



CENTRAL CHRISTIAN COLLEGE OF KANSAS

COLLEGE COUNCIL – MINUTES

Wednesday, October 23, 2024 @ 1:00 p.m., RBC-AC-20

Present:

Not Present:

- I. The Chair called the meeting to order at 1:01
- II. The Chair asked members if there were any specific prayer or praise topics.
 - A. Asked for updates and prayers requests.
 1. Health updates for Kelly Pauls' health related concerns and cancer diagnosis.
 2. Missy's Mom, Karen Mayse is foregoing cancer treatment, pray for the family.
 3. Dave's extended family health concerns.
 4. Dr. Donaldson's (our adjunct in psychology) health is improving. Not sure how this will affect teaching yet.
 - B. The President led in prayer
- III. Consent Agenda
 - A. September 24, 2024 minutes were approved.
 - B. Constituent Reports were received.
- IV. Old Business
 - A. Tuition Proposal: As part of its fall meetings, the Financial Committee of the Board approved a tuition increase. However, the increase was higher than the proposed \$1,000 increase. The President is working with the Admissions Team to make a determination concerning the feasibility of complying with the Board's increase. Any change/modifications would need to go to the Finance Committee. Key point here, there will be an increase in overall cost somewhere between the \$1,000 proposed or the Board approved amount \$1,850. However, greater give back.
 - B. Modification of the Student Affirms Committee: In accordance with the College Council, the Office of the President removed the male and female coach representatives from the Student Affairs Committee (Draft: *Shared Governance Manual 2024-10-01*).
 - C. Policy Modification: Hosting Disciplined Students
 1. During the September meeting the Office of Student Life brought forward modified language related to faculty and staff hosting disciplined students. Concerns were raised about the language, with the Council asking for broader language. Having been referred to the President, the President proposes the following language for inclusion in the Policy & Procedures Manual.

This policy is established to protect the integrity of the College and its employees by addressing the potential conflicts of interest and risks associated with hosting disciplined, dismissed, or withdrawn students. It aims to safeguard the professional boundaries between College personnel and students while protecting employees from vulnerable situations.

On occasion, the Student Life Office or Disciplinary Affairs Committee will issue a judgement that displaces a student from their residence assignment for reasons that

may not be disseminated to employees of the College in accordance with certain privacy laws.

Central Christian College strongly discourages all employees from hosting students who have been disciplined, dismissed, or have withdrawn from the College. Hosting such individuals can lead to conflicts of interest and place the employee in a vulnerable position, which may compromise both the employee's and the College's standing.

Should an employee choose to host a disciplined, dismissed, or withdrawn student, they do so at their own risk. The College will not be responsible for any actions or outcomes that may arise from such arrangements. This includes, but is not limited to, legal issues, interpersonal conflicts, or violations of College policy. The College is not able to provide legal protection, representation, or institutional services in connection with any matters arising from an employee's decision to host a disciplined, dismissed, or withdrawn student. Employees are solely responsible for any personal, legal, or financial consequences resulting from this decision.

- a) *Lara proposed that "hosting" be defined more distinctly.*
- b) *Action Taken: To add this to the Policies & Procedures Manual with the addition of clarifying language defining what the college considers "hosting" to be.*

D. Faculty Senate Recommendations.

1. A02: New Emphasis: Pre-Physical Therapy

- a) *The President has not received completed paperwork illustrating levels of approval. However, according to the President's read of the Faculty Handbook an EMPHASIS need not require College Council approval, nor may it necessarily need an A02 Form, as the emphasis is merely a "coherent arrangement of courses related to a discipline or interdisciplinary grouping that is normally associated with a major (a subset)". Since this is not tracked by the Registrar or designated on the transcript, it really is program-level tool.*

(1) The CAO met with the President to clarify concerns. The following were recognized:

(a) *The approval chart needs further refinement. In this case, the establishment of an "emphasis" normally would not warrant approval by the College Council or President, as it is a department level initiative. However, there are cause and effect issues to consider. Such as the development of an emphasis that relies on underpopulated courses. This would raise load and financial concerns.*

(b) *As the CAO was able to provide evidence that the new emphasis aligned with graduate/employment needs and was not dependent on underpopulated courses, the President affirmed the Pre-Physical Therapy emphasis.*

(i) *The President cautioned the CAO that future proposals need greater clarity, explanation, and evidence. These proposals are not mere summaries of actions desired, but a full accounting of the process (evidence) and should demonstrate a comprehensive review of proposal implications.*

2. A03: New Course – Principles of Strength & Conditioning

- a) *The President has not received completed paperwork illustrating levels of approval. No explanation has been provided concerning how this course relates to the major (i.e., replacing a course) or if it is simply expanding the curriculum.*

3. **A04: Change Request – Fitness and Recreational Leadership Major**
 - a) *The President has not received completed paperwork illustrating levels of approval. The current form states two conflicting modifications:*
 - (1) Point “1.A” states that Biology should be removed and that any science course be used to meet the requirement
 - (2) Point “6” states that General Biology be removed and replaced with Nutrition
 - a) *Both cannot be true. Furthermore, clarity is needed as to the disposition of the Exercise Science program and its related degree designation. The starting of a “specific” requirement in the General Education program may no longer be allowable.*
4. **A04: Change Request – Fitness and Recreational Leadership Minor**
 - a) *The President has not received completed paperwork illustrating levels of approval.*
5. **A04: Change Request – Human Resource Management to be offered residentially**
 - a) *The President has not received completed paperwork illustrating levels of approval. Furthermore, it is unclear what the specific request is. The Human Resource Management major is already in the Catalog. If this request were simply to list it in the residential section, why would a change request be needed?*
 - (1) The CAO met with the President to clarify concerns. Recognizing that the intent is merely to create a Catalog page that aligns with the *Residential* General Education Program, the President affirmed the action.
6. **GA Program Language Updated [Business Affairs]**
 - a) *Mindi Cromwell motioned to refer this issue to the All Athletics Council. The motion was seconded and was approved by unanimous consent. Kyle was reminded that this issue may have some immediate application, so needs to be addressed forthwith. Kyle reported that the coaches met to discuss, but not all interested parties were present.*

V. **New Business**

- A. **No New Business**

VI. **CFO Report**

- A. **The October All Staff meeting, led by the CFO, will focus on Employee Benefits and Budgeting.**
- B. **LeAnn will give updates during all staff. First reports went out for expenses a week ago, another will go out the following week.**

VII. **Campus Updates**

A. Board Meeting

1. The President thank members for making themselves available for the Stakeholder Interaction, which occurred during the October Board Meeting.
2. Core Education: In September, CCKC partnered with Core Education, a third-party firm focused on assessing institutional strength and developing a long-term prosperity plan for partnering colleges. The goal of the partnership is to fuel a business model transformation. Currently we are just completing a comprehensive “Prosperity Study,” in order to best discern specific strategies addressing short, medium, and long-term business model transformation goals.

The representatives reviewed the current findings from their analysis, highlighting initial impressions. The discussion included feasibility insights related to ongoing operations, M.A.P. opportunities, and initiatives. They shared thoughts on growth enablers and growth limiters. The review allows CoreED to confirm the emphasis and direction of the next phase as we begin our deeper exploration in the later stages of their work with CCKC. We are expecting a full report within the next week.
3. The 2024-2025 Budget was modified and approved.
 - a) *Included in the approved budget was a Cost of Living increase. This increase goes into effect in January. There is some flexibility to how the increase can be applied and we will adhere to our common practice that raises only apply to individuals employed prior to a set period. 1.5-2% increase.*
4. Public Statement Policy: The Board approved a policy on “**Public Statements**”. The full policy is attached and will be included in the Policy & Procedures Manual.
 - a) *We are not stopping students from making statements, its to protect the institution and allows us to hide behind, we are not speaking to that issues according to policy. This is about partisan issues.*
 - b) *There are limits and guidelines for students and we protect freedom of expression.*
 - c) *Mindi had concerns about wording regarding policy and to make sure it doesn’t read as dated*
5. Additional Location/Consortia Relationship: The Board approved the establishment of a mutually beneficial partnership between CCKC and Hesston. Precise details will emerge as the agreement is defined and on the specific needs and goals of both institutions. The Board’s action is an initial point of permission to move forward with the proposed partnership, relying on the Faculty Senate and the President to fine-tune the final aspects.
6. FMCUSA Pastoral Letter on Homosexuality: Given CCKC’s status as a denominationally affiliated institution, the Board was asked to consider the Bishops’ Pastoral Letter on Homosexuality and possible operational implications for the College.
 - a) *The Bishops of our denomination recently issued a Pastoral Letter on Homosexuality, providing a theological framework and guidance for understanding and addressing issues related to human sexuality in light of Scripture, tradition, reason, and experience. The letter reaffirms the denomination’s biblical position, emphasizing both grace and truth in our response to LGBTQ+ issues.*

(1) In response, the Board reviewed the statement and affirmed alignment of the College with the denomination's stance, as outlined in the letter. The Board authorizes the administration to ensure integration into relevant policies, procedures, and operational structures.

7. Rezoning: The Board provided permission for the College to pursue rezoning.
8. Renaming: The Board recognized (supported) the possible name change of the graduate program, to align with market trends, upon approval of the Faculty Senate.
9. We (CCCK) is pursuing legal action against Brotherhood Mutual, related to the Science Hall hail claim.

B. Additional Topics

1. HR Graduate program: President Favara is missing department minutes/memos. There was a discussion surrounding start date. The 6 week cycle allows us to start as soon as we are ready.
2. Institutional research
 - a) *IPEDS completed*
 - b) *Working on census data*
 - c) *End of month is comprehensive KICA survey and the KHEER*
 - d) *Results from the online survey, online program perspectives is done. AAAC is working on follow-up for review.*
 - e) *There will be a survey asking for feedback on what's happening*
 - f) *We need to postponed the giving of the exit survey for students as our employment stats were down due to poor timing. We will give the survey to seniors as a part of their exit process earlier.*
 - g) *Core4: we have 8 virtues, but we are not measuring all of them. We can assess how we're doing using short surveys than can give us more distinctive data. This should be ready for spring deployment of the exit survey.*
3. President Favara asked Doug to do another operations meeting before homecoming and to check in on Thesis.
4. Katy Clemens shared that November 14 is benefits enrollment and for department heads should alert their staff. Pathway and Mariner are coming to discuss benefits.
5. President Favara wants the concern addressed that many are behind on their professional development.

VIII. Integrated Planning Matrix

- A. The Chair reviewed those items associate with October and November to help ensure compliance, reminding members that if the timing is off a proposal is needed to adjust.
 1. Quadrennial Review
 2. Completion of Audit
 3. Update Budget Shell for next year
 4. Budget Summit (October All Staff)
 5. Quadrennial Audit Feedback

IX. Adjournment

Policy on Public Statements

Purpose

Central Christian College of Kansas is committed to providing a transformative educational experience rooted in Christ. This commitment requires a delicate balance between adherence to the College's theological framework and the value of stimulating intellectual inquiry, promoting open dialogue, and encouraging responsible expression of perspectives.

To guide this intent, the following policy provides a framework through which the College can remain focused on its mission and values while also fostering an environment of critical engagement and exploration.

Policy

As a denominationally affiliated institution within the Free Methodist Church of North America, Central Christian College of Kansas upholds core values rooted in the Wesleyan-Holiness tradition, including:

- Love-Driven Justice
- Life-Giving Holiness
- Christ-Compelled Multiplication
- Cross-Cultural Collaboration
- God-Given Revelation

These historical and theological positions demonstrate a commitment to engage the world while also maintaining fidelity to biblical truths and denominational creeds. They shape both the College's institutional identity and its approach to community engagement and advocacy.

The College plays a unique role, different from the denominations work with local churches and missionary initiatives, in that the College serves an educational institution. In this role, it also has an obligation to academic freedom, exploration, and expression.

Recognizing that official endorsements or statements may risk stifling these ideals, the College refrains from endorsing any specific political party, candidate, or social movement – relying instead on the denomination and its collective associations to address broader societal issues.

This does not preclude the College from addressing significant social and moral questions. In fact, there are circumstances in which silence runs, contrary to the College's commitment to its mission, values, and theological principles.

Examples may include:

- Situations that challenge or threaten the core mission of providing a transformative Christ-centered education, such as defending religious freedoms, advocating for educational access, or upholding Christian ethical standards in the face of societal pressures.
- Situations in which silence represents a compromise of the College's Christian witness—such as the sanctity of life, human rights, justice, and care for creation.
- In response to tragedy, injustice, misfortune or moral crises. At these times, an expression of empathy, solidarity, and support remains appropriate. The Free Methodist Church has a long tradition of standing against injustice and advocating for marginalized communities, and the College may take a clear position on matters where biblical compassion and justice demand action, such as racial inequality, human trafficking, or poverty.

In such cases, the Wesleyan Quadrilateral provides a framework for reflection and discernment, helping the College leadership determine when and how to engage with complex social and moral questions.

In discerning when and how to engage with complex moral and social issues, the College turns to the Wesleyan Quadrilateral as a comprehensive framework helping the College leadership determine when and how to engage with complex social and moral questions. The Quadrilateral relies on:

Scripture: Scripture is the primary lens through which the College views social and moral issues. Any public position or statement must align with biblical teachings, particularly those concerning justice, mercy, and the inherent worth of all people as image-bearers of God.

Tradition: The College draws from the greater faith journey of the Church and the rich heritage of the Wesleyan-Holiness tradition, which emphasizes both personal holiness and social justice.

Reason: Intellectual inquiry and critical thinking play a key role in determining the College's stance on social issues. The policy ensures that positions are reasoned and thoughtful, rather than reactionary, taking into account the complexity of the issue at hand and the broader societal implications.

Experience: Finally, lived experiences, both individual and communal, inform the College's understanding of justice and morality. The College is attentive to the lived realities of its students, faculty, and the broader community, using these experiences to shape a compassionate and contextually relevant response.

Faculty and students are encouraged to present diverse perspectives, drawing upon the Quadrilateral to guide discourse, using Scripture as the foundation, tradition as a historical guide, reason as a tool for analysis, and experience as a source of insight. This balance ensures intellectual rigor while keeping faith central to inquiry.

Seen in whole, this policy is one of intentional discernment and engagement, obligating a position of neutrality until a social or moral issue rises to a level they transcend political or ideological divides, infringing on fundamental Christian principles, then, the College may consider articulating a position. This allows the institution to balance its commitment to academic freedom and intellectual inquiry with its responsibility as a redemptive force in a broken and complex world.

In these moments, Central Christian College speaks not for political advantage or ideological alignment, but from a place of biblical conviction and moral responsibility. This ensures that, while the College remains a neutral ground for intellectual exploration and dialogue, it does not shy away from engaging in the critical social and moral conversations that are essential to its mission of providing a Christ-Centered Education for Character.