



Spiritual Guide in Hiring Leaders

Azusa Pacific University is unique in its commitment to be an institution of higher education that will “advance the work of God in the world” and commits to aid students in developing “a Christian perspective of truth and life.” In these two phrases from the University mission statement we place our commitment to bring the centrality of Christ into complete union with the academic pursuits that occupy our energy. To that end, it is imperative that those who are called and appointed to leadership roles among us not only possess the appropriate level of competence for which they are being retained, but also embrace the weight of this Godly calling for which we exist.

Accepting the wonderful diversity that exists in the wider Body of Christ, we embrace leaders from many traditions. We are anchored in our Wesleyan Holiness tradition and we are true to that heritage in that we allow for diversity in the people who are part of this community. We realize that with varying traditions come concepts and phrases that may have a variety of meanings as well as language and words that may easily be misunderstood.

Our unity as a Christian community is based upon principles of the Kingdom that are authentic and valid within differing church traditions. To prevent the screening of leadership candidates from being limited by highly specialized words or phrases that are characteristic of one particular stream of the Church, we endeavor to outline guiding principles for those who conduct interviews and select leaders among us.

Although we attempt to be as inclusive as possible in these principles, we acknowledge that they are guides for decision-makers in whom Christ is alive. They will assist in the careful discernment of Godliness for effective leadership. We seek Godly and competent leaders to assist us in shaping the future of the University for God’s purposes. To that end we set forth these principles to aid in the interview and selection of qualified candidates:

1. Has chosen to receive salvation through Jesus Christ.
Although such a decision may occur in a variety of circumstances and ways, usually it involves recognition of personal and social need including remorse for a fallen condition and turning singularly to the sufficiency of God through Christ for aid.
“Do I discern that this person has willfully chosen to receive salvation through Jesus Christ?”
2. Acknowledges a commitment to walk with Jesus Christ.
This represents a clear understanding of the relational dimension of salvation by having a growing personal relationship with Jesus Christ through the usual elements required for any such relationship.
“Does this person display an intentional partnership with Christ in life?”

3. Evidences a vibrant relationship with Jesus Christ.
Any relationship, especially one with Christ, will have a visible impact on a person. Though it will be different in each, the vibrancy of Christ should be recognizable in previous experiences as well as observable demeanor and communication.
“Do I see the ‘life-giving’ evidence of Christ in this person?”
4. Engages in Christian community.
Whether in a local church, or other manifestation of community, the principles of interdependence and mutuality reflect healthy involvement in Kingdom community.
“Can I perceive humility and the interweaving of other Christians in this person’s life?”
5. Appropriates salvation to life.
Persons in whom the Holy Spirit dwells have a living faith in which there is regular learning by applying their faith in daily living as well as interpreting daily living through the lenses of faith.
“Are the life experiences of this person laced with spiritual priorities?”
6. Exercises faith in the mysteries of God.
God is wholly other. God’s ways are not our ways. Personal faith is required in such mysteries as the deity of Christ, holiness of God, acts of the Holy Spirit, among others.
“Do I discern reverence and holy awe for God in this person?”
7. Reflects Christ-likeness.
Christ in us is restoring the image of God. For one walking with Jesus Christ, this image will growingly reflect the holy image of the One whom we follow.
“Do images of Christ show themselves in this person’s life?”
8. Embraces the responsibility for a spiritual priority in the work team.
Leaders at APU accept responsibility for the community to embody and competently fulfill the mission through Godly principles among their employees.
“Is this person concerned with the spiritual condition of their employees and office?”
9. Resonates with the APU Statement of Faith.
Leaders in the community possess a basic understanding of University beliefs and especially demonstrate active practice of the Daily Living Expectations.
“Can this person carry on an intelligent conversation regarding the Statement of Faith, and do they show evidence of the practices that flow from it?”