

Ohio Christian

The Ohio Christian University Magazine



Ohio Christian University Unveils
Five Year "Leadership 1000" Plan

FROM THE PRESIDENT

Ohio Christian University: We Train Leaders! Dr. Mark A. Smith

Ohio Christian University (OCU) is a place where successful Christian leaders are educated. This theme kept reoccurring as we reviewed the history of this university and began planning for the next 5 years of growth. OCU's mission has been and will always be about developing students in Christian character to serve, as Wesley said, "this present age."

A distinctive of our mission is that we believe each student must experience the transforming grace of God in the heart through a salvation experience called conversion, and a second work of grace called entire sanctification in which the heart is cleansed. These experiences in the human heart are the focal points for Biblical character development which will last a life time.

As we reviewed our history, we recognized that OCU has a story to tell about our great leaders. To prove this point, think with me for a moment about the hundreds of successful K-12 teachers, higher education leaders, business leaders, medical leaders and ministry leaders--men and women of character. Wow, we are one of the best kept secrets in higher education--even in Pickaway County and around the world!

The following are leaders from OCU:

- **Rev. David Dean:** Senior Pastor of Brookside Church and chairman of Evangelism and Discipleship for Churches of Christ in Christian Union
- **Rev. Joe Duvall:** Pastor and Assistant District Superintendent of the Churches of Christ in Christian Union.
- **Dr. Mary Hermiz:** Director of Tenwek School for Nursing in Kenya, Africa.
- **Dr. Tom Hermiz:** General Superintendent of the Churches of Christ in Christian Union, world mission leader, and holiness evangelist.
- **Dr. John Maxwell:** Internationally recognized leadership expert, speaker, and author with over 12 million books sold, founder of Injoy Stewardship Services and EQUIP.
- **Dr. Jonah Mitchell:** Top 1% of Real Estate Executives in the U.S., national speaker and consultant.
- **Dr. Joy Shields-Miller:** Christian obstetrician-gynecologist serving the Pickaway County community.
- **Dr. David Smith:** Wesleyan higher education leader, assistant professor and chair of religion at Indiana Wesleyan University.



- **Dr. Dan Tipton:** Former General Superintendent of the Churches of Christ in Christian Union and leader of Christian Holiness Partnership.
- **Dr. Stan Toler:** Founder of The Vibrant Group, senior pastor of Trinity Church of the Nazarene, executive director of the Toler Leadership Center, and author of over 50 books.
- **Dr. Terry Toler:** Vice President of Church Relations at Southern Nazarene University.

With these great leaders and hundreds of others who have graduated from OCU, our challenge was to create a plan to extend this "best kept secret" to as many as possible.

So here is the plan, approved by the Board of trustees at the December 2006 meeting, to prepare the OCU community for the next generation of service.

The 5 year plan was prepared with the understanding that we must be first Christ centered, biblically based, true to our Wesleyan heritage, student oriented and leadership focused. This is more important than all of the next steps in our five-year plan.

It is time to begin. We are about to embark on a journey of a lifetime--one that will develop a new generation of Christian leaders to serve. However, this journey will not lead to its intended destination unless we all work together and understand that "Only with maximum investments are there maximum results." Above all, we must have God's blessing!

Will you join us in a prayer for Christian leaders?
Let's change the world!

THE 5 YEAR PLAN: 2007-2012

The 5 year plan was prepared with the understanding that we must first be Christ centered, biblically based, true to our Wesleyan heritage, student oriented, and leadership focused.

-Dr. Smith

- 1 Enrollment Growth:** We will seek to increase enrollment to 1000 students. This will allow OCU to have a greater impact on the world and will better serve our community with educational opportunities.
- 2 Academic Expansion:** We will expand traditional academic program offerings by adding five new degree programs. Additionally, we will establish five new educational sites to increase educational access for working adults. Online programs will be added each year to serve students worldwide.
- 3 Quality Guarantee:** We will align educational objectives with the University's revised mission and goals, assess learning to determine how well student outcomes are achieved, and use data to improve our instructional effectiveness. Our goal is to guarantee our product--now there is a new idea for Higher Education.
- 4 New and Updated Facilities:** We will update the campus master plan and create an attractive student-oriented campus through major construction projects. The board has approved 8.2 million dollars of construction in the first phase.
- 5 Financial Performance:** We will begin a capital campaign to facilitate the growth process. Additionally, the university will seek to strengthen the financial position by developing cash reserves in operating expenses and doubling the endowment. We will have a balanced budget each year.
- 6 Student services:** We will become more student focused by providing high quality customer service, technology-oriented support, and student life programs/activities.
- 7 Community, Church, and Alumni groups:** We will work to become community oriented to serve Pickaway County, reconnect with our alumni by reintroducing the OCU Alumni Association, and will work with church leaders and business leaders to gain insights into how best OCU may serve all constituencies.
- 8 Employees:** We will develop a more family-friendly working environment.

ONLINE AND ADULT EDUCATION PLAN

*Dr. Hank Kelly
Executive Vice President*



Ohio Christian University's (OCU) educational program designed for working adults is called AIM and started in 1999. Its goal is to provide convenient access of OCU's Christian education to more individuals. This education motivates and equips graduates to do their jobs better and assume greater responsibilities, thus significantly impacting their job, their community, and their world. AIM employees provide excellent student support with integrity, showing the love of Christ.

Ohio Christian University can increase its impact for Christ by enrolling and graduating more students. Therefore, AIM has established aggressive enrollment goals:

325 students by fall 2007 (35% increase over last fall); 500 by 2011.

Much of the short-term growth will come as a result of the following exciting developments in AIM:

- New degrees: Associate degrees in Christian Ministry and Business Management
- New sites: Dublin and Lancaster
- New delivery method: Online

To continue enrollment growth, AIM will **offer additional degree programs** (both onsite and online) at new educational sites; the research is underway.

Throughout this growth, AIM will **improve its educational quality** by enhancing our assessment processes so that data will drive curriculum and instructional changes.

AIM continues to offer Bachelor degree completion programs in Leadership & Ministry, Business Management, Psychology, and Substance Abuse Counseling at Circleville (main campus) and Columbus State Community College, in addition to offering them at the new sites.

Here is a little information about how the AIM program works. A small cohort (group) of students takes an established sequence of courses together. Therefore, there is no uncertainty about the availability of classes. A typical class is five weeks long, and students take one class at a time so they can concentrate on one subject at a time. For additional convenience, students do not need to order textbooks; the correct edition will arrive in the mail before the next class. Onsite classes meet one night a week. In online classes, students complete their weekly learning activities (reading, discussions, assignments) when it is most convenient for them.

With God's help, we will change the state of Ohio and the world through Adult and Online Education.

**500 students enrolled
in adult programs by
2011**

**Offer 5 additional adult
degree programs in 3
additional locations**

**Improve educational
quality in all programs**

TRADITIONAL ENROLLMENT PLAN

Mike Egenreider
Associate Vice President for Enrollment

“Plans are in place and a comprehensive strategy is being developed to increase enrollment from 260 to over 500 traditional students in the next five years.”

Our goal in the enrollment department for traditional students is to increase awareness of Ohio Christian University by developing relationships, encouraging those eligible to seek information about the university, make application, and enroll. Plans are in place and a comprehensive strategy is being developed to increase enrollment from 260 currently to over 500 traditional students in the next five years:

- 1. Develop and implement a recruiting strategy based on territories assigned to admissions counselors to reach enough students to meet or exceed assigned goals.**
- 2. Develop a reporting system to forecast enrollment.**
- 3. Develop a visit program to contact students in: churches/youth groups, private schools, home schools, and public schools.**
- 4. Train and equip selected students to become part of an OCU Presidential Ambassador Team. This group would serve on campus, minister as camp counselors, and continue their influential service as life-long alumni.**
- 5. Develop an effective advertising plan by identifying a specific marketing techniques to generate awareness and increase inquiries.**
- 6. Increase visitors at OCU by the development of a comprehensive campus visit program through special events, targeted organizations, influencers, and personal invitations.**
- 7. Increase awareness through OCU Web-site by offering on-line services.**
- 8. Implement a segmented/targeted communication sequence with students from eighth grade through those who are eligible to transfer.**
- 9. Work with faculty, staff, and administration to effectively communicate program specifics for each program.**

In conclusion, our goals in the enrollment department are seeking people whom God is calling, telling the Ohio Christian University story, acquiring leads, encouraging applications, cultivating enrolled students, mentoring and investing in the lives of students, and providing them the opportunity to become world changers for Christ.

Where are you? Have you heard the call from the Lord? Are you ready to be in His will? If you or someone you know would like to be a part of the exciting leadership of God at Ohio Christian University, contact us at 1-877-7OCU-NOW.





Expanding the Ohio Christian University Community through Online Education



Now offering Associate Degrees with concentrations in Business Management and Christian Ministry
visit ocunonline.com or call 1-877-AIM-ONLN to learn more

NEW UNIVERSITY PROGRAMS

Dr. Joe C. Brown
Vice President of Academic Affairs

A quick look at the church world today tells us that things are not as they used to be. There are a lot of changes that are occurring. In fact, they seem to be occurring along an exponential curve. The moral breakdown in our society has affected the church in a host of ways we did not anticipate. There seems to be little difference between the church and the world when it comes to divorce rates, the percentage of people who admit they do not always tell the truth, and other key indicators of morality. Denominational loyalty is rapidly diminishing, especially in the younger generation. So, where do we go from here? In one sense, as we embark on the journey in this new century, we are sailing through uncharted waters. Often the tough times are the times that bring out the best in us.

Our founders envisioned a college that would educate its preachers and prepare men and women to answer the call of God. That vision continues to drive our educa-

tional mission and lies at the heart of all that we do. There are new church positions and needs that emerged in the last part of the twentieth century and have become a part of church staffing today. The song leader has been replaced with worship leaders in many of our churches. Many churches started Christian schools in an effort to save their children from the humanistic and atheistic philosophies that are integrated into public education.

As our students arrive on campus sensing that God is calling them to prepare for some kind of ministry, they are not always sure what that ministry will be. Accordingly, we have responded to the way we see God at work in our world and in His church. Our mission is to work as stewards of the university and prepare students to become workers in the “whitened harvest field.”

One of those ways is the expansion of the Christian Ministry program to include pastoral counseling. For many years the college has offered a quality counseling program that includes both general counseling and substance abuse counseling. We have found this to be an area where the church can minister to hurting people and to those who have lost their way in the world. In the fall the university will expand its Christian Ministry program to offer a counseling concentration in this program.



A second area of ministry that is emerging within the last decade is church planting. In concert with this initiative the university is planning a church planting concentration in the Christian Ministry program.

The university is also working toward a graduate program in ministry. Currently, we are in discussion with a seminary to determine the feasibility of a cooperative program being offered on the campus of OCU.

The university is in the early stages of upgrading and expanding certification of our teacher education programs. There is an ever present need for Christian teachers in private and public schools.

In summary, the university takes its responsibility of stewardship of the educational enterprise seriously and is seeking to be a “worker together with God” in raising up a new generation of ministers, some of whom will engage in ministries that we have not been able to imagine. Our new programs and initiatives are planned “to serve the present age and *our* calling to fulfill.”

-Expansion of Christian Ministry Program

- Pastoral Counseling
- Biblical Studies
- Practical Ministries

-Church Planting Institute

- Graduate Programs
- Expansion of Teacher Education Program

CAMPUS PLANNING

*Curtis Christopher
Vice President of Plant Operations*

Ohio Christian University recently celebrated the grand opening of a new addition to Johnson Hall. This project is the first of several to be completed in 2007, and features a cafe, additional dining space, a kitchen renovation, and new lounge areas.

As the University continues to grow, there is a constant need to expand and improve the campus facilities. We have, in the last year, developed a strategic plan for promoting growth within the institution. In response to the projected results of the strategic plan, we have also developed a campus master plan. The master plan includes new residence halls, new athletic fields and facilities, the campus leadership center, and several other additions and remodels that will serve our students, community, and employees in very practical ways.

Accommodating such rapid growth, while retaining our distinctive sense of community, is a commitment that underlies the master plan. As a result, our campus master plan is focused on meeting the needs of students and creating an environment to support the academic, spiritual, and social growth of each individual.

Campus Master Plan



The Campus Master Plan has been developed to promote expanding academic, athletic, and student development programs.

A new residence hall will provide housing for growth to 500 residential students. York Hall will undergo renovation to create a more student-friendly environment.

The Campus Leadership Center is currently under construction and will serve as a multi-purpose facility. This center will host events ranging from athletics, to conferences, to church events.

Landscaping and parking will help to keep our campus beautiful as we expand our facilities to accommodate the anticipated growth of the University.



ADVANCEMENT PLAN

Mark W. Taylor
Vice President of University Advancement

The Advancement Office has an integral role in supporting the strategic plan. Our goal is to provide the finances necessary to support the growth of the University.

To improve our General Scholarship, we have instituted two fundraising mechanisms. The first is a Florida golf outing that is designed to raise money strictly for the General Scholarship Fund.

The second is a scholarship fund which will be launched in the spring of 2007. We are working with the Pickaway County Community Foundation to establish a Pickaway County Scholar Fund. We have received a \$50,000 permanently endowed Scholarship Fund.

Additionally, individuals remembering Ohio Christian University in their estate planning will be instrumental in enabling the University to train 1000 leaders for the future.

We are currently in the quiet phase of our capital campaign. Once we have reached the \$1.8 million goal, we will announce the campaign goal of \$4 million and aggressively pursue this benchmark by 2009. Adding individuals to the database continues on a weekly basis. The database is constantly moving, and we have developed strategies to meet this goal.

Another area that we will institute in the 2007 fiscal year is our Donor Clubs. Our levels are as follows:

| | |
|---------------------------|---------------------|
| Friend's Club | \$1-499 |
| Partner's Club | \$500-2499 |
| Trailblazer's Club | \$2,500-4999 |
| President's Club | \$5,000-9999 |
| Legacy Club | \$10,000+ |

Our advancement office is in its infant stages, but we have great support staff, and with your prayers and financial support, we have the utmost confidence our goals will be met and exceeded.

Beginning on page 18, we would like to recognize those that have supported OCU financially during the first half of our fiscal year (July-December 2006). As you see the many individuals, churches and businesses that actively support OCU, please prayerfully consider what your part might be in raising up 1000 Christian leaders for the next generation.

Our sincere gratitude goes out to all donors and friends of the university. Your prayers and donations make it possible for OCU to fulfill its mission. Praise God for your wonderful support for Ohio Christian University. Thank you.



Advancement Goals

- Unveiling of a \$4 million Capital Campaign
- Enhancing Scholarship Programs to fund almost \$600,000 of unfunded scholarships
- Establishing the Pickaway County Community Foundation Trust
- Updating the Alumni and Donor database
- Creating a Donor Recognition program
- Establishing an Estate Planning program
- Establishing the OCU Foundation

COMMUNITY, CHURCH & ALUMNI PLAN

Ohio Christian University recognizes that our Alumni are the most important part of our success. Many alumni have given their lives in service to God and the world. As we move forward, OCU will work to develop a vibrant alumni organization.

Additionally, OCU will work to strengthen relationships with the church. OCU understands that we are here to serve the Churches of Christ in Christian Union and many other churches. Additionally, many other denominations have sent students to Ohio Christian University for training in ministry or various fields. Our focus will be to serve these churches so as to impact the Kingdom of God.

Our own community of Pickaway County and Fairfield County is in desperate need of educational offerings. We must develop ways to impact this community through providing educational programming and through Christian service.

strengthening relations with stakeholders



ALUMNI

- Re-establish Alumni organization
- Regional Alumni meetings
- Alumni Homecoming Weekend
- Alumni Director

CHURCHES

- Church Relations Director
- Reconnection to service of CCCU churches
- Pastor's Appreciation Banquet
- Church Planting Institute

COMMUNITY

- New programs for Pickaway County
- Community Service Projects
- Pickaway Scholarship Program
- Formation of Local Citizen's Advisory Council

CIRCLEVILLE & PICKAWAY COUNTY

The Circleville and Pickaway County community is also a very important stakeholder. The economic impact on this community is multimillion dollars, primarily through employees' salary but also through construction and student spending. The impact of education of its citizens, only 11% of which hold a baccalaureate degree, is significant. Most of the 2,500 jobs lost in Pickaway County were manufacturing, but new businesses to the area will most likely be in areas of technology and information.

STUDENT DEVELOPMENT

Larry Olson, Vice President of Student Development

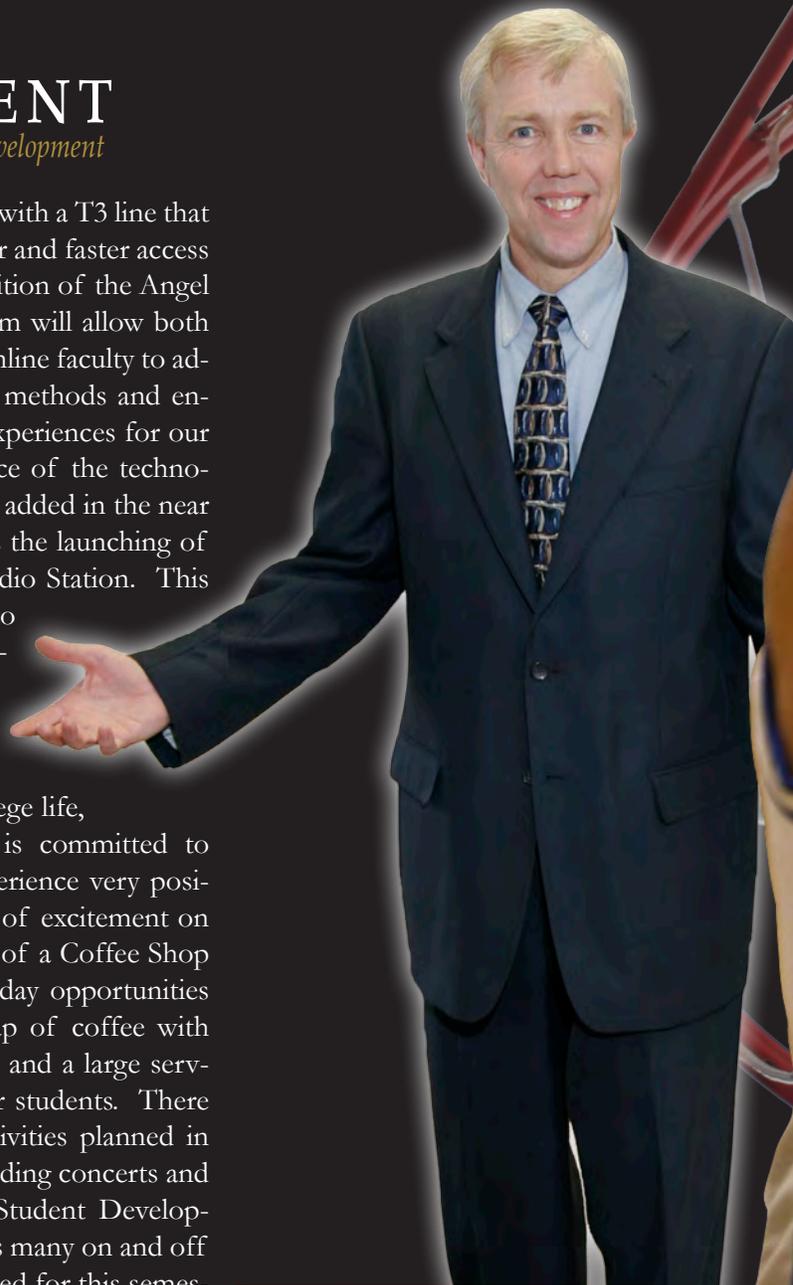
The success of our students is the highest priority at Ohio Christian University. It is our goal that all individuals entering our student body will graduate. To that end, students often need help and encouragement along the way. That help and support can come from many areas on our campus. At least three of those areas include a positive ethic of customer service, using up-to-date technology to aid in the educational support process, and the development of programs and activities that are student centered and growth focused.

In customer service, a positive advancement has come in the area of financial aid. With the addition of new personnel and updated technology, the student is much better cared for during this process. While technological support is available around the clock and across the world through the Internet, that personal touch is still a high priority in the department throughout the newly streamlined process. The availability and access to more potential funds to assist students has been a priority. An emphasis on consistency and fairness in the process has been implemented and will be a priority in the reorganization of the in-house scholarship application and award processes.

To support our existing and future student body, important advancements have been made in the area of technology with more advancements planned. The institution recently expanded the

Internet Band width with a T3 line that allows students better and faster access to services. The addition of the Angel Online Course System will allow both our traditional and online faculty to advance their teaching methods and enhance the learning experiences for our students. A key piece of the technological puzzle will be added in the near future. That piece is the launching of the OCU Online Radio Station. This will be available to anyone who has access to the Internet!

Personal growth comes in the normal activities of college life, and the University is committed to making that life experience very positive. There is an air of excitement on campus as the result of a Coffee Shop that will provide all-day opportunities for an energizing cup of coffee with a donut or sandwich and a large serving of fellowship for students. There is a full slate of activities planned in the new facility, including concerts and game nights. The Student Development department has many on and off campus events planned for this semester and will have a full schedule each subsequent term. Some of these will involve the entire student body, but others may involve specific residence halls as planned by their personnel. There is a great deal of fun and learning with an impromptu residence hall "road-trip!"

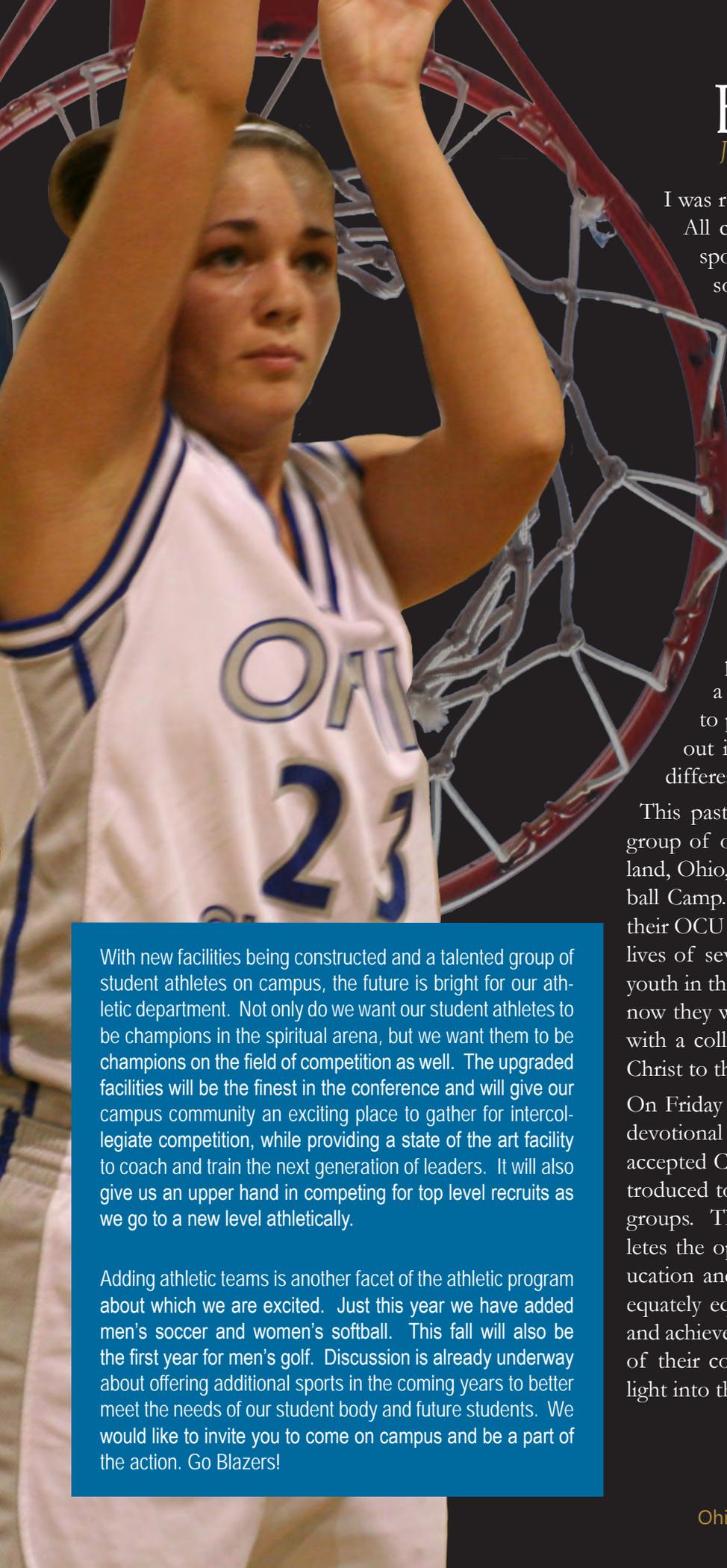


To enhance the intercollegiate sports program by attracting high-quality, character-focused athletes, developing Christian sports camps, and encouraging athletes to present Christ and be ministry focused

To provide the best customer service of any college in America through financial aid assistance, technology services, new and expanding dining services

To provide exciting student activities by expanding intramural programming, concerts, and Friday Night Live events

To provide outstanding student support services by enhancing counseling services, prayer and Bible study groups, and leadership mentoring groups



BLAZING AHEAD

Jamey A. Batten, Director of Athletics

I was recently asked, “What exactly is a trailblazer?” All collegiate athletic programs and professional sport teams hold to a name or a mascot of some sort. Many of these names come into existence out of a marketing strategy. Some might be chosen because of the preference of a particular majority owner or team executive. But what if a team name actually expressed the organization’s purpose and mission? At Ohio Christian University we are known as the Trailblazers.

Ralph Waldo Emerson once wrote, “Do not simply go where the path may lead, go where there is no path and leave a trail.” Simply put, a trailblazer is one who goes into a new area or unknown territory and leads--a pioneer if you will. A Trailblazer is not merely a name for us, it is our ultimate goal. We want to produce young men and women who will go out into the world, leading others and making a difference for Christ.

This past year I had the privilege of taking a small group of our student athletes to the ghettos of Cleveland, Ohio, to take part in an inner city Upward Basketball Camp. I was thrilled to see our Trailblazers using their OCU training and God given abilities to impact the lives of several campers. Nearly ninety percent of the youth in that area did not have a father in the home, and now they were getting the opportunity to spend a week with a collegiate athlete who would be an example of Christ to them.

On Friday night, after a week of practices, games, and devotional times, 51 teenagers from the basketball camp accepted Christ. The next day those teenagers were introduced to youth pastors and plugged into local youth groups. That week in Cleveland gave our student athletes the opportunity to truly be Trailblazers. The education and experience they are receiving at OCU adequately equipped them to go into unfamiliar territory and achieve spiritual victory--not just by being a member of their collegiate team, but by aggressively taking the light into the darkness.

With new facilities being constructed and a talented group of student athletes on campus, the future is bright for our athletic department. Not only do we want our student athletes to be champions in the spiritual arena, but we want them to be champions on the field of competition as well. The upgraded facilities will be the finest in the conference and will give our campus community an exciting place to gather for intercollegiate competition, while providing a state of the art facility to coach and train the next generation of leaders. It will also give us an upper hand in competing for top level recruits as we go to a new level athletically.

Adding athletic teams is another facet of the athletic program about which we are excited. Just this year we have added men’s soccer and women’s softball. This fall will also be the first year for men’s golf. Discussion is already underway about offering additional sports in the coming years to better meet the needs of our student body and future students. We would like to invite you to come on campus and be a part of the action. Go Blazers!

1960

Jon Betz ('68) lives in Lakeland, Florida. He is on full time Pastoral Staff at Lake Gibson Church of the Nazarene. Jon works in Pastoral Care and loves it very much. He has a MDiv from Wesley Biblical Seminary in Jackson, Mississippi. Jon and his lovely bride, Jean, have four children and seven grandchildren.

Ruth (Jenkins '68) Hayward is employed by Ross County Board of MR/DD and lives in Laurelville, Ohio. She received a BA from Cedarville University in '72 and was married the same year. Ruth has four grown children. Her husband Whaley passed away in 2003 after 31 years of marriage.

1970

Verna (Ford '71) Smith is the proud grandmother of Morrigan Isis Satrina Smith. Morrigan was born at 12:21 pm, December 19, 2006, to proud parents Gregory C. Smith and Angela Lynn Niblett, from Denver, Colorado. She

weighed in at 7lbs. 8 ounces, and measured 21 inches long. "I do want you all to know that my little granddaughter is the most beautiful baby I have seen," said Verna.

Dorothy (Thress Shoemaker '76) Anderson has now been retired for more than 3 years from higher education in Ohio. She has served nearly 20 years at the Ohio State University and 10 years at Ohio University. She resides in rural Okeechobee, Florida, with her husband. They are active in their church and the Lake Okeechobee Airboat Association. After leaving OCU, Dorothy earned a MA in Public Policy and Management from the Ohio State University. She has a son, Jacen Shoemaker and a daughter-in-law, Nikki, who live in Cincinnati. Jacen will be 30 years old soon. Dorothy loves being retired and highly recommends it as a profession.

Sandy (Martin '79) Boswell has been married for 26 years. She has five children, three boys and two girls ranging in age from 11 to 24. She also has two granddaughters

named Jessica and Alexis. Sandy serves as a second grade teacher in Hampton, Virginia, and is currently working on a Master's degree in Elementary Reading and Literacy.

1980

Tim ('81) and Diane (Christy '82) Bennett are missionaries in Papua New Guinea. Tim is the field director and Diane serves as the field treasurer. They both teach at the Christian Union Bible College. Tim and Diane began their term of service not having a Bible College. In 8 months they will return to the states with a full functioning Bible College in its second year of operation. Tim and Diane have three children, Nathan-22, Leah-17, and Bethany-14. Nathan currently attends DeVry University. Leah is a senior and Bethany a freshman in high school. The girls both attend a Christian boarding school in PNG. The Bennett's are due for furlough in June 2007.

JUST MARRIED



Edward Logan
& Maria Greathouse '06
August 26, 2006



Cory Sullivan '06
& Rachel Jenkins '08
January 6, 2007

1990

Chuck ('97) and Angela (Cichon '97) Conti are members of the Vineyard Church of Delaware County in Sunbury, Ohio. Chuck is a meat department manager at the Meijer in Westerville. He has worked there for 6 ½ years. Chuck is planning on pursuing a Master's Degree in New Testament Biblical Studies. Angela is a stay-at-home Mom. They currently live in Ashley, Ohio. Their children are Grace-7, Paul-4, and Katy-18months. They dressed as Superkids for Halloween 2006.



2006. He weighed in at 7lbs. 14 ounces, and measured 19 inches long.



Andrew Hagemann ('01) has been deployed to Germany. He has served with the military in Germany for over a year. He has orders that he will return to the states in May but has been recently told that it could be longer. Andrew is working in support of Operation Iraqi Freedom in the religious support office. He works with units which are deployed to Iraq, taking care of their families on what is called 'Rear D'. Drew ministers to the families of soldiers left behind as well as helps run the Chapel and conduct memorial ceremonies for the soldiers who make the ultimate sacrifice. Unfortunately, Andrew has helped conduct a lot of ceremonies. The unit he is working with is a field infantry unit; most of these soldiers are on the front lines.

Andrew, requests that you keep these soldiers and him in your prayers. "This is a very difficult job for all and to go to a spouse's home to make a notification that their soldier has died, is one of the most difficult things I have ever had to do," said Andrew.

Randall Dockery ('04) is a proud grandfather of Camden Earl Van Dine. Camden was born on October 27th, 2006. He weighed 9lbs. 2ozs. and was 20 inches long. Randall and his wife Betty reside in Circleville, Ohio. The proud



parents of Camden are Ryan and Amber Van Dine of Five Points. Randall also has two other grandchildren, Cody-10 and Connor-3. Randall is currently an intern counselor at Ohio Christian University under the supervision of James Smith. He is a third year student at Ashland Theological Seminary and will graduate in

May, 2007. Randall hopes that Camden will one day play as an Offensive lineman for the Buckeyes! Go Camden!

Patricia Andrews ('05) has two boys Dan-24 and Andy-19. Andy is currently serving in Iraq in the Army. Tricia is actively looking for a job in which she can use the degree she earned at OCU.

Tyna Baugess ('05) is in her sixth year working at the Buckeye Ranch. She passed her LCDCIII exam in September. Her son, LaShawn, is now 5 years old.

Brian Dutiel ('05) is the new associate pastor at Millertown CCCU.

Tom Long ('05) is a retail manager in Jackson, Ohio. He also teaches Business at Southeastern Business College two days a week.

Ann Chapman ('06) graduated from OCU/AIM program in May. She studied Chemical Dependency Counseling. Ann and her two children are now living in Lakeland, Florida. She currently works as a Juvenile Substance Abuse Counselor.

2000

Ron ('00) and Jan (Neff '01) Adkins are pleased to announce the birth of Elijah Wesley Adkins. Elijah was born 11:05 am on December 21st,

SAVE THE DATE

Homecoming 2007 is scheduled for October 4-6. Mark your calendar now and plan to attend!

STAY CONNECTED

Submit news and photos online at www.ohiochristian.edu/alumni or send updates via email to alumni@ohiochristian.edu

OHIO CHRISTIAN UNIVERSITY

Preparing Christian Leaders for Service and Success

Ohio Christian University Alumni Changing the World



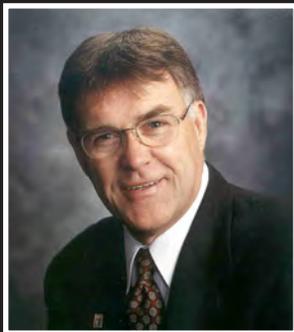
Dr. Mary Hermiz- Director of Tenwek School for Nursing in Kenya, Africa



Dr. Tom Hermiz – General Superintendent of the Churches of Christ in Christian Union, world mission leader and holiness evangelist



Dr. John Maxwell – Internationally recognized leadership expert, speaker, and author (sold over 12 million books), and founder of Injoy Stewardship Services and EQUIP.



Dr. Jonah Mitchell – Top 1% of real estate executives, national speaker and consultant



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Dr. Terry Toler – Vice President of Church Relations at Southern Nazarene University



Dr. Mark Weeter – Division of Religion and Philosophy and Associate Dean of Faculty at Oklahoma Wesleyan University

1-877-7-OCU-NOW

Call today to begin education for a lifetime of leadership.

HUMAN RESOURCES

Rob Hartman
Vice President of Finance

Develop OCU Family Atmosphere

Family Picnics and Concerts
Employee Appreciation Dinner
Annual Employee Awards

Improve Employee Policies & Handbook

OCU Tuition Benefits Update
Professional Development Program for Staff
Wellness Program
Family-friendly Policies

Increase Compensation Package for Employees

Compensation Study
Benefits Study
Creative Ideas for Employee Appreciation

I can still remember a high school convocation from more than thirty years ago when, after a very entertaining hour, the speaker closed with this: “Whatever you do, do what you love. Don’t lower yourself to a career that makes you a lot of money if you hate what you do.”

One might assume that just because Ohio Christian University is indeed “Christian” that we are automatically one of those places where people will love to work. It’s funny, really . . . I personally don’t know a single Christian that takes Charles Darwin’s concept of evolution very seriously, yet I know many Christians that are quick to believe that a healthy, family-friendly work environment does indeed evolve, or “just happen” because we are Christians. A family-friendly work environment doesn’t “just happen”. It is developed by the following:

- **Developed by listening:** Listening to the people that are affected by personnel policies. Deliberately asking people from every employment level what things the university can do to make their work experience something to be loved.
- **Developed by research:** What are other universities doing for their employees? What of those doings are worth replicating at OCU? How can we be creative and carve ourselves a specific benefit niche that sets us apart?
- **Developed by planning:** No one takes a trip to Orlando without first getting out a map, calculating the distance and time

of travel, figuring the cost, and determining just how much of a vacation one can afford. This same principle works at Ohio Christian University. Having listened and discerned, we have to determine what we can do to improve.

- **Developed by implementing those plans:** As the Nike ads say, “Just Do It.” Improve the OCU tuition policy for employees and their families. Appoint an ad hoc committee to plan and implement an OCU Family Picnic. Turn all of the talking, listening, research, and planning into action. Failure to take action would produce an environment of cynicism and mistrust.

One of the key result areas of the recently completed Strategic Plan has specifically targeted our employees and the continual development of a family-friendly working environment. Everything from the pursuit of vendor discounts for employees to the complete rewrite and upgrade of the Employee Handbook, along with a myriad of benefits in between, is being planned and implemented this year. As the university looks even further into the future, foundations are being laid for better benefits within the next five years. Many of these benefits cost little more than teamwork and good planning. Others will be more expensive and have to be worked into the operating budget over a longer period of time.

Ohio Christian University is indeed a wonderful place to work. With thoughtful planning, it will only get even better.

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Photography

Orvil Peabody, Jr.
David Tipton

Design

Renee Handy
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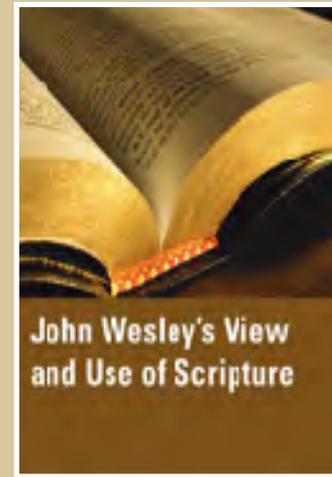
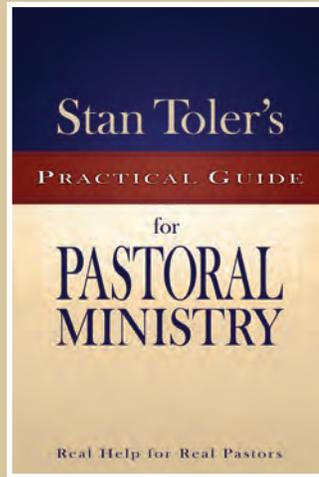
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