



2023 ANNUAL REPORT 2024

COUNCIL FOR CHRISTIAN
COLLEGES & UNIVERSITIES

THE LEADING VOICE OF CHRISTIAN HIGHER EDUCATION



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*as of December 2024

CONTENTS

3
ADVOCACY

5
PROFESSIONAL
DEVELOPMENT

6
SCIO

7
RESEARCH &
SCHOLARSHIP

9
FINANCIAL

11
ADVANCEMENT

12
INSTITUTIONS



LETTER FROM OUR PRESIDENT

Dear Friends,

The past year has witnessed many changes, both within the Council for Christian Colleges & Universities and beyond. As one example, in September 2024, Shirley V. Hoogstra retired as president after a decade of service to the CCCU. I was honored to become the organization's eighth president. In the midst of this transition and other changes, along with the constant shifts in culture, politics and technology that seem to characterize recent history, the CCCU remains committed to promoting the good of our member institutions as they live out their Christ-centered missions. This work is always grounded in biblical truth and enduring faith. The 1834 hymn by pastor Edward Mote comes to mind:

My hope is built on nothing less
Than Jesus Christ, my righteousness...
On Christ the solid rock I stand
All other ground is sinking sand

Jesus Christ has been our solid rock over the past year, and all the years that came before. He is our rock, today, tomorrow and forever. For Christ and His Kingdom, we continue to advance the cause of Christian higher education, fully assured that Christ-centered colleges and universities stand beside generations of Christians, supporting them as they grow into God's calling for the betterment of our world.

This annual report provides an overview of the CCCU's work in the 2023-24 fiscal year. The CCCU serves as the leading voice in Christian higher education, from advocating on behalf of Christian higher education in the executive, legislative and judicial branches, to providing innovative professional development for tomorrow's Christian higher education leaders, to facilitating high-quality research and scholarship for students and faculty at various Christian institutions. The report highlights some of the CCCU's greatest victories this year, including a win in the courts that secured religious liberty for hundreds of faith-based colleges and universities throughout the United States. As we look back at the past year and turn toward the year ahead, we pray for God's enduring blessing on the work of Christian higher education. May He continue to sharpen intellect, deepen wisdom and mold hearts that love Him through Christian colleges and universities for years to come.

God Bless,

David A. Hoag



David Hoag, Ph.D.
President, CCCU

“May He continue to sharpen intellect, deepen wisdom and mold hearts that love Him through Christian colleges and universities for years to come.”



ADVOCACY

As the leading voice for Christian higher education, the CCCU works in all three branches of government to be an **effective, respected and honest advocate for Christ-centered higher education**. We work to ensure religious freedom and institutional autonomy for all our members. The CCCU provides a unified voice to highlight the contributions of our institutions, and of our students, to the common good.

IN FISCAL YEAR 2023-24, OUR TEAM:

led or joined 40 letters

to various authorities including **Congress**, the **Department of Education**, the **Department of Labor** and the **Internal Revenue Service**;

joined seven amicus briefs,

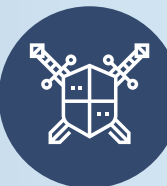
including a World Vision religious hiring case and the **Hunter v. Department of Education** Title IX appeal case;

worked in partnership with many coalitions

to amplify our efforts, including the **Charitable Giving Coalition**, the **National Association of Independent Colleges & Universities**, **Interfaith America** and the **Coalition to Preserve Religious Freedom**, among others;

hosted the third annual Legal and Public Policy Conference

on the campus of Palm Beach Atlantic University, featuring excellent sessions from attorneys **Tom Berg** of St. Thomas Law School, **Luke Goodrich** of Becket Law and **Kathryn Nash** of Lathrop GPM.



TOP ADVOCACY PRIORITIES AND ACCOMPLISHMENTS INCLUDED:

PROTECTING RELIGIOUS FREEDOM

The Ninth Circuit Court of Appeals unanimously upheld religious liberty in the **Hunter v. Department of Education** lawsuit. On August 30, 2024, a three-judge panel issued their ruling, which protects the Title IX religious exemption and allows students to continue to take their federal education dollars to the school of their choice. This victory in the Hunter lawsuit preserves religious freedom and protects student choice in higher education.



RESISTING A PURELY ECONOMIC VIEW OF HIGHER EDUCATION

The CCCU filed several comment letters to the Department of Education and Congress pushing back against proposed legislation and regulations that frame the value of higher education through a purely economic lens. For example, on May 28, 2024, the CCCU sent a letter responding to a request for information (RFI) regarding developing a postsecondary student success award program for institutions of higher education, advocating for the Department of Education to include a broader understanding of how **to measure student success that includes other metrics such as intellectual growth, safety, belonging and vocational engagement**.



ENCOURAGING SOUND TAX POLICY

The CCCU engages in many aspects of tax policy **to ensure college remains affordable to students seeking a Christian college**. We joined letters regarding creating a universal charitable deduction (Charitable Giving Association; November 28, 2023), expanding a bill that allows employees to utilize pre-tax educational benefits (Section 127 Coalition; June 26, 2024) and increasing the purchasing power of the Pell Grant (#DoublePell Alliance; May 22, 2024).

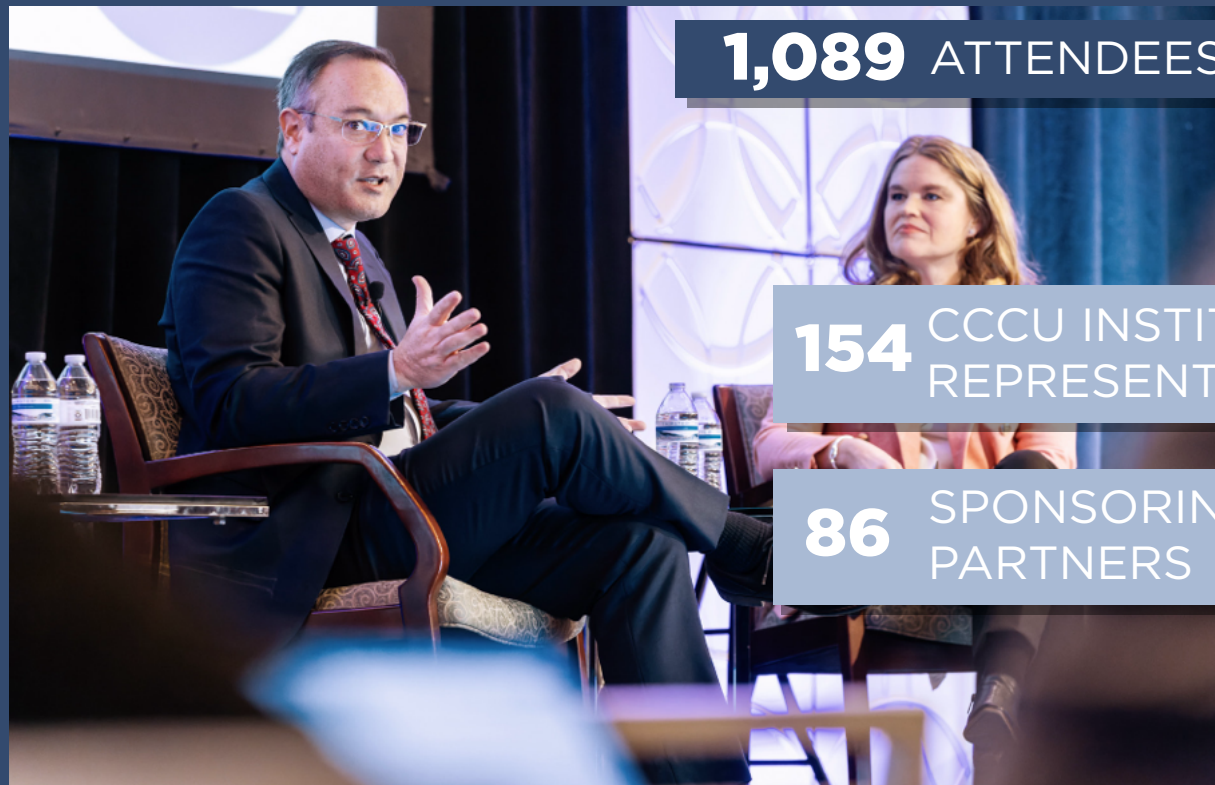


PROFESSIONAL DEVELOPMENT

The CCCU equips and empowers campus leaders and faculty in their work through high-quality professional development programs that deepen skills, build connections and share new ideas in the face of today's challenges and opportunities. Our conferences and Leadership Development Institutes play a pivotal role in developing the next generation of Christian higher education leaders by training and equipping a diverse, highly qualified pool of candidates.

2023-24 Conferences

Events in the last fiscal year included the Presidents Conference, Multi-Academic Conferences, the Leadership Development Institute, the Multi-Ethnic Leadership Development Institute, the New Presidents Institute, the Diversity Conference, the Legal & Public Policy Conference and the Snezek Library Leadership Institute.



1,089 ATTENDEES

154 CCCU INSTITUTIONS REPRESENTED

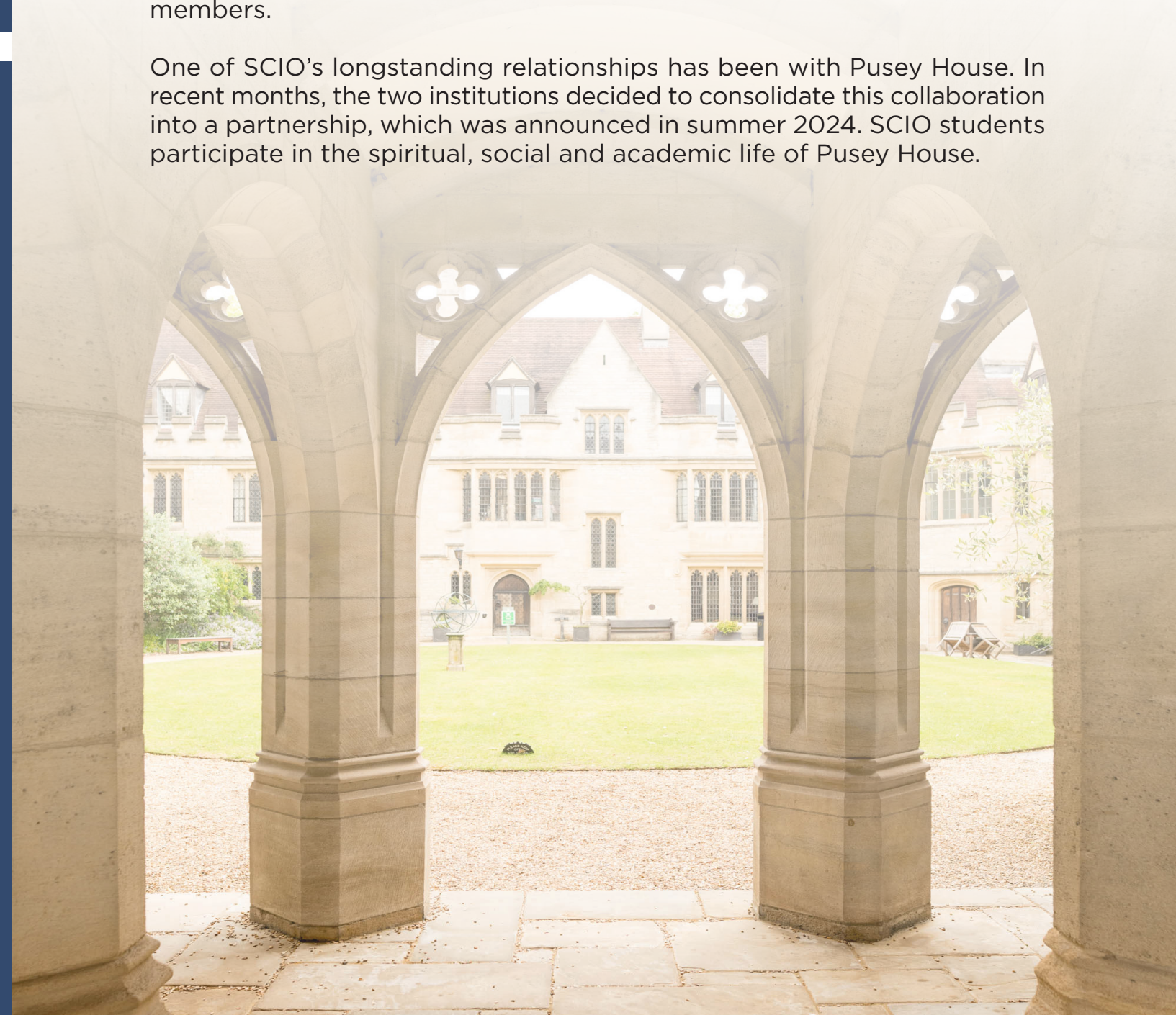
86 SPONSORING PARTNERS

SCHOLARSHIP & CHRISTIANITY IN OXFORD

The CCCU began working in Oxford in 1991.

In 1998 the CCCU initiated its program for honors and other similarly high-achieving students, in cooperation with the Center for Medieval and Renaissance Studies, and began the first of its Templeton-funded seminars for faculty at Wycliffe. Building on those foundations SCIO, Scholarship and Christianity in Oxford, was founded in 2000 as the U.K. subsidiary of the CCCU. It advances the scholarly development and opportunities of academic leaders in North America and throughout the world as an active research and educational institute in Oxford, offering semester-long and summertime undergraduate programmes, together with a variety of faculty development and institutional capacity-building seminars for CCCU members.

One of SCIO's longstanding relationships has been with Pusey House. In recent months, the two institutions decided to consolidate this collaboration into a partnership, which was announced in summer 2024. SCIO students participate in the spiritual, social and academic life of Pusey House.



RESEARCH & SCHOLARSHIP

The CCCU promotes the development of high-quality, innovative academic research projects across CCCU campuses.

We also provide research on compensation, retention rates, graduation rates and financial health so that administrators have the most current information. These projects are designed, developed and managed by the team at SCIO: Scholarship & Christianity in Oxford, the CCCU's U.K. subsidiary.

SUPPORTING STRUCTURES: INNOVATIVE COLLABORATIONS TO ENHANCE STEM RESEARCH AT CCCU MEMBER INSTITUTIONS

In summer 2024, the CCCU completed the **three-year, \$2.5M Supporting Structures project** (launched August 2021) which supported **24 early-career STEM faculty from nine CCCU institutions**, enabling them to pursue research by collaborating with major research institutions. These faculty met each summer for a 10-day program in Oxford to engage with renowned scholars on important questions of science and Christian faith. The project concluded with a presidents' roundtable in Oxford focusing on the theme, "Reviving Confidence in Scholarship, Scholars, and Their Institutions." This project was funded with major grants from the John Templeton Foundation and the MJ Murdock Charitable Trust.

CCCU SCHOLAR-IN-RESIDENCE PROGRAM WITH THE LANIER LIBRARY

A new partnership between the CCCU and the Lanier Libraries (Houston, TX, and Oxford, U.K.) offers faculty from CCCU member institutions substantial opportunities to utilize their research space and collections with housing offered at a 50% discount from normal market rates in Oxford and with free housing in Houston.

LOGOS

In June, Logos 2024 brought together 30 graduate students and graduating seniors from nine countries with substantial representation from CCCU member schools for a two-week seminar at the Museum of the Bible. Participants attended lectures by internationally renowned scholars, examined textual work using multispectral imaging, engaged with questions around the opportunities for biblical scholars to contribute as public intellectuals and more.

NEW GRANT PROJECT: REIMAGINING FACULTY ROLES AND INVESTING IN ADJUNCT FACULTY FORMATION AND SUPPORT

With a \$366,000 grant from the MJ Murdock Charitable Trust, the CCCU began a new, three-year project to invest in the formation of adjunct faculty at CCCU institutions in fall 2023. The project includes seminars for adjunct faculty addressing the moral, intellectual, spiritual and professional development support they need, as well as a mixed-method research study to address and study the missional, ethical and practical implications of the increasing use of adjuncts in Christian higher education.

CAP: COLLABORATIVE ASSESSMENT PROJECT

The annual Collaborative Assessment Project (CAP) offers CCCU members a common set of campus assessments that provide empirical evidence and yearly benchmarks to bolster student, faculty and staff success, engagement and thriving at CCCU member institutions. During the 2023-24 academic year, CAP participants utilized the National Survey of Student Engagement (NSSE) and the Ruffalo Noel Levitz Student Satisfaction Inventory (SSI). The annual CAP also includes a series of webinars for campus leaders to discuss the findings, implications and potential follow-up actions arising from the data.

CCCU NETWORKING GRANTS FOR CHRISTIAN SCHOLARS

These grants encourage collaborative scholarship among faculty at CCCU institutions, connecting them with broader networks and supporting high quality scholarship that brings Christian voices into contemporary academic conversations. In 2023-24, a total of \$70,000 was awarded to four research teams hailing from 15 different institutions. The projects include 23 scholars representing 14 CCCU institutions and one additional institution. These institutions span a wide geographical area, including eight different U.S. states and four different countries.

RESEARCH AND SCHOLARSHIP'S REACH AND IMPACT

574

Faculty, staff and students involved in CCCU projects

145

CCCU institutions involved

37

Non-CCCU institutions involved

FINANCIAL

The Council for Christian Colleges & Universities commits itself to the highest standards of financial stewardship. We take seriously the important responsibility to prudently allocate and wisely invest the funds entrusted to us, and we are committed to balancing our spending with our income each year.

As part of our commitment to financial integrity, we retain a membership with the **Evangelical Council for Financial Accountability (ECFA)** and have an external audit completed annually. The information below represents the operating activity of the CCCU. For full audited financial statements, contact the accounting department at accounting@cccu.org.

2023-24 REVENUE SUMMARY

TOTAL OPERATING SUPPORT & REVENUE* **\$6,336,870**

OPERATING SUPPORT & REVENUE BREAKDOWN

\$1,883,253
STUDENT PROGRAMS

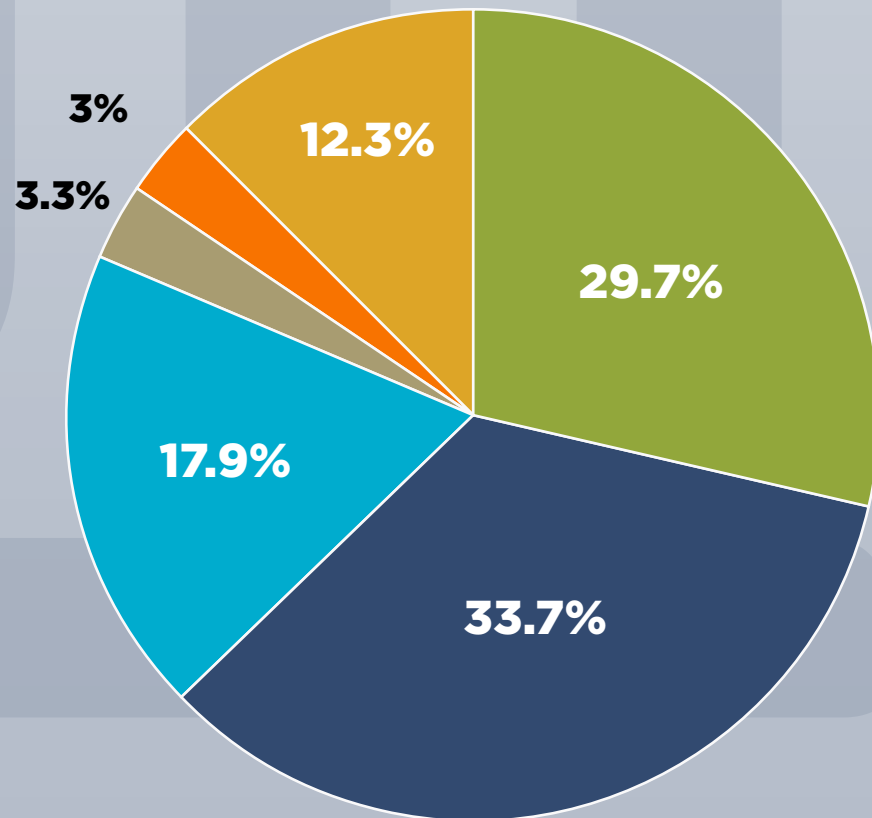
\$2,133,105
DUES

\$1,136,750
CONFERENCES

\$211,525
UNRESTRICTED DONATIONS

\$191,269
ADVOCACY

\$780,968
OTHER INCOME



+2.4%
FROM 2022-23

*Does not include headquarter relocation

2023-24 EXPENSE SUMMARY

TOTAL OPERATING EXPENSE* **\$6,007,144**

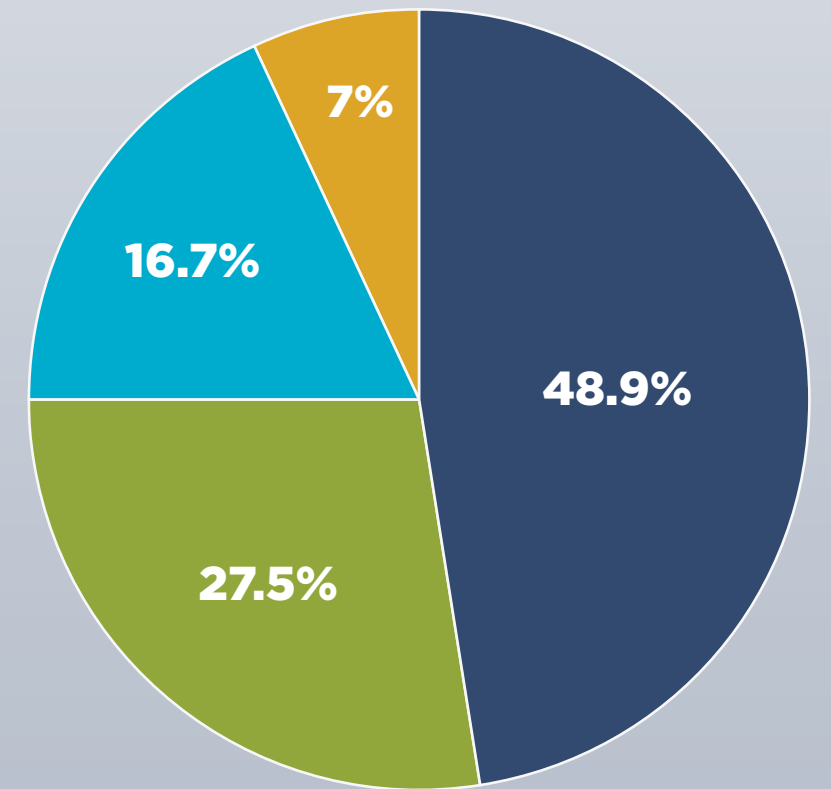
OPERATING EXPENSE BREAKDOWN

\$1,650,912
STUDENT PROGRAMS

\$1,003,383
CONFERENCES

\$417,989
ADVOCACY, GOVERNMENT RELATIONS

\$2,934,860
ADMINISTRATION, COMMUNICATION & MEMBER SUPPORT SERVICES



-1.4%
FROM 2022-23

*Does not include headquarter relocation

\$329,726
NET SURPLUS

ADVANCEMENT

The CCCU strategically manages and enhances its relationship with members, donors, supporters, partners and stakeholders to support and advance the mission of the CCCU. The CCCU's advancement team serves as a vital link between the CCCU's membership and its supporters, working to provide quality member services, secure financial resources and cultivate meaningful long-term relationships with those who share a vision for the value of Christian higher education.



CONFERENCE
SPONSORSHIP
\$482,800

FISCAL YEAR
GIVING IS
\$684,401

100% board donations for FY 23-24

UNITE WITH US!

We need help to sustain our operations and stay on the leading edge of this meaningful and crucial work. We ask that you prayerfully consider a gift to support the CCCU, helping to create a unified voice that preserves and advances Christian higher education now and for future generations. Every gift makes a difference. Donate using the QR code here.



CCCU INSTITUTIONS

CCCU Institutions at a Glance

178 Colleges and Universities

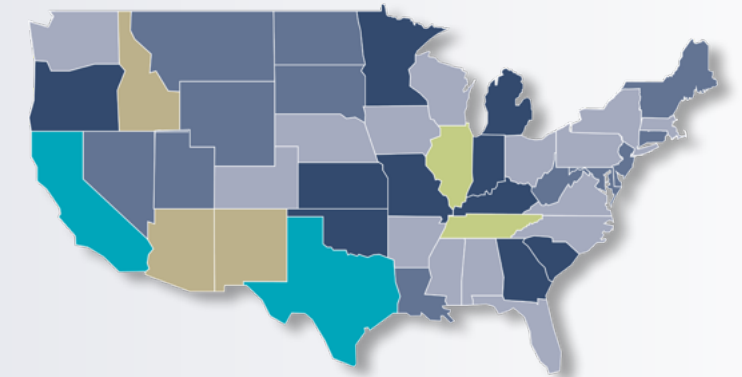
525,000+ Students Enrolled Globally

11,300,000+ Alumni Around the World

96,000+ Faculty & Staff Employed

U.S. Institutions

Alabama (2)	Mississippi (2)
Arizona (1)	Missouri (6)
Arkansas (3)	Nebraska (2)
California (16)	New Mexico (1)
Colorado (2)	New York (2)
Florida (3)	North Carolina (3)
Georgia (4)	Ohio (3)
Idaho (1)	Oklahoma (6)
Illinois (9)	Oregon (5)
Indiana (6)	Pennsylvania (3)
Iowa (2)	South Carolina (5)
Kansas (5)	Tennessee (7)
Kentucky (4)	Texas (13)
Massachusetts (2)	Virginia (2)
Michigan (4)	Washington (3)
Minnesota (6)	Wisconsin (2)



International Institutions



- Australia
- Canada
- Dominican Republic
- Ghana
- Haiti
- Hungary
- Indonesia
- Israel
- Japan
- Kenya
- Lithuania
- Netherlands
- New Zealand
- Republic of Korea (South Korea)
- Romania
- Taiwan
- Uganda
- United Kingdom

MEMBER TYPE KEY

- No symbol = Governing Member
- = Associate Member
- = Collaborative Partner
- = International Affiliate
- = International Collaborative Partner

NORTH AMERICAN INSTITUTIONS

UNITED STATES OF AMERICA

ALABAMA

- Faulkner University
- Samford University ●

ARIZONA

- Arizona Christian University ●

ARKANSAS

- Harding University
- John Brown University
- Ouachita Baptist University

CALIFORNIA

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

COLORADO

- Colorado Christian University
- Denver Seminary ●

FLORIDA

- Palm Beach Atlantic University
- Southeastern University
- Warner University

GEORGIA

- Covenant College
- Emmanuel University
- Point University
- Toccoa Falls College

IDAHO

- Northwest Nazarene University

ILLINOIS

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

INDIANA

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

IOWA

- Dordt University
- Northwestern College

KANSAS

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

KENTUCKY

- Asbury Theological Seminary ●
- Asbury University
- Campbellsville University
- Kentucky Christian University

MASSACHUSETTS

- Gordon College
- Gordon-Conwell Theological Seminary ●

MICHIGAN

- Calvin University
- Concordia University - Ann Arbor
- Cornerstone University
- Spring Arbor University

MINNESOTA

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

MISSISSIPPI

- Belhaven University
- Mississippi College

MISSOURI

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

NEBRASKA

- Concordia University - NE
- York University

NEW MEXICO

- University of the Southwest

NEW YORK

- Houghton University
- Roberts Wesleyan University

NORTH CAROLINA

- Campbell University ●
- Mid-Atlantic Christian University ●
- Montreat College

OHIO

- Malone University
- Mount Vernon Nazarene University
- Ohio Christian University ●

OKLAHOMA

- Mid-America Christian University
- Oklahoma Baptist University
- Oklahoma Christian University
- Oral Roberts University
- Southern Nazarene University
- Southwestern Christian University ●

OREGON

- Bushnell University
- Corban University
- George Fox University
- Multnomah University
- Warner Pacific University ●

PENNSYLVANIA

- Geneva College
- Messiah University
- University of Valley Forge ●

SOUTH CAROLINA

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

TENNESSEE

- Johnson University ●
- King University
- Lee University
- Lipscomb University
- Milligan University
- Southern Adventist University
- Trevecca Nazarene University

TEXAS

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

VIRGINIA

- Bluefield University
- Regent University

WASHINGTON

- Northwest University
- Seattle Pacific University
- Walla Walla University

WISCONSIN

- Concordia University - WI
- Wisconsin Lutheran College

CANADA

ALBERTA

- Ambrose University
- Prairie College ●

BRITISH COLUMBIA

- Trinity Western University

MANITOBA

- Booth University College ●
- Providence University College ●

NEW BRUNSWICK

- Crandall University ●

ONTARIO

- McMaster Divinity College ●
- Redeemer University
- Tyndale University ●

SASKATCHEWAN

- Briercrest College and Seminary ●

INTERNATIONAL INSTITUTIONS

AUSTRALIA

- Alphacrucis College ●
- Avondale University ●
- Christian Heritage College ●
- Eastern College of Australia ●
- Excelsia College ●
- Tabor College - AUS ●

DOMINICAN REPUBLIC

- Universidad Nacional Evangelica ●

EL SALVADOR

- Universidad Evangelica de El Salvador ●

GHANA

- Central University

HAITI

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

HUNGARY

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

INDONESIA

- Universitas Pelita Harapan ●

ISRAEL

- Jerusalem University College ●
- University of the Holy Land ●

JAPAN

- Tokyo Christian University ●

KENYA

- Africa International University ●
- Africa Nazarene University ●
- Daystar University ●

LITHUANIA

- LCC International University ●

NETHERLANDS

- Christelijke Hogeschool Ede ●

NEW ZEALAND

- Laidlaw College ●

SOUTH KOREA

- Baekseok University - South Korea ●
- Handong Global University ●

TAIWAN

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

UGANDA

- Uganda Christian University ●

UNITED KINGDOM

- Liverpool Hope University ●
- Wycliffe Hall ●



COUNCIL FOR CHRISTIAN COLLEGES & UNIVERSITIES

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