

Presidential Search, 2021



MOUNT CARMEL
BIBLE COLLEGE
where faith meets life

I LETTER FROM THE SEARCH COMMITTEE I

Dear Prospective Presidential Candidate,

Thank you for your interest in Mount Carmel Bible College (“Mount Carmel”) and the opportunity to join with us in helping people follow Jesus more deeply. Two years ago, Wayne Tomalty informed the Mount Carmel community that he would be resigning as President following the 2018–2019 academic year. Ken Marshman, who is currently serving as Interim President, began in that capacity in spring, 2019. God clearly blessed Mount Carmel under Wayne’s leadership for many years, and more recently under Ken’s interim leadership; out of that place, we are confident that this coming transition will further God’s vision and work for making disciples.

If you are interested in this full-time, permanent position and the ministry it involves, please review this information package and consider the application process outlined for potential candidates. If you are simply viewing this package out of curiosity and know someone who might qualify, please pass this information along. Mount Carmel always values your prayer and interest in this process. If you have any questions, please contact the search committee at the following email address: presidentalsearch@mountcarmel.net.

Sincerely,

Mount Carmel Presidential Search Committee



I MOUNT CARMEL AT A GLANCE I

HISTORY

Mount Carmel started as a one-year Bible training school in the Christian Brethren movement. In its initial years, Mount Carmel existed to better equip people to serve in the loosely associated churches that were connected to Mount Carmel.

In the summer of 2018, Mount Carmel celebrated its 50th anniversary. Over five decades, it has transitioned from simply training people in ministry skills to a discipleship center for Christians from many backgrounds. It is purposely small and purposely one year. Most students join the eight-month program in their first or second year after high school. The program is intended to ground students in their Christian faith and to encourage and foster Christian living.

MISSION

Mount Carmel Bible College exists to disciple willing Christians to a deeper, more passionate commitment to God and others, expressed through increasing knowledge, love, and service.

VALUES

Mount Carmel will be marked by a commitment to these values at all levels of the ministry. Leadership, administration, staff, and students will all strive to live out these values, as individuals and as an organization.



We are committed to...

God Dependence

...an attitude that is sensitive to God and that encourages prayerful dependence on Him.

Revelation Responsiveness

...God's call on our lives as revealed in Scripture, in the person of Jesus, and through the Holy Spirit.

Communal Life

...active participation in Christian community, both within Mount Carmel and in the local church, that supports and encourages transformational living.

People

...the development of each individual as unique, loved by God, and possessing God-given potential that Mount Carmel has the privilege to develop and foster.

Stewardship

...the responsible development and use of the physical and people resources we have been given in a manner that will honour the investment that God has made in us.

Relevance

...a spirituality that integrates God's truth with real life, shapes how people live, and helps Christians interact with and influence culture.

Servanthood

...active service emerging from a godly attitude and a willing heart as the most concrete expression of the love that Jesus calls us to demonstrate as we serve within the Body of Christ

I MOUNT CARMEL DISTINCTIVES I

SPIRITUAL FORMATION ROOTED IN BIBLICAL TRAINING

Knowledge matters, but knowledge that is applied and practiced changes lives. Through in-depth biblical study, we aim for personal transformation in how people think and live.

DEEP COMMUNITY

Life is not meant to be lived alone. At Mount Carmel, community is nurtured through weekly chapels, growth groups and retreats, but it also happens naturally in the course of everyday life—shared meals, serving, laughing, and hanging out. Community and connection is explored as a part of a group committed to living well together.

ONE YEAR

That's it, that's all. We offer a concentrated one-year program (September–April) aimed at real life transformation. We're not tied up in the complexities of running an institution with multiple degrees and programs.

TRAVEL ADVENTURES

As Christ-followers, we're often on the move. Whether we're jumping on a bus to Vancouver or sleeping on the side of a mountain under a wet tarp, students spend over a month away from the classroom, serving, loving, and bonding on four different trips. In recent years we have also offered an optional international trip (Thailand) in May.

AFFORDABLE

We work hard to stay affordable without hidden costs. The whole Carmel experience costs under \$6,500—that includes fees for retreats, trips, and textbooks.

INTENTIONALLY SMALL

Our close community allows for many friendships and connections, while creating a sense of belonging for everyone. A smaller group of students allows for in-depth interactions in a “big family” atmosphere.

HANDS-ON LEARNING

One of the best forms of learning is doing. We learn to serve by serving, to love by loving, to help by helping. In addition to two ministry trips, students spend significant time every week volunteering with a variety of organizations.

REAL-LIFE ACCOMMODATIONS

We don't have a student residence or dorms. Students arrange their own accommodations and manage their own lives, with a little help from their friends.

RELATIONSHIPS WITH PURPOSE

Disciples are shaped. Our staff work to model and set the tone of openness to the life of Jesus and are committed to coming alongside students in their personal journeys. Staff are intentional about being involved in student lives, and allow students to observe and interact with them.

I STATEMENT OF FAITH I

Mount Carmel finds its roots in the Christian Brethren movement. As a school, we seek to teach the whole Bible and ground our teaching within its historic and evangelical interpretation. Based on that understanding, we believe the following:

- **THE BIBLE:** We believe that the entire Bible, consisting of the sixty-six books of the Old and New Testaments, is God's written revelation to humanity, verbally inspired by Him, complete and without error in its original documents. The Bible is our final authority in all it affirms in matters of belief and life.
- **GOD:** We believe that the one living and true God exists eternally in three distinct persons: Father, Son and Holy Spirit. These three share the same nature, attributes and glory. As Creator, God is the author and sustainer of all that exists. As Redeemer, He is committed to restoring his creation and will one day complete its renewal in beauty and perfection.
- **JESUS CHRIST:** We believe in the full deity and full humanity of Jesus, the Christ. We affirm His virgin birth, sinless life, divine miracles, substitutionary death, bodily resurrection, ascension into heaven, present intercession for us and personal return in power and glory.
- **HOLY SPIRIT:** We believe the Holy Spirit is active in the world, making people aware of sin and righteousness. When we turn to Christ, the Spirit indwells and renews, declares us righteous and sets us apart for God, guaranteeing our spiritual inheritance. He continues to act in the believer's life, encouraging and guiding us in all truth, helping us overcome sin and giving us gifts for service.
- **HUMANITY:** We believe human beings alone, unlike any other creature, are created in the image of God for unending fellowship with Him and to function as his regents over creation. As such, we hold a special place in God's heart and plans. As a result of the Fall, however, every human being is sinful by nature and choice and is in need of salvation through reconciliation with God.
- **SALVATION:** We believe that salvation is an act of God's grace, accomplished by the death and resurrection of Jesus Christ and imparted by the Holy Spirit to all who turn from their sin and trust in Christ. This salvation results in the desire and ability to live a holy life and the assurance of eternity in heaven. Although the believer can lose the joy and power that comes from fellowship with God, and even incur His discipline, the believer's relationship with God is secure through the sealing of the Holy Spirit.
- **THE CHURCH:** We believe in the universal and local Church. The universal Church began with the descent of the Holy Spirit at Pentecost and includes every born again believer. The local Church is the visible representation of the universal Church and consists of Christians who gather regularly in Christ's name, forming His visible and tangible body on earth. Each local church is to gather under biblical leadership for teaching, fellowship, worship and prayer, with the goal of living and proclaiming the Gospel to all nations.
- **ORDINANCES:** We believe in the two ordinances instituted by Jesus for the Church: Believer's Baptism and the Lord's Supper. These express the Gospel visibly and tangibly in the Christian's life and in the Church. Through baptism we declare our identification with the death, burial and resurrection of Christ, which set the pattern for the Christian walk. Communion is a primary, ongoing expression of thanksgiving that prioritizes the death and resurrection of Christ in the life of the Church and declares our shared existence as his visible and tangible body on earth.
- **ETERNAL STATE:** We believe that every person lives only once on this present earth. At the end of history as we know it, each person will be resurrected and appear before God to be judged. Everyone found to be in Christ will be raised to an eternal existence in God's loving and life-giving presence, while everyone not found in Christ will be condemned to eternal punishment apart from His presence.
- **LAST THINGS:** We believe in the personal and imminent return of Jesus Christ to the earth, at which time He will defeat the forces of evil and establish His earthly Kingdom. After He has defeated all His enemies, He will hand the Kingdom to the Father, so that God may be all in all.

I PRESIDENTIAL PROFILE I

THE POSITION

Mount Carmel exists to disciple students, and all staff, including the President, are committed to involvement with students in ways that will nurture passionate Christian faith and living, both within individuals but also in their faith community. Though their roles vary, all staff are expected to function as part of a team. The President is responsible for the selection, development, and leadership of the staff team and is also responsible for the overall leadership of the College and reports to a Board of Directors.

A Master's degree in a relevant field (or being in the process of earning one), will be considered a strong asset.

KEY RESPONSIBILITIES

Spiritual Leadership

- Ensure the mission of Mount Carmel is realized by modelling a deep and growing commitment to God and others, expressed through increasing knowledge, love, and service
- Commit to the model of Christian community and teamwork that demonstrates servant leadership and effective integration of faith and vocation
- Be known as a person of strong character, respected as trustworthy, compassionate, living a life of integrity and consistent with biblical values

Leadership and Vision

- Lead and encourage staff, including facilitating spiritual formation
- Continue to develop the vision of Mount Carmel in consultation with the Board of Directors, staff, and the broader Carmel community

- Function as an ambassador to the broader constituency of Mount Carmel, communicating the College's vision and mission, building partnerships, and inspiring students, families, alumni, and church leaders to join in the mission and ministry of Mount Carmel
- Represent Mount Carmel at churches, conferences, and parachurch gatherings, and to other academic institutions (strong public speaking skills are an asset)

Administrative Direction

- Conduct strategic planning and oversight in order to steward Mount Carmel's financial resources, including annual budgeting and working with an office manager on monthly monitoring of revenues and expenses
- Participate in monthly meetings of the Board
- Oversee the recruiting and fundraising activities of the College
- Oversee management of Mount Carmel's facility and other assets (e.g., vehicles, library)
- Work with staff to plan and deliver retreats and ministry trips

Academics and Student Involvement

- Provide oversight of Mount Carmel's program, including academics*
- Initiate and engage in student community-building and discipleship, particularly one-on-one interactions
- Participate in most retreats and ministry trips
- Encourage and maintain discipleship-oriented relationships with alumni

**Although the ability and qualification to teach academic courses is not a requirement for this role, it is considered a strong asset*

| APPLICATION PROCESS |

After reading this profile, if you feel your gifts, experience, and vision align with the position described above, we invite you to begin the process of connecting with us. You are free to ask clarifying questions and to probe prior to officially applying for the position, and we would encourage you to do that through the email listed below rather than directly through the College. If necessary, we can set up a personal meeting or phone conversation to discuss matters further. All candidate information and conversations will be handled confidentially.

A note to prospective applicants: Mount Carmel's board of directors, staff members, and supporting constituents hold to both complementarian and egalitarian views. We continue to operate in unity regarding this secondary issue, however it is currently our written policy and practice to follow a complementarian perspective for the office of the Presidential role. We will be hiring for this role from that perspective.

Please provide the following documents for review:

- A current résumé
- A biographical statement, including your testimony and comments on your walk with Christ (1-2 pages)



- A statement of your theological convictions in response to Mount Carmel's Statement of Faith (1-2 pages)
- Using what you have learned about Mount Carmel, a description of what skills and experiences in your life lead you to believe that you could be an effective leader of Mount Carmel (1-2 pages)
- The names and contact information for three people who know you and your values and career well enough that they could comment on your suitability for this role

Please submit as a PDF document.

CONTACT DETAILS

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