadership skills are evidenced in virtually all leaders, there is no single theory of leadership.
- Leadership fosters change.

- Leading is not confined to a formal leadership position; rather, little “I” leaders, those from all walks of life, are as important as big “L” leaders, those who may be directing organizations.

### **A Definition of Leading**

Leading is “successful influence toward an intended goal.”

### **Context**

The alumni and personnel of Cornerstone University will be called upon to lead in a variety of contexts, and at all levels. Therefore, the Leadership Development Initiative will target the development of:

- Leading skills
- Understanding of key issues relating to leading
- Character

### **Program**

Cornerstone University will accomplish these goals through a multi-stage program, which will combine both classroom learning and significant experience, all under the careful guidance of trained facilitators, mentors, and faculty.

Emerging Leaders: During the freshman year, students will be challenged to consider the role of Leadership and Christian Worldview in their CU experience as they anticipate the next four years of their education. During the first year these challenges will take place in the classroom and through guided service to the community, laying a foundation for future leadership experience for these “emerging leaders.”

Leadership Mentoring Groups: During the sophomore year, students will participate in intensive leadership mentoring. The format for this experience is weekly meetings of learning, discussion, and significant service to the community. Through the experience of service, students learn key leadership skills such as group communication, planning and implementing a project, and conflict management. The trained facilitators-faculty, staff, and friends of CU, will help the students learn from these experiences through guided discussion, selected readings, and interactions with other leaders.

Leadership Service: During the junior year, students will be challenged to participate in actual leadership service in a variety of contexts. Many students will serve in leadership positions on the campus of Cornerstone University. Still others will have leadership positions at churches, businesses, community agencies, and in their internships. This “real life” experience will further hone their understanding of leadership and God’s calling in their lives because it is built upon a firm foundation of the experiences in the first two years of the program.

Leadership Master Class: After students have spent time learning about Leadership concepts and having both group and individual experiences in leadership service and learning, they will be challenged to look ahead to a lifetime of continued leadership development and service. They will be exposed, in small group formats, to actual leaders from the community who can help them interpret what they have learned both in the classroom and from their experiences. This will be a highly practical interaction, with specific focus on the practice of leadership. The notion of the leadership “master” refers

not to the student, but to people that hold leadership positions within the local community and who can share their life experience with students.

Annual Leadership Symposium: In order to provide cutting-edge exposure to the best leadership thinking and practice, Cornerstone University will host an annual Leadership Symposium. This symposium will not only benefit the students, faculty, and staff of Cornerstone University, but also be open to the greater West Michigan community. Speakers of the highest quality will be asked to challenge students to continue throughout their lives to learn about leadership excellence, practice leadership excellence, exercise an impact on the world, and fulfill God's calling for their lives.

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## **X. Board of Trustees**

The CU Board of Trustees is comprised of not fewer than 12 (currently 21) dedicated, evangelical Christian men and women representing all walks of life. The Board typically convenes three times per year in September or October just before Homecoming, in January, and in May just before Commencement. The CU Board of Trustees is a "policy board," which reviews the strategic direction of the university, approves budgets and construction projects, and is ultimately accountable for the spiritual, academic, financial, and professional health of the organization. The Board of Trustees operates according to the stipulations of the Cornerstone University Constitution, delegating responsibility and authority for leading the university to the CU President.

## **XI. President's Cabinet**

The President's Cabinet is the top leadership team of the university and is responsible for leading and administering the strategic direction and operations of the university. The President's Cabinet reports to and works with the President and is comprised of the Provost, President of the Seminary, Vice President for Broadcasting, Vice President for Operations and CFO, and Executive Vice President for Advancement.

Each major division of the university, College, Seminary, and Radio, maintains Leadership Teams chaired respectively by the Provost, Seminary President, and Vice President for Broadcasting. The President's Cabinet and the CLT, RLT, and SLT functional assignments include:

### President's Cabinet:

- Function as the university's leadership team advisory to the university president
- Create and lead both the vision and the mission of the university
- Guide the university strategic planning process
- Direct budget parameters and determine the final budget
- Approve all advancement projects
- Guide the university facility and technology planning process
- Develop the university's strategic parameters for recruiting and retaining students
- Approve all facility renovations, additions, and new construction
- Approve all new programs or acquisitions

- Monitor key performance indicators
- Promote organizational cohesiveness
- Interact with the Board of Trustees

College Leadership Team:

- Lead and direct the academic mission of the college
- Develop the college strategic plan and participate in the university strategic planning process
- Direct the college budget and participate in the university budgeting process
- Manage the programs and activities of the college and PGS divisions
- Review college key performance indicators
- Participate in the development of strategies and guide tactical objectives to recruit and retain college students
- Promote organizational cohesiveness
- Interact with the Board of Trustees periodically as requested

Radio Leadership Team:

- Lead and direct the mission of Cornerstone University Radio
- Manage the programs and activities of the radio division
- Direct the radio strategic planning process
- Direct the radio budgeting process
- Monitor radio key performance indicators
- Develop and maintain strategies to recruit and retain listeners
- Interact with the Board of Trustees periodically as requested

Seminary Leadership Team:

- Lead and direct the mission of Grand Rapids Theological Seminary
- Manage the programs and activities of the seminary
- Direct the seminary strategic planning process
- Direct the seminary budgeting process
- Monitor seminary key performance indicators
- Participate in the development of strategies and guide tactical objectives to recruit and retain seminary students
- Interact with the Board of Trustees periodically as requested

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## **XII. Cornerstone University Academic and Student Development Programs**

The general purpose of Christian higher education is to enable men and women to live a life of faith in Christ, according to the moral will of God’s revealed Word, the Bible. Cornerstone University offers undergraduate programs in the liberal arts and professional studies, graduate degrees in business, education, and via Grand Rapids Theological Seminary, graduate degrees in theology.

Academic and student development programs, what are sometimes referred to as “curricular” and “co-curricular” emphases, are integrally related at Cornerstone

University. Curricular and co-curricular learning activities should always reinforce each other in the total university experience. Curricular learning includes the classroom, and its various extensions such as internships, student teaching, and field trips. Co-curricular learning includes informal discussions, Bible study groups, athletics, cross-cultural missions, chapel, student clubs and other groups, intramurals, residence life, off-campus programs, community service, programs on personal and spiritual growth, and much more.

Academic and student development program quality is an ongoing goal and commitment of Cornerstone University. Finding ways to do things well as unto the Lord, finding ways to improve all that we do, and finding ways to “go to the next level” are of constant and continuing interest to Cornerstone University. A commitment to do things with quality, or excellence, is a direct application of the university’s Christian worldview, for we recognize that God created everything good and that God is the standard by which we measure all that we do. What is done in His service should be done with quality given the means available to us. Circumstances or resources may dictate that we may not always *be* the best, but we must always *strive to be* the best. This, we believe, is our reasonable service to the Lord. We believe that as we are faithful in small things, He will bless the university with greater things.

Faculty and staff members, regardless of their assignment within the university, are from time to time asked to help accomplish the assignments of another office, for example, in preparation for Board of Trustees meetings, taking part in Family Orientation Days, hosting special banquets or academic conferences, lectureships, or symposia, sponsoring student clubs, activities, or cross-cultural mission trips, helping CU Radio staff during Sharathon, or implementing the activities of Homecoming Week. These illustrations are appropriate extensions of the idea that employees of the university are a team—“we’re all in this together.”

Beginning in 1993, the university has maintained a growing Adult Continuing Education Division (ACE), later renamed “Professional and Graduate Studies” or PGS, with teaching sites in Grand Rapids, Troy, Detroit, St. Joseph, and Portage, Michigan. The adult program is a degree completion and graduate program open to students twenty-five years of age and older, who have completed the equivalent of approximately two years of undergraduate education. Masters degrees now include a Master of Arts in Education, a Master of Arts in Teaching English as a Second Language (TESOL), a Master of Science in Management, and a Master of Business Administration.

The university’s academic programs are described in the Cornerstone University Academic Catalog and the Grand Rapids Theological Seminary Academic Catalog. The university’s student development programs are highlighted in the academic catalogs and receive further detailed explanation in the Cornerstone University Student Handbook and the Grand Rapids Theological Seminary Handbook. These handbooks are published on an annual or bi-annual basis.

### **XIII. Grand Rapids Theological Seminary**

Grand Rapids Theological Seminary of Cornerstone University is a graduate theological school located in the Leon J. Wood Seminary Building on the university campus. Known

during its history as Grand Rapids Baptist Theological Seminary and for many years as Grand Rapids Baptist Seminary, the Board of Trustees adopted the current name in 2003 to enable the seminary to minister to a broader evangelical student body.

As a ministry related graduate professional school, Grand Rapids Theological Seminary (GRTS) prepares authentically Christian and culturally sensitive leaders for service in vocational ministry. Students enrolled at the seminary represent the breadth of American Evangelicalism. The curriculum is a substantive expression of its mission, preparing students for a variety of ministry leadership roles. GRTS alumni survey data (1985-2001 graduates) indicates that 85% of these seminary alumni are serving in full-time vocational ministry, including pastoral ministry (62%), Christian education related ministries (11%), cross-cultural ministries (8%), and other parachurch ministries (4%).

Grand Rapids Theological Seminary is known as a seminary that values the development of critical thinking skills in relation to Biblical exegesis, theology, and ministry practice. It is trusted for its high view of Scripture, its history of fidelity to core Christian theology, and its respect for local church ministry. GRTS has the reputation of being Baptist in heritage, Reformed in theology, and Evangelical in spirit. In the mid-west, GRTS has emerged as one of the leading seminaries training persons for various forms of congregational ministry through its Master of Divinity and ministry related Master of Arts degree programs. In Western-Michigan, GRTS is the exclusive provider of a biblically based graduate level counseling program (Master of Arts: Counseling) leading to state licensure.

Christian worldview formation and ministry leadership formation serve as the twin pillars of the curriculum at Grand Rapids Theological Seminary. The faculty is committed to a curriculum that places emphasis upon Christian Worldview development rooted in biblical exegesis. We believe that effective ministry requires biblical and theological precision and that sloppy theology represents poor stewardship of truth and is often counterproductive in ministry.

At GRTS, students are taught to think according to the flow of redemptive history (i.e., meta-narrative approach to theology): Creation- Fall- Redemption- Consummation. Consideration is first given to God's design at creation: What did God intend? After establishing the divine ideal, thought is given to the impact of human rebellion at the fall of humanity: What are the implications of the fall? Once rebellion, brokenness and incompleteness are considered, thought is given to the influence of Christ's redemptive work: How has Christ brought restoration? Finally, and with a spirit of anticipation, thought is given to God's plan for complete restoration: What will human existence be like without the presence of sin? This biblically based pattern of thought serves as an invaluable guide for biblical and exegetical work, and ministry practice. Such a meta-narrative approach to doing theology and ministry is embedded within a variety of GRBS courses, though it is the central focus of the course Christian Worldview and the three-course sequence in Systematic Theology.

The faculty of Grand Rapids Theological Seminary is also committed to a curriculum that places emphasis upon leadership formation. We embrace a biblically based servant-leader model of leadership. Pastors and others engaged in vocational ministry must be, first and foremost, humble servants. At the same time, they are called upon to render a stewardship of biblical and theological truth, of persons and groups of persons, and of

organizations (i.e., church or parachurch organization). Such a calling requires specialized competencies in theological leadership and organizational leadership. The curriculum of GRTS provides opportunity for the development of these necessary competencies through an extensive series of courses in biblical exegesis and systematic theology, and through the Ministry Leadership Core of the Master of Divinity. Students are further encouraged to develop these needed competencies while in seminary through required ministry involvement, and through various required field ministries, internships, and practicums.

The tagline or motto of Grand Rapids Theological Seminary declares that the seminary is engaged in “Building His kingdom, one leader at a time.” This describes well the mission and commitment of our faculty and administrative staff. We want to advance God’s kingdom in this world and make our contribution to this important work in the education and mentoring of the next generation of ministry leaders.

The Grand Rapids Theological Seminary website is <http://grts.cornerstone.edu>.

#### **XIV. Cornerstone University Radio**

Cornerstone University Radio is the Christian, non-commercial, broadcasting ministry of the university founded in 1973. It is comprised of the flagship station, WCSG FM 91.3 in Grand Rapids, two youth-oriented stations, WAYG FM 88.3 in Grand Rapids and WAYK FM 89.9 in Kalamazoo, and a children’s radio network called “His Kids Radio,” available on FM sub-channel and the new [www.HisKids.net](http://www.HisKids.net) website. In addition, Cornerstone University Radio owns Mission Network News (MNN), a worldwide mission news update featured daily on 967 radio stations nationally, as well as in 34 countries internationally.

The Cornerstone University Radio mission statement is “to enable individuals through electronic media to apply unchanging biblical principles in a rapidly changing world.” Its unique radio vision is “to be more valued (by those we serve), more recognized (by those we seek to serve) and more faithful (to the One we serve).” Based on this mission and vision, Cornerstone University Radio has developed the following core values:

1. Make God’s Name Central
2. Unity Through Diversity
3. Integrity Through Accountability
4. Minister Proactively
5. Serve All As Unto Christ

WCSG and WAY-FM are generally formatted as approximately 75% music and 25% or less “talk,” meaning programs like “Focus on the Family” or “Insight for Living” that present discussions of Christian concerns or messages based upon Scripture. The musical style of WCSG is considered “Adult Contemporary,” while WAY-FM plays “Youth or Christian Rock.” WCSG’s website is [www.wcsg.org](http://www.wcsg.org), and Way-FM’s website is [www.way.fm](http://www.way.fm).

Cornerstone University Radio is not a student enterprise. It is operated by full-time and part-time professional staff members and is “listener supported” in all of its activities. As

a non-commercial enterprise, Cornerstone University Radio does not sell advertisements. Typically, each station schedules an annual “Sharathon,” a three- or four-day on air event that solicits funds from the supporting constituency. From time to time a second “Friend Raiser” is scheduled on air as a means of raising additional operational or equipment funds as well as funds for some designated mission or ministry not owned or operated by Cornerstone University Radio. In addition, radio support is gained via “underwriters”—businesses, organizations, or individuals that share a gift with one of the radio stations and which are then mentioned in on air thank you messages.

Mission Network News is a daily news program (4.5 minutes or 2 minutes) providing late, breaking news stories about evangelical Christian missions around the world. The program is produced by Cornerstone University Radio staff and has been recognized nationally for excellence in reporting. MNN is the only service of its kind. The MNN website is accessed by more than two million hits per month from more than 190 countries. MNN is also translated daily from English into four other languages: Korean, Romanian, Russian, and Spanish. In addition, MNN is podcast daily. The MNN websites are [www.missionnetworknews.org](http://www.missionnetworknews.org) and [www.mnnonline.org](http://www.mnnonline.org).

His Kids Radio (HKR) features a format of 50% programs and 50% music, targets a children’s audience, ages 3 to 12 years, and is the only live interactive Christian radio programming in the United States for children with hosted music segments. HKR’s programming includes small children’s music and story programs like Focus on the Family’s “Odyssey,” CBH Ministries’ “Down Gilead Lane,” and Insight for Living’s “Paws and Tales.”

Spearheaded by HKR, seven of the nation's top children’s broadcasters have come together to reach Christian kids and their friends. Through this alliance, His Kids Radio can communicate the message of Jesus Christ to even more children across the country and around the world at [www.HisKids.net](http://www.HisKids.net).

President Rex M. Rogers writes and records a program called “Making a Difference,” aired since 1993. “Making a Difference” is a two-minute commentary that attempts to demonstrate a Christian worldview perspective on a wide array of contemporary concerns. “Making a Difference” is played daily on WCSG and WAY-FM. The text and audio of “Making a Difference” programs are available on the university website, [www.cornerstone.edu](http://www.cornerstone.edu) or via Dr. Rogers’s website at [www.rexmrogers.com](http://www.rexmrogers.com).

## ***XV. The Golden Eagles: Cornerstone University Athletics***

Student-athletes during the “Baptist College” era took the field or the court in Blue and Yellow colors as the “Comets,” represented as an orange-tailed plummeting star. Since 1994, student-athletes have been known as the “**Golden Eagles**” and have donned uniforms in the new, enriched school colors—**Royal Blue** and **Gold**.



In contrast to many college and university athletics programs, athletics at Cornerstone University are a vital part of the university's mission of developing Christian leaders and thinkers. Cornerstone's coaches, all of whom are full-time university employees, view themselves as pastors to their teams and are vastly more interested in spiritual growth than the score of athletic contests. Additionally, the Athletics Department fully understands that athletes are students first, and a great deal of attention is paid to assuring academic excellence. Student-athletes are never permitted to miss class for athletically related reasons other than for a regularly scheduled contest, and the departmental GPA is typically higher than that of the non-athletes in the university student body.

Cornerstone's program includes 13 varsity programs, one junior varsity program and a robust intramurals program. Women's sports include volleyball, soccer, cross country, basketball, indoor track and field, softball and outdoor track and field. Men's sports include soccer, cross country, golf, basketball, indoor track and field and outdoor track and field. There is a junior varsity program in men's basketball. Faculty and staff identification allows free admission to all Cornerstone University athletic contests for employees and their immediate families.

Cornerstone University's facilities include the beautiful Bernice Hansen Athletic Center, which offers raquetball, indoor soccer, tennis, basketball, wallyball, volleyball, a running/jogging track and a state of the art fitness center with aerobic and extensive weight training equipment. Also included in the building are four classrooms, locker rooms, and a human performance laboratory. Additionally, the university's athletic facilities include two outdoor soccer fields, softball diamond, and a sand volleyball court.

Cornerstone athletics also operates a number of summer sports camps. These camps, directed by university coaches and staffed by university athletes, are offered in boys' basketball, girls' basketball, boys' soccer, girls' soccer and volleyball.

## XVI. University Information Systems

During the 1990s the world transitioned into the Knowledge Age. By the middle of that decade, Cornerstone University found itself needing to examine its technological capability. In fall of 1994, President Rex M. Rogers commissioned an ad hoc committee to “study institutional technology opportunities and needs” and to make “appropriate recommendations to the college and seminary faculty leadership and to the administration.” In 1995, the Technology Committee – comprised of personnel from across the institution – presented a report that detailed several recommendations, which to a great extent have been enacted.

The Technology Committee understandably concluded that technology is and will be very important to the operation of Cornerstone University, i.e., technology decisions will have strategic implications. The Technology Committee’s report included specific recommendations for the automation of the Miller Library, a transition from VAX terminals to networked PCs, an upgrading of the phone system, increased computer access in the residence halls, the creation of a “Cornerstone Media Center,” now known as the Merrilat Center for Academic Media Services, and the appointment of additional staff members in a newly created Information Services office.

In 1996, the Information Services Department was created to integrate academic computing, administrative computing, telecommunications, and the network into a single organizational unit. Due to its cross-departmental scope, the department was created as a direct report to the executive vice president’s office and a director’s position was established to lead it. In 1998, the Information Services Department was merged with Miller Library, since the functions of each were converging on many levels, e.g., the access to academic information resources.

Despite its success in coordinating technology at the university, it became increasingly important for Information Services to play a greater strategic role in institutional decision-making. To accommodate this need, the president elevated the dean of information services to a leadership team-level position – vice president for information systems – in the summer of 1999. The change in the name from Information Services Department to the Information Systems Division reflected the desire to focus on the development and maintenance of the overall information system of the university as opposed to just being a provider of services. To be sure, services are provided, but the division is also tasked with leading the university as it positions itself to be effective in the Knowledge Age.

Expanding on the findings of the Technology Committee, Cornerstone University officially launched its Advanced Communication Initiative (ACI) in 1998. The purpose of the Advanced Communication Initiative is “*to develop a communication infrastructure that will allow Cornerstone University to fulfill its strategic mission now and into the future.*” In other words, the ACI is an effort to examine the traditional strategic mission of Cornerstone University, to evaluate that mission in light of technological advances, and then to position the university to achieve its mission in the Knowledge Age. The ACI reflects the understanding that as an institution we must constantly be reforming our approach to fulfilling our mission. The Advanced Communication Initiative is a recognition that we are indeed in a “rapidly changing world” and that the university operates within that world and must prepare its students to be leaders in that world.

Under the auspices of the Advanced Communication Initiative, several improvements have been made to the information infrastructure. The campus network has been modernized and access to computing and information resources has increased. Each addition to the system has been carefully selected so that the information system as a whole may be enhanced in light of the university's mission. A notable component of the Advanced Communication Initiative is the provision of mobile computing for students of Cornerstone University. Most importantly, the ACI is providing new opportunities for communication among all university constituents. For example, the faculty and staff use the Cornerstone University Bulletin Exchange (C.U.B.E.) to post campus-wide announcements, for sale items, and prayer requests. A student C.U.B.E. has also been launched and was expanded to include features such as ride-sharing. Also, faculty can utilize Microsoft Outlook for on-line, asynchronous discussion forums to extend dialogue beyond the classroom. In the early stages of the ACI, emphasis was placed on the underlying infrastructure. In later stages, now that the infrastructure has largely been installed, university emphasis is shifting to development and application.

Two guiding principles drive the development of technology at Cornerstone University. First, technology is viewed as a tool used to advance the goals and objectives of the mission. Second, the university seeks to be innovative and effective with its technology rather than necessarily always being on the "bleeding edge." The university utilizes "proven" technology – technology that has been demonstrated to be effective in other settings – rather than experimental technology. This approach recognizes that the university does not command large resources available for technological development and must allow others to experiment. By utilizing this strategy the university has been able to advance its technologies while controlling support costs.

In 2006, the Information Systems Division was reorganized so that it could report to the Vice President for Operations and CFO. Miller Library and the Center for Academic Media Services now reports to the Provost.

While they are not part of the Information Systems Division, CU looks upon students, faculty, and staff as the reason for the information system's existence. They are the information providers and users. This may seem obvious, but this point is an important principle or parameter for the development of the information system at the university. *Each person* at Cornerstone University is part of the "information system" and the entirety of the system is dependent on his or her individual strengths.

The Cornerstone University website is [www.cornerstone.edu](http://www.cornerstone.edu).

## **XVII. University Advancement**

Cornerstone University's Advancement Division exists to raise friends and funds to further ("advance") the mission of the university. This division includes the Cornerstone Fund (annual or operational fund), Alumni, Estate Planning, Cornerstone University Radio funding, Media Relations, the Golden Eagle fund for athletics, and other similar departmental funding efforts. The Advancement staff produce the university's flagship publication, "Cornerstone Magazine."

C.U. believes that advancement, like student recruitment and retention and like Christian ministry toward all with whom we come in contact, is “everyone’s business.” In other words, Cornerstone University asks its personnel to affirm the university’s mission and vision, promote the mission and vision, and help win friends and supporters for the mission and vision. The Advancement division regularly advises faculty or staff fundraising efforts, whether from foundations, corporations, churches, or individuals, providing assistance in developing proposals and assuring that university efforts are coordinated.

Cornerstone University Advancement affirms the following core values:

As Cornerstone University  
Advancement team members, we:

**A**spire to bring glory to God in all we do, to be salt and light in our relationships with coworkers and constituents, and in the world in which we live and interact. Integrity, honesty, confidentiality and biblically moral character serve as our operational standards as we seek to develop, educate and motivate individuals to invest in Cornerstone University.

**D**evote our time, treasure, and talent to the furtherance of the kingdom of God by providing the tools and means for Cornerstone University to fulfill its outreach and mission. Wise stewardship is fundamental to any Christian organization that wishes to successfully labor for and lead others to God.

**V**alue our Cornerstone University family, treat them equally with the love of Christ, respecting donor confidentiality. As part of Christ’s body, we surrender wholly to Him, allowing our lives to exhibit the fruit of the Spirit: love, joy, peace, patience, kindness, gentleness, faithfulness and self-control.

**A**ccount for our actions, individually and corporately. As the Advancement team united in Christ, we must work well together to succeed in and to create a healthy workplace. We will be vigilant against temptations that can come with handling financial gifts, and will stay above reproach.

**N**urture our relationships with our constituents, on and off campus, reflecting honesty, integrity and professionalism. As servants, we seek to earn the privilege of asking our friends to practice biblical stewardship and to offer their time, treasure, and talent as God leads them.

**C**reate superior finished products, establish carefully planned and achievable goals, and provide outstanding services and resources that will reflect our high standards of creativity and professionalism. Quality output in a timely manner, combined with efficiency and excellence throughout the creative process, are essential to the success of our Christ-centered mission.

**E**xcel in all that we do as the Advancement team. We will work to the best of our abilities, as guided and inspired by our Lord and Savior Jesus Christ.

### **XIII. Lifestyle Statement**

Cornerstone University is committed to each student's development as a whole person for the fulfillment of God's will, focusing not only upon the discovery and development of abilities and gifts, but also upon growth in spiritual maturity. The Cornerstone University community consists of students, faculty, staff, and administration. The privilege of belonging to this community includes adherence to certain rules of procedure and conduct, which are designed for the best interest of everyone involved. At Cornerstone University, some of these are based on clear biblical imperatives, some are drawn from biblical principles and others are part of the institutional distinctives that make us special. As a minimum requirement, each community member is obliged:

1. To be a good steward of time engaging in careful study, service to the community, active participation in a local church, and attendance at university chapel services.
2. To exercise wise biblical discernment in all areas of life
3. To avoid every form of immorality, including sexual behavior, homosexuality, lying, stealing, and cheating
4. To abstain from possession and use of illegal drugs
5. To abstain from activities that may cause personal spiritual harm or may show insensitivity regarding how one's behavior affects other members of the community. Some of these prohibited activities including gambling, possession or use of alcohol or tobacco

Some of these community expectations are matters of Christian liberty for which each student alone will be responsible when they are no longer a student at the university. It is expected that students will temporarily set aside that freedom in these areas for the benefit of the entire community.

Students' voluntary enrollment at the university attests to the fact that they agree to live within the framework of the university's standards of conduct as stated in the student handbook and academic catalog. Students are obligated to honorable adherence to the standards of conduct while enrolled at the university, including fall, Thanksgiving, spring and Easter breaks.

Behavior, either on campus or away, which indicates that a student has disregard for the spirit of the university standards may be sufficient reason to ask a student to withdraw from the university.

### **XIX. Statement of Community Expectations**

All personnel who work for Cornerstone University are dedicated Christian people whose individual contributions help to define the nature of this local Christian community, as well as both the organizational and campus culture. In a very real sense, university personnel form a team, working together to accomplish the mission and vision of the university. The Cornerstone University Staff and Faculty Handbooks detail employee expectations, some of which are listed here for emphasis:

### “The Cornerstone Confession”

All Cornerstone University personnel are appointed with the understanding that they are Christian people who affirm the biblical beliefs described in “The Cornerstone Confession.” Faculty and staff members and trustees are asked to reaffirm this commitment annually.

### Church Participation

In addition to their Christian commitment and their affirmation of “The Cornerstone Confession,” all university personnel are expected to be “faithfully involved in a conservative, evangelical, and biblical church.” The university does not maintain a list of “approved” churches, considering the choice of one’s church the responsibility of each employee within the parameters—“conservative, evangelical, and biblical.” The university considers employees’ faithful involvement in a biblically sound and spiritually alive local fellowship a critical component of the ongoing vitality of employees’ faith and, therefore, of the spiritual life of the university.

### Discussions, Debates, and Disagreements

Faculty and staff members and students are encouraged to think critically and independently, to develop and then apply their Christian worldview to real world issues, and to share their views on real world issues as they deem appropriate with other colleagues or students, scholars at other institutions, the university’s constituency, the media, and the general public. Discussions, debates, and disagreements are expected and, when conducted respectfully, are evidences of a healthy intellectual environment. The views expressed via speaking or writing by individual faculty or staff members, students, or guests of the university, do not necessarily represent the views of Cornerstone University. As delegated by the Board of Trustees, only the president, executive vice president, and director of marketing/public relations are empowered to “speak officially” on behalf of the university to various publics, including regional and national media.

### Student Recruitment, Retention, and Relationships

Faculty and staff members are from time to time asked to participate directly in student recruitment and retention programs via an on campus program called “Team Enrollment.” Faculty and staff members are typically encouraged to develop appropriate personal relationships with students within the context of faculty and staff members’ professional assignments. Spiritual and leadership mentoring opportunities most naturally arise via these relationships and, as alumni surveys have frequently demonstrated at many institutions, such personal relationships are what alumni often cite as the most influential part of their undergraduate experience. Cornerstone University believes that knowing students is a means of teaching students and of investing in them and their futures and, therefore, the future of God’s kingdom.

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