

PACIFIC

Charting the course

New strategic plan points the way

Ethiopian Christians visit

Don Gregory honored as distinguished alumni

Student-athletes win awards



Planning for success is a strategic process

Author and management consultant Alan Lakein once famously opined: “Failing to plan is planning to fail.” He also suggested that, “Planning is bringing the future into the present so that you can do something about it.” The faculty and staff spent nine months developing a five-year strategic plan and campus master plan to guide the university for at least a generation. Elements of those plans are presented in this magazine.

Most of us have probably helped write strategic plans that were conceived in hope, ignored in practice and consigned to the organizational archives (or recycling bin) when more space was needed on some dust-covered shelf. As stewards of Fresno Pacific’s vision, however, the faculty, staff and trustees have much higher expectations for the documents we produced. The strategic plan will guide our decisions for the next five years. The master plan frames our campus facilities and infrastructure for decades to come.

The planning process was open and inclusive with multiple opportunities for all to contribute ideas and perspectives. The goals and strategies in the strategic plan reflect the university community’s collective wisdom as to what will help Fresno Pacific thrive. The facilities plan was designed to optimize the limited campus footprint. Both are based on a commitment to the university’s vision, mission and values.

The time some organizations spend in developing their plans exceeds the anticipated life of the documents being developed. To avoid that trap, we set firm timelines and placed our planning on the fast track. Provost Pat Anderson (now retired), an experienced strategic planner, led the process and did an excellent job of keeping us on task.

The strategic plan is focused, succinct and goal-oriented. The master plan is clear and specific, proposing how we will further develop the facilities needed to support our vision and mission. The inclusive, iterative process through which both plans were developed brought together many divergent (and sometimes conflicting) views. This process fostered a culture of planning in the university, provided a framework for decision-making and strengthened the sense of collective ownership of what was produced.

Those of us privileged to serve here today are only the temporary stewards of the university, a place initially planted as a vision in the hearts and minds of the founders, then nurtured by many others who brought Fresno Pacific University to this point. God will hold us accountable for what we do on our watch with the resources entrusted to us. He expects us to use our minds and every planning tool available as we carry the university’s mission forward. As Peter Drucker once said, “The only things that evolve by themselves in an organization are disorder, friction, and malperformance.” Although the plans presented here provide the framework for the future, they are also living, breathing documents that will be amended as Fresno Pacific confronts new challenges and opportunities.

Fresno Pacific University develops students for leadership and service through excellence in Christian higher education.

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A to-do list for FPU

I love lists.

Yep, I'm one of those.

There's no better way to wrench the illusion of order from chaos than to create a lovely linear schedule of what to do when. And there's no thrill of accomplishment like striking something off that same tally sheet.

Whether jotted illegibly (to most) on a scrap of paper or typed carefully into a computer form, lists plan my work and chart my progress. It's the best way to organize—in fact, it's the only way. Whatever obligation, assignment, duty or commitment I don't capture in writing fades from my mind like the morning mist over Pismo.

A couple of years ago the Advancement Office instituted weekly progress reports to be filled out by each staff member and submitted to our vice president. Some of us managed to contain our enthusiasm for the idea. Not I. What a great way to show off for my boss...errr, record my progress.

Fresno Pacific University has made a list. Not a record of the past, but a map for the future. Not for today, or this week, but for the next five years. Our strategic plan is a lot more than a quick reckoning of the seemingly unrelated tasks that can fill a workday. The plan is a way to ensure singleness of purpose among the multitude of departments and functions that a university campus comprises. The plan is a way to embrace the future with a renewed mission, vision and values.

The plan is a way to carry forward who we are in a way that better benefits who we serve.



—Wayne Steffen

Ethiopian church dreams a bright future

Brings goal of a college to FPU

by Wayne Steffen

A persecuted church has lived to envision a \$16 million college campus, and bring that dream to Fresno Pacific University.

The Meserete Kristos (Mennonite Christian) Church (MKC) in Ethiopia is building a liberal arts college near the African nation's capital. When completed, the college is to bring knowledge and faith to 2,000 students, the church and the entire country.

"We want to reach our society with core Christian values," said Kenna Dula, associate general director of MKC. Though neither he nor the two colleagues who accompanied him to FPU said so, the college might also be a symbol of victory for a small church that not only did not die, but grew and matured in the fire of government oppression.

"At the moment, the fierce experience is gone," said Woudineh Endayelalun, academic dean of Meserete Kristos College. Marxists ruled Ethiopia during the 1970s and 1980s, closing places of worship. But MKC grew from about 5,000 members to about 14,000 during this time, Endayelalun said.

Today MKC, which celebrated its 50th anniversary in 2002, has 352 congregations and 257,000 members. There are also Ethiopian churches in San Jose, San Francisco, Kansas, Pennsylvania and Washington, D.C.

Aimed at destroying the faith of a nation, persecution damaged its fabric. Church hospitals and schools were confiscated, including an MKC

college where government leaders had studied. "That really affected our society," Dula said. After oppression stopped, the MKC created a Bible college that has produced more than 530 graduates. The school's 110 students and 30 staff members meet in a rented house.

Fear and violence seem far away from the book-lined office at FPU's Center for Peacemaking & Conflict Studies (CPACS), where Dula, Endayelalun and Solomon Telahun, public relations officer for the college, gather around a table. Telahun, in a white shirt and bright patterned tie, and Dula, in a polo shirt, are relaxed. Endayelalun, wearing gray pinstriped suit pants and vest with tie, thinks of his pregnant



Leaders from MKC and FPU met in the university president's office. Clockwise from left: Herma Williams, FPU provost; Solomon Telahun, Meserte Kristos College public relations officer; D. Merrill Ewert, FPU president; Woudineh Endayelalun, academic dean of Meserete Kristos College; and Kenna Dula, associate general director of Meserete Kristos Church.

wife, who is along on the trip, as well as the trio's mission. The talk is of a bright future rather than a blighted past.

The goal of the August 21-27 visit was to develop the relationship between FPU and MKC to help build Meserete Kristos College. "We have to make loose connections stronger and in places where there is no connection, make a connection," Telahun said.

Existing connections include a stream of MKC leaders who have studied or are now studying at FPU or MB Biblical Seminary. Dalton Reimer, university faculty emeritus and the CPACS associate who coordinated the Ethiopian visit, has also traveled to Ethiopia to teach, as has faculty member Julia Reimer. "We came to express our deep appreciation in training our leaders," Dula said.

To build on this foundation, the delegation met with representatives of FPU, MBBS, West Coast Mennonite Central Committee and Mennonite Brethren Missions and Services International. Subjects included faculty and student exchanges and programs in peacemaking and conflict studies and environmental studies. "We found out there is a high degree of similarity between programs we hope to develop and the programs FPU is running," Telahun said.

Plans for the Meserete Kristos College foresee a campus on 60,000 square meters 40 miles from Addis Ababa. The several lakes around the property are part of a chain that stretches to the Dead Sea. The first half of the education building is now under construction and is to open for classes in August of 2007. The completed campus will feature residence halls, church and office buildings.

Dula, Endayelalun and Telahun don't expect help from the existing government, which is secular and does not value theological education. "They're not against it or for it. We have to do it ourselves," Endayelalun said.

Though not religious freedom, official indifference is enough of an improvement over intolerance to encourage MKC to share its vision with FPU. "Both institutions are trying to address the same problems of humanity," Telahun said. "Two institutions together can make a great difference in the world."

For more information on Meserete Kristos College, go to mkcollege.org.



Work has begun on the first building on the campus of Meserete Kristos College.

faculty&staff FOCUS



Richard Rawls, director of Hiebert Library and history and philosophy faculty, presented a paper at the Association of Core Texts and Courses Conference in Chicago in April 2006. The paper was on the Roman emperor and stoic philosopher Marcus Aurelius.



Stephen Varvis, history faculty and director of business and civic relations, published two book reviews in the journal *Fides et Historia*. One was of a biography of Johan Kepler and the second review was on the anthology of Cambridge Platonist Spirituality in the Classics of Western Spirituality series.



Marshall Johnston, ancient history and classics faculty, presented a paper on Athanasius' *Life of Antony* at the Association of Core Texts and Courses Conference in Chicago in April 2006.

Paul Toews, history faculty, attended the board meeting of the Mennonite Weekly Review corporation in Newton, Kansas, in March 2006. Toews, a member of the board, also addressed the annual meeting. His talk was titled "The New Mennonite History in Ukraine."



Rod Janzen, senior scholar, presented a paper, "The Hutterite/Bruderhof Relationship," at the Dakota History Conference, Sioux Falls, South Dakota, in April 2006. In June 2006 he received a \$2000 grant from the Mennonite Historical Society (Goshen, Indiana) to help support field research on the Hutterites. His article "Synanon: Communal Drug Rehabilitation

and Social Experimentation" appeared in the summer 2006 issue of *Communique* and "Mere Culture and a Real Christianity" was published in a book, edited by Ronald Knott, titled *College Faith 3* (Andrews University Press, 2006). In September 2006 Janzen presented a paper titled "Research on Contemporary Communities" at the Communal Studies Association annual meeting, Marshall, California, and a paper entitled "Major Challenges for the Hutterites in the 21st Century" in October 2006 at the annual Hutterian Brethren educators conference in Aberdeen, South Dakota.

NEW WEBSITE UP

On September 20, 2006, during the 10-year anniversary of FPU's official website, a new site was



launched. More than a style change, the 9,000 web pages that make up the site are being updated, reorganized and consolidated. The university installed a system called ActiveCampus, developed by Datatel (formerly LiquidMatrix). The site structure will better help visitors find what they want while providing information with a consistent look, feel and voice. New features include an updated virtual tour, where a Russian-speaking guide joins the English- and Spanish-language guides; Spotlights, short features on students, faculty and alumni; and increased registration and other services.

FPU WORKS WITH AIA

Six students were part of a 26-person Athletes in Action (AIA) trip to Fiji June 13-July 12, 2006. Activities included clinics for students elementary school through adult. Participants also worked with and competed against the Fiji National Track and Field team. After every clinic or workout, AIA athletes shared testimonies and the Gospel. Thousands were introduced to Christ for the first time, and 56 made commitments to Him. FPU athletes involved were Jeff Bogdanof, Vanessa MacKenzie, Brittany Phillips, Michelle Nachtigall, Natalie Friesen and Sarah Campbell. Track coach JT Thiesen served as head coach and his wife, Shannae, was a group leader. FPU track and field athletes Megan Holbert and Maryann Brinkman also spent time with AIA this summer.



U.S. News again honors FPU

Enrollment announced

U.S. News & World Report has again ranked Fresno Pacific University with the best universities in its category.

FPU is designated among universities—master's west. These institutions, 557 nationwide, offer a full range of undergraduate and master's programs. For its rankings, *U.S. News* divides the classification in four regions: north, south, midwest and west.

Rankings are based on peer assessment, graduation and retention rates, faculty resources, financial resources, alumni giving and other characteristics. "Our performance in *U.S. News* has been consistent for several years," said President D. Merrill Ewert. "We are happy to have this outside affirmation of our quality."

Enrollment for FPU is 2,211 students for fall 2006, as of the 16-day census. There are 998 in the traditional undergraduate program, 494 in degree-completion programs and 719 in graduate programs.

For more on the rankings, visit the *U.S. News* website at www.usnews.com.

new faculty



Ernest Carrere is research librarian in Hiebert Library and will teach part-time. He has a J.D. from Tulane University as well as a Ph.D. from Emory University. He is on indefinite leave from Gethsemani Abbey, a Trappist community in Kentucky. His book, *Creating a Human World: A New Psychological and Religious Anthropology In Dialogue with Freud, Heidegger, and Kierkegaard*, was published by the University of Scranton Press.



Donald Diboll teaches in the kinesiology program. He previously taught at California State University, Bakersfield. He has a bachelor's, master's and doctorate from the University of Southern Mississippi.



Cynthia Ovando-Knutson teaches Spanish and Spanish literature. She has a bachelor's from Point Loma Nazarene University, a master's from the University of California at Riverside and a doctorate from the University of California at Irvine.



Roy Vasquez teaches in the business program. He has bachelor's and master's degrees from FPU.



Terence Yi teaches mathematics. He has a master's from Claremont Graduate University and a Ph.D. from Northcentral University. His specialties are differential equations, complex analysis and game theory.

New positions means better service in the Advancement Office



David Bacci is director of alumni relations. A 2004 graduate who majored in communication, Bacci spent two years in Washington, D.C., with the U.S. House of Representatives Committee on International Relations and the Council for Christian Colleges & Universities.

After traveling throughout the United States and to Canada, China and Russia, Bacci is glad to be back in California and ready to serve FPU's alumni. "This is home," he said. "Washington was a fine place to live for a time, but it was not a way of life for me."

Bacci plans to strengthen the Alumni Advisory Board, increase events and reinstate the Student Alumni Association. "I see myself as a conduit to keep the FPU experience alive for alumni," he said.



Charity Brown is director of church relations. The position is now separate from alumni relations, so Brown can focus on Mennonite Brethren Churches and Valley congregations from various traditions. "There are wonderful opportunities for partnership between the local churches and FPU, my job is

to help them happen," she said.

Brown knows the university. She has been co-director of alumni and church relations and lead admissions advisor in the degree completion program. She earned her B.A. in Christian ministries through degree completion in 2001.

The regional centers will help connect FPU with pastors in those communities, Brown said. "Many churches recognize FPU as the Christian university in the Valley, but aren't aware of the resources we can provide," she said.



Nicole Linder is director of annual giving and donor relations. She sees her role as that of a guide: showing people how they can become part of the success of FPU.

Linder hopes to increase participation in the President's Circle and help students and younger alumni understand the importance of giving in whatever way they are able. She would particularly like to increase faculty and staff giving. "Other donations stem from this," she said. If members of this group give, individuals, corporations and foundations follow.

A member of advancement since August of 2002, Linder was most recently co-director of alumni and church relations. "I sincerely believe in our mission, and look forward to giving people the opportunity of being involved in our growth," she said.



Business Forum hears joyful message Bakke also meets students, faculty

Going to work should be like making the winning seconds of a basketball championship, author and CEO Dennis Bakke said at the 2006 FPU Business Forum on September 27. "In a

championship game, once in awhile you have a chance to use your skill to make a difference," he said.

Instead, work for most employees not in leadership is more like marking time. At AES Corporation, the international power company Bakke co-founded, he noticed that people in their 20s would, within a few weeks of starting work, put their retirement date on a calendar and start circling the days until they could leave. "Can you imagine a job like that?" Bakke asked his audience of over 1,100 people at the Fresno Convention & Entertainment Center. "It's a jail sentence."

The desire to free workers from employment prison led Bakke to two great passions: creating the most fun workplace in history, and understanding the real purpose of business. This quest also led him to write the bestseller *Joy at Work: A Revolutionary Approach to Fun on the Job* and to a post as president and CEO of Imagine Schools, which operates charter schools in 10 states.

The most fun workplace in history

Joy is a more important benefit than salary, Bakke said. And joy comes from allowing people to use the skills that make them human: the ability to think, to reason and to make a difference. "Most of us in the business world aren't allowed to be human," he said.

Leaders need to get out of the way. At AES, Bakke promised—and persuaded his board and other top executives to promise—to make no more than one major decision each year. "The chance to have the ball at the end of the game would be spread around," he said.

The real purpose of business

Just as individuals do not work mainly for material gain, business does not exist mainly for profit. "People don't work for money, especially not for other people's money," Bakke said. "We were called to work to provide a service. Until we understand that, we'll never have joy."

A graduate of Harvard Business School, Bakke hates the term "manager." "Management is all about control. Leadership is all about character," he said.

Character comes from humility and love: The kind of humility leaders show when they put themselves at the same level as those they lead, and the kind of love leaders show when they love the people they lead enough to give up their own joy for them.

About the forum

The annual business forum seeks to teach and inspire the business community, students and faculty on topics central to the university's mission: leadership, ethics and values, and healthy communities and organizations. Among the largest events of its kind in Fresno, the forum attracts over 1,100 business and civic leaders and other professionals. Past speakers include Ken Blanchard and Patrick Lencioni.

After the breakfast meeting, Bakke spoke to almost 500 students and faculty in College Hour and at a roundtable discussion with students and faculty from the School of Business.

Major forum sponsors included Wells Fargo, *The Business Journal*, Bank of the West, Beechwood Advisory Group, Dumont Printing, K-Jewel 99.3 FM, Quiring General and Pardini's Catering and Banquets.



Above left: Dennis Bakke struck a pose to make a point.

Bottom left: Bakke signed books after breakfast.

Above: Business faculty and students enjoyed lunch with Bakke.



SAVE THE DATE

2007 Central Valley Ministry Forum

February 15, 2007 • Fresno Pacific University

Reggie McNeal, author of *Practicing Greatness* and other books, as well as director of leadership development for the South Carolina Baptist Convention, talks about ministry and spiritual leadership.

559-453-2080

fresno.edu/ministryforum

Students and faculty get hands-on with new DNA sequencer

by Jaime Huss

DNA sequencers are among the most exciting research tools of the 21st century, and now one is in the hands of Fresno Pacific University students and faculty. Sequencers help researchers unlock an organism's genetic blueprint. The possibilities are exciting: discovering genes linked to specific diseases like cancer, learning to improve treatment methods and preventing illnesses.

The device's journey to FPU began in 2005, when Michael Kunz, biology faculty, learned about a grant proposal from LI-COR, a bioscience company. Kunz and fellow faculty Alan Thompson, natural science, approached the AIMS (Activities Integrating Mathematics and Science) Foundation. Thanks to \$48,000 from LI-COR, \$43,000 from the AIMS Foundation and \$5,000 from the university, the LI-COR 5300 DNA sequencer is now part of the campus.

Installed in spring 2006, the DNA sequencer comes at a time when FPU is already experiencing a rise in science interest among students. Between 2004 and 2006, the university saw a 16 percent increase in the number of credit hours in science taken by undergraduate students.

"Students are getting hands-on experience with cutting-edge technology. It has a wide range of applications," Kunz said. "They will not just be learning at the basic level, but also hopefully taking part in research projects."

One project Kunz is enthusiastic to begin compares groves of giant sequoias in the Sierra Nevada.

These trees are found in only a few groves and are threatened by pollution and climate changes. Understanding their genetic make-up can help the community better manage their future, he said.

The future of math and science at FPU has brightened over the years thanks to support from the AIMS Foundation, which provided the major gift for the 20,000-square-foot AIMS Hall of Mathematics and Science that opened in 2001. The foundation's commitment was part of a five-year, \$10 million investment in FPU, including student scholarships and endowed faculty chairs.

The DNA sequencer, housed in the AIMS Hall research lab, represents the new generation of this equipment. Older sequencers relied on radioactive molecules, which was a cumbersome and time-consuming process. The LI-COR's infrared technology probably saves hours to days on experiments. "It's a major step forward," Thompson said.

Kunz and Thompson will receive additional training on the sequencer in January 2007, allowing them to expand its use. "It's exciting to have this equipment," Thompson said. "I hope it increases interest in class and helps students connect with the material more."



Thompson, seated, and Kunz

New book explores Siberian Mennonite history

Center for MB Studies publishes with Russian Academy

A new book illuminates a little-known chapter of the Mennonite story.

Ethno Confessions in a Soviet State: Mennonites in Siberia, 1920-1980, Annotated Archival Listing of Archival Documents and Materials, Select Documents is a joint publication of the Center for Mennonite Brethren Studies and the Russian Academy of Sciences.

The book, published in March 2006, is the first fruit of the Siberian Mennonite Research Project, begun in 2002 by the Center for Mennonite Brethren Studies. Located at Fresno Pacific University, the center is operated by the university and MB Biblical Seminary.

The goal of the project is to explore the history of Mennonites in Siberia. Some of these individuals and families were exiled to the region by the Soviet Union. Others migrated voluntarily in the late 19th and early 20th centuries, according to Paul Toews, FPU history faculty and director of the Center for MB Studies. Toews is also a leader in recovering Mennonite historical materials from Ukraine, winning a Fulbright grant for the work in 2003-2004.

Mennonites came to Russia in the late 18th and early 19th centuries at the request of Empress Catherine II to farm in the area known as "South Russia" (today Ukraine). While some emigrated to North America beginning in the 1870s, many still lived in Russia at the time of the Bolshevik Revolution. Mennonites experienced great hardship and persecution during the Soviet era, when the government, which recognized neither religious nor distinct cultural identities, treated them as though they never existed.

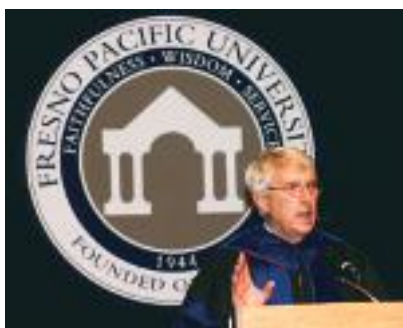
The project hired Andrey Savin, a historian with the Russian Academy of Sciences, to research archives in Siberia and Moscow. He collected an annotated listing of 1,000 archival files, 103 selected documents and a number of photographs and illustrations that are included in the book. "Each file can be hundreds of pages long," Toews said.

Publishing with the Russian Academy of Sciences increases the visibility of the field of Russian Mennonite studies. The book also comes at a time of renewed interest in ethno-cultural studies in Russian historiography.

Toews spent the summer of 2006 in Zaporizhzhia, Ukraine, working with two translators on an English edition of the book. That publication, also in cooperation with the Russian Academy of Sciences, is scheduled for release in mid-2007. Plans are to publish two more volumes of documents.



around the green



Opening convocation challenges students to bring good news to the city

The words of Isaiah to Israel hold a challenge today for students at Fresno Pacific University.

President D.

Merrill Ewert gave a

talk titled “Good News to the City” at the opening convocation September 1 in the campus Special Events Center.

Fresno County is a place of great promise and gaping need, according to Ewert. The population grew by 20 percent between 1990 and 2000, and is projected to grow 20 percent more by 2020. The people are young: 31 percent are under 18, and diverse: three in five are persons of color, 46 percent are Hispanic and 41 percent speak a language other than English at home.

While the county is the nation’s most productive agricultural region, 23 percent of the residents, and 32 percent of the children, live in poverty. About one third of high school freshmen drop out of school and unemployment is often at 14 percent. In addition, 29 percent of children and 64 percent of adults are overweight.

An August hot spell contributed to the deaths of around 25 people in Fresno County. Many of the victims were in Fresno—all were poor, most were old and many were persons of color. “These are difficult days for so many people in our community,” Ewert said.

Isaiah would nod in recognition. The first half of the book that bears his name has the bad news: prejudice and foolish trust in rituals, oppression of the poor by the rich, the sale of justice to the highest bidder and the abandonment of widows and orphans.

There is, however, hope in the power of God and the faith of His people. “Isaiah says those that mourn will be

renamed oaks of righteousness, planted by God to display his glory,” Ewert said. “They’ll rebuild old ruins and raise up the new city.”

Transformation is God’s work, but there is a place for each of His followers. “The fact that God is sovereign does not let us off the hook,” Ewert said.

Asked how a person could inherit eternal life, Jesus gave a famous response:

“Love the Lord your God with all your heart—and your neighbor as your self,” Ewert said.

Students are in the right place to experience and

extend transformative love. “(Fresno) Mayor Alan Autry says, ‘FPU is the anchor social institution in Southeast Fresno.’ Police Chief Jerry Dyer says, ‘Southeast Fresno is a different place because of FPU,’” Ewert said.

Ewert listed a few ways students can get involved:

- Reading to and with children at elementary schools
- After-school tutoring at apartment complexes
- Local urban ministries
- The campus Sunday evening basketball ministry

Spreading good news in this city will have several benefits. “God will be honored. Needs will be met. By what we do, people will know that we are followers of Jesus,” Ewert said.



SUMMER LIFT *Several locations received improvement over the summer*



1 Sattler Hall—Five Wenger music practice rooms were installed. The Piano Galleria, Visalia, loaned three grand and several studio upright pianos from Petrof and Nordiska and eight Kruzweil digital pianos. Gennadiy Mikerin (FS ’99-’01) owns The Piano Galleria. The pianos will be sold on campus this spring.

2 Hiebert

Library—Facilities staff built circulation and reference desks to replaced the old circulation desk. New carpet and a new computer kiosk were installed.



3 Track and soccer lighting—Seven light poles were installed around the track.

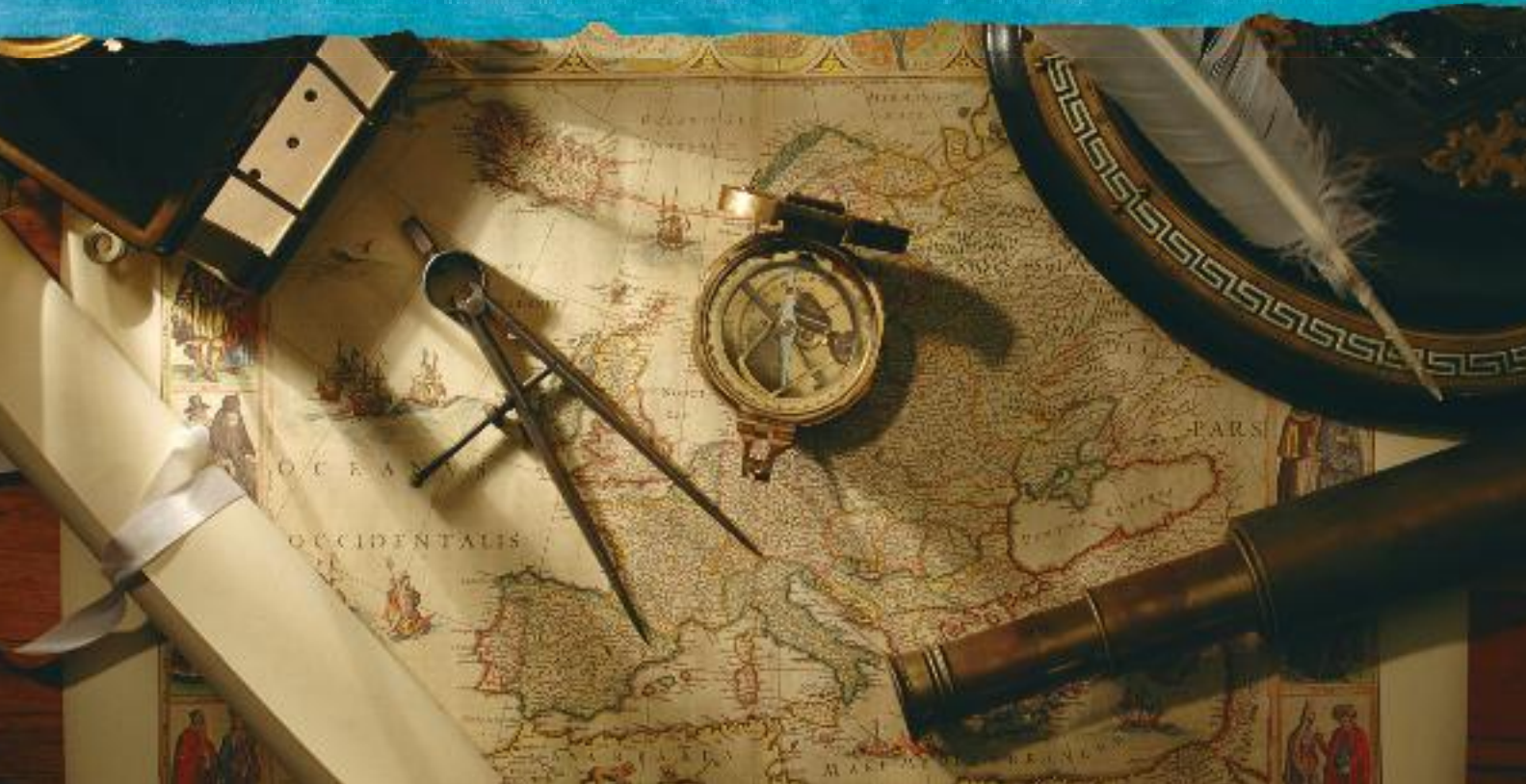
4 Marpeck 103

—The room was renovated with a new floor, vinyl tack board paneling, safety rails, carpeting, window covers and a wide-screen TV.



Work was also done at Casa Pacifica and in the Larry A. Shehadey Dining Room of Steinert Campus Center.

CHARTING *the* COURSE



STRATEGIC PLAN

A passage to the university's future

by Wayne Steffen

Maps....

Families use them to plan vacations. Navigators use them to route passengers and goods from one harbor to another. Universities use them to plot the courses that best serve their students and societies.

A strategic plan is a map. "It examines where we are and where we want to be," said Patricia Anderson, provost from 2002-2006 and acknowledged chief cartographer of the Fresno Pacific University Strategic Plan for 2006-2011.

CHARTING *the* COURSE

Is this trip really necessary?

More than just lines on a chart, a strategic plan sets out a schedule, a route and alternatives. It's like a trip to San Francisco, said President D. Merrill Ewert. Travelers can take the coast highway, 99 or I-5. "But you can't take them all at the same time," he said. Effectiveness governs the overall direction. "If you find a wreck on I-5, then you drive around it," he added.

The plan's five-year mission is short but realistic. "The environment is so dynamic and ever-changing that people can't and don't take a wider view," Anderson said.

Planning one year at a time results in travel without a sense of direction, while 10 years is too long to go without a rest—a decade ago, who could have predicted September 11, \$3 gas and ipods? "The context in which we work is too dynamic," Ewert said. "Five years gives you a horizon."

The name of the plan is Building for Excellence. Excellence is an interesting destination: in some ways FPU is already there, but it will never fully arrive. Many areas of the university are already first-rate, but "excellence is something one never really attains," Anderson said. "It's a framework."

Drawing the map

The first survey was done by the Securing Our Future Taskforce (SOFT). This group of faculty, administrators and staff organized by Ewert met from 2003 to 2005.

SOFT became the basis for the President's Council—32 leaders from the academic, business, development and operations areas, including a student representative, all the vice presidents and the deans—that came together to provide overall navigation, with Anderson at the helm and Ewert surveying the horizon. Faculty not on the council participated through Faculty Session and discussions in the four schools.

Assembling the fleet

Faced with such an arduous voyage, many colleges and universities would quickly engage a guide—in other words, a consultant. FPU had no need of such assistance. "We did not seriously consider going with an outside consultant," Ewert said.

By making its own arrangements, FPU got much bigger buy-in among those who have to make the journey since they helped plan it. "It's theirs; they own it," Ewert said.

In addition, those who piloted the process have made this trip before. "(Pat and I) have been the consultants others have hired," Ewert said.

Ewert compares hiring strategic planning consultants to paying someone to borrow your watch and tell you the time. "Now if you can't read the watch yourself, that's a good decision. If you already know how to tell time, read it yourself," he said.

Also unusual was the sailing schedule: one year from weighing anchor to returning to port. "Based on work SOFT had done, we could move more quickly. The President's Council did an extraordinary job," Anderson said. The finished document went to the FPU Board of Trustees for approval, as planned, in June 2006.

Casting off

President's Council trimmed the sails and checked the currents during bi-weekly meetings. A variety of techniques kept the crew pulling in the same direction. One session occurred during the West Coast Mennonite Central Committee Sale, which takes place on campus each April. "I bought three bags of zweibach and Janita (Rawls, dean of the School of Business) brought the jam," Anderson said.

Such acts created camaraderie. "We laughed, we ate," said Jo Ellen Misakian, interim dean of the School of Education.

In their larger meetings, faculty and staff submitted 145 individual objectives. The council condensed these into a 22-page document of six goals and 40 strategies for achieving those goals. "We found common goals between (Faculty Session, Board and operations units) and then plugged them all into objectives," said Jeff Jones, information systems analysis coordinator and president of Staff Caucus.

While Anderson acted as captain, everyone had a role and voice, according to council members. "It started with the faculty," said Jeanne Janzen, teacher education faculty, "then the board had its input. They were really into that process, and I think that shows up when you look at the document."

"It was very much a bottom-up process," Rawls said.

Watching for reefs

The vision, mission and values of FPU were the stars by which any future would be set. "There was lots of discussion about those," Jones said.

The key was to look ahead without forgetting where FPU has been. "That's a very critical part of who we are," said Cindy Steele, President's Council member and executive director, graduate and degree completion enrollment, management and regional centers.

"We wordsmithed that statement," Misakian said of President's Council and Faculty Session. "But every time you do it, you get a better document."

In the end, the statements were refreshed for clarity and focus. "The statements are much shorter and should be easier to keep in mind," Anderson said. No changes were considered in the Fresno Pacific Idea.

Zweibach and jam didn't prevent difficult discussions. "We talked about our weaknesses, which is not always easy to do," Misakian said.

OUR MISSION

Fresno Pacific University develops students for leadership and service through excellence in Christian higher education.

As an institution of the Pacific District Conference of the Mennonite Brethren Churches, the university communicates a distinctively biblical, Christ-centered vision of interdisciplinary and liberal arts-based baccalaureate, graduate and continuing education to strengthen the church and improve society.

OUR VISION

Fresno Pacific is a leading Christian university known for academic excellence, innovative programming and spiritual vitality.

OUR VALUES

Fresno Pacific University embodies Christ-centered values:

CHRISTIAN COMMUNITY

- As church-related and prophetic
- As Anabaptist, evangelical and ecumenical
- As regional, international and culturally diverse

SERVICE TO OTHERS

- In teaching
- In reconciliation and peacemaking
- In action within the community to meet human need
- In the promotion of social justice

ACADEMIC AND PROFESSIONAL EXCELLENCE, EMPHASIZING

- The liberal arts and sciences
- The integration of theory and practice
- Life-long learning
- A community of learners and scholarly dialog
- Theological engagement

STUDENT-FOCUSED

- For the development of moral and ethical integrity and character
- For the preparation of servant leaders for church and society
- With respect and dignity for each person
- Through mentoring and collaborating for success

INNOVATIVE AND RESPONSIVE

- Providing relevant programming and creative delivery
- Adapting with integrity to changing environments

CHARTING *the* COURSE

Still, participants used the process as an opportunity to improve FPU and to see the university as others see it. "That's what these documents do—(ask) 'How do we present ourselves?' What are the things we want people to think of when they think of Fresno Pacific University?" said Kevin Enns-Rempel. Vice chair of Faculty Executive, Enns-Rempel serves as archivist for the Center for Mennonite Brethren Studies and history faculty.

The role and importance of growth and the definition of quality and quantity were addressed. "There's a sense that an institution our size is difficult to sustain," Enns-Rempel said. "It's not just that we want lots of students, we want them to be better prepared and qualified."

Another issue was Hiebert Library, which has needs that affect both FPU and MB Biblical Seminary. "What do you mean by a state-of-the-art library?" Janzen asked.

Getting national accreditation and expanding online education were other major topics. "In order for us to be able to even get one toe into a world campus, we need to have national accreditation," Janzen said. Part of being a world campus means adding more online offerings, but online is not for all programs. "I want us to choose carefully at what we put online. I don't want to lose any rigor or quality," she said.

Discoveries & Treasure

The strategic plan was meant to chart general directions and be a background on which policies will be based. "(Something to) get us all pulling together...or at least not pulling against each other," Enns-Rempel said.

Certainly, university mission statements and the like can sound similar. "They're all committed to academic excellence, they're all committed to leadership, they're all committed to service," Ewert said. "The difference is how they're fleshed out in the life of the university. That's what's going to distinguish us from most of the rest of the kids on the block."

So much is possible over the next five years, such as new programs, majors and courses. "It will depend on somebody in a unit saying, 'Let's go work toward that,'" Anderson said.

One specific step that was taken was to create an internal grant program that provides both seed money for new ideas and a way to determine which projects get funded. "It's supported by a planning process, so it's not

just my idea versus your idea," Anderson said.

The year 2011 will see FPU become the place all its supporters—faculty, staff, donors and alumni—want it to be. Many universities are "ad-hocracies" with neither clear goals nor workable strategy, Ewert said. "They happen," he added. "Planning helps us by clearly articulating what we want to happen."

Regional centers will continue to be a big part of FPU. "I believe we'll not only have more programs, but more options for delivery. Classes will be able to be collaborative, even though they're at different centers," Steele said.

"For faculty and staff, it's a clearer vision of where we want to go and how we want to get there," Janzen said. The plan also recognizes that administrative units need to be

PLANNING ASSUMPTIONS

- The university must remain true to its heritage as a Mennonite Brethren institution. Our mission statement lays out our purpose as a Christian university while the vision paints a picture of the future that compels us to action.
- Fresno Pacific University is tuition dependent and therefore requires: (1) modest increases in tuition (2) regular increases in enrollment in all areas and (3) student financial aid support from federal, state, and institutional resources. The Enrollment Management team has proposed the following student enrollment goals through the year 2011:

Traditional undergraduate enrollment—1,350

Undergraduate accelerated degree enrollment—700

Graduate enrollment—1,150

Continuing education enrollment—15,000

- Faculty/student ratios will remain between 15/1 and 17/1 with a priority given to quality teaching, supported by intellectual inquiry and scholarly success.

examined. This will improve services such as the Registrar's Office, Student Financial Services and other crucial areas. "I think it's a distinguishing feature of our strategic plan," Jones said.

Students will find a place that relates to their needs. "That's what we're here for—the students," Misakian said.

The university must consult its new map regularly. "When you put in that much time, you want it to be that kind of impetus to move us forward," Janzen said. "That's our next challenge."

"This plan, I believe, gives the university the direction, that North Star to set our own goals and service the students in the best way," Steele said.

DESIRED STUDENT LEARNING OUTCOMES

- Oral communication both in individual and group settings
- Written communication to inform and persuade others
- Content knowledge, including how the liberal arts inform society, and the application of such knowledge to effect change
- Reflection for personal and professional growth to manage change in oneself and one's vocation
- Critical thinking
- Moral reasoning and ethical decision making, including understanding a Christian world-view
- Service and reconciliation as a way of leadership
- Cultural and global perspectives to understand complex systems
- Computational/methodological skills to understand and expand disciplines, including an understanding of technological systems

Strategic plan goals summary

The full plan includes specific strategies to complete each of the following goals.

- GOAL 1** Embody a culture of academic excellence in which enriched and challenging programs prepare students for faithful and wise leadership and service.
- GOAL 2** Recruit and equip a diverse community of faculty, staff, students and administrators.
- GOAL 3** Become a resource for the transformation of communities.
- GOAL 4** Enhance the delivery and use of resources throughout the university.
- GOAL 5** Generate sufficient revenues to meet the needs of a growing university.
- GOAL 6** Implement the Campus Master Plan.



Anna, Leah, Karen and Don Gregory with Provost Herma Williams

Gregory goes the distance

Honoree found himself through running

By Kristin Deffenbacher

ALUMNI PROFILE DON GREGORY

BA 1975
FRESNO,
CALIFORNIA

Dr. Donald Gregory (BA '75), recipient of Fresno Pacific University's 2006 Distinguished Alumni Award, is a modest man who loves to run.

Don and his wife Karen met in St. Louis when he was a third-year medical student at Washington University and she was a nurse. When Karen first met her husband she commented, "Oh, you jog." Gregory responded, "No. I run." Today he logs 10 miles a day. As Karen puts it, "Running is his life. He loves running. It is his God-given interest."

When Gregory came to FPU the school was Pacific College and the sports mascot was the Vikings. Gregory wanted to continue to pursue his passion. "I wanted to belong to a team and be around people who liked to run," he says. "I didn't think that I would help them. I asked Bill Cockerham (then the track coach) if it would be alright if I tagged along."

Gregory's early estimate of his contributions in track and field and cross country demonstrates his humbleness. While at Pacific, he earned the titles of team captain, most valuable performer and Viking of the Year. He was also Pacific's first cross country athlete to letter all four years and still holds school records.

"Cross country people are highly motivated, and Don was like that, highly motivated as an athlete and a student. The

staff at Pacific liked Don's character, which went beyond his athletic abilities," says Gary Nachtigall, retired coach, geography faculty and athletic director.

Gregory credits Pacific and the cross country team as places where he was molded into the person he is today. "Many of us came to Pacific without our identities or values set. On the track, values were made and molded. We had a coach who believed in hard work in the class and on the track, a coach who believed in Christ," he says.

Karen Gregory refers to her husband's time on the cross country team as a golden era of talented runners and great people. "It was a life changing team: prayer before team races, Bible studies at the coaches' houses. The coaches were godly men who loved these kids and cross country. They made Don forever passionate about the sport and doing what you're supposed to—doing what God wants you to do," she says.

Gregory was also part of a close-knit academic group. Dr. Dennis Falk (BA '75) got to know Gregory as a pre-med/pre-dental student. "I think struggling through physical chemistry and calculus together helped to cement the friendship," says Falk, now a dentist in Fresno. Their continued relationship is in part due to the belief and values fostered at Pacific. Additionally, they both enjoy endurance sports: marathons for Gregory and cycling centuries for Falk.

Since graduation, Gregory has run in many marathons, once placing third while pushing his daughter in a stroller. He is a member of a three-person team that broke a 24-hour relay world record, but no one would guess his achievements from his behavior. "He is always

*Congratulations Dr. Don Gregory,
Fresno Pacific's Distinguished Alumni of 2006!*

Help the Fresno Pacific Alumni Association honor another extraordinary graduate with the 2007 Distinguished Alumni Award.

Nominate an alumnus who lives the mission and values of Fresno Pacific University at the alumni association's web page: fresno.edu/alumni by December 31, 2006.

(continued on page 21)



See Homecoming on the Web at fresno.edu/alumni

BIRTHS

John (BA '74) and Geri (FS '74 Nickel) Warkentin announce the birth of their first grandchild, Gabriella Milan, born to John-Mark and Madelyn on July 22, 2006.

Jeffrey England (BA '82) and wife Melody announce the birth of their first grandchild, Brooklyn Marie Hilton. She was born to his daughter Jamie and her husband, Ray, on May 17, 2006

Roger (BA '83) and Kristie (Hoover) Nord announce the birth of Jakob Roger on February 24, 2006.

Denise (BA '93 Whitesel) Mallek and husband Eric announce the birth of Emily on April 4, 2006. Denise is the pastor of Washougal United Methodist Church, just outside Vancouver, Washington.

Paul (BA '91, MA '97) and Amy (MA '96 Senn) Micu announce the birth of Naomi on February 6, 2006.

Monika (FS '93 Duda) Murphy and husband Brent announce the birth of Nikolas Sean on April 12, 2005.

Paul (BA '94) and Lori Meadors announce the birth of Alexandra Whitney on December 6, 2004.

Efrain (BA '95, MA '06) and Susan (BA '06 Salgado) Tovar announce the birth of Lucas Josiah on June 14, 2006. He weighed 7 pounds, 13 ounces and was 20.5 inches long.

Carlos (BA '96, TC '97) and Sandy Tafolla announce the birth of Mia Marie Martin on February 20, 2006. She weighed 5 pounds, 6 ounces.

Bethany (BA '97 Gilliatt) and Gary Grainer announce the birth of Gabriell Jeanne in July of 2006.

Mark (BA '96) and Sarah (FS '97 Dodrill) Crawford announce the birth of Lauren Melissa on December 5, 2005. They live in Newcastle, where Mark is a senior accounting manager.

Koby (BA '97) and Stacy (BA '96, TC '98 Kaufmann) Johns announce the birth of Gabriel Jack on September 26, 2005.

Roslyn (BA '97 Hamman) and Graham Moes announce the birth of Hannah Elizabeth on September 1, 2006. She weighed 8 pounds, 15 ounces and was 21.5 inches long.

Alicia (FS '98 Young) Reynolds and husband Jon announce the birth of Brenna on November, 21, 2005.

Jason (FS '98) and Julie (BA '00 Blain) Bowling announce the birth of Colton Ray on December 24, 2005. He weighed 8 pounds, 9 ounces and was 19 inches long.

Lucio (BA '98) Ternieden and wife Wendy announce the birth of Nathaniel Robert in South Bend, Indiana, on July 19, 2006. He weighed 8 pounds.

Brent (BA '00) and Sabrina ('01 Nelson) Sawatzky announce the birth of Matthew Parker on March 12, 2006. He was 5 pounds, 18 inches long.

Loren (BA '00) and Andrea (BA '01 Jones) Enns announce the birth of Gavin on May 17, 2006.

Anita (BA '01 Gonzalez) and Matt (TC '03, MA '05) Cockrum announce the birth of Matthias Andrew on July 28, 2006. He weighed 6 pounds, 4 ounces and was 19 inches long.

Teri (BA '01 Piper) and Doug Foster announce the birth of Owen Wiley on November 18, 2005.

Jared (BA '02) and Sarah (BA '02 Tschetter) Christensen announce the birth of Noah James on February 16, 2006. He was 7 pounds, 15 ounces and was 20 ½ inches long.

Jessica (BA '02 Howeth) and husband Jonny Bartlett announce the birth of Nathan Ray on March 15, 2006. He was 10 pounds, 4 ounces and 22 inches long.

Rici (BA '02, MA '05 Bell) and Phillip Skei announce the birth of daughter Kadence Allena on March 2, 2006. She weighed 4 pounds, 15 ounces.

Anne (BA '03 Wright) and husband John Davenport announce the birth of Christopher Thomas on June 20, 2004. The couple married on June 7, 2003.

Casey (BA '04) Henry and wife Shizuka announce the birth of son Sora Jacob on September 19, 2005.

Kristin (BA '03 Warkentin) and Justin Wood announce the birth of son Trevin James on February 18, 2006.

Shannon (BA '03 Christoffersen) and Steve Pittman announce the birth of daughter Mckayla Grace on June 2, 2006.

Victor (MA '04) and Suzana (BA '99, MA '02 Dobrić) Veiss announce the birth of Lea Katarina on February 22, 2006.

Kiyomi (TC '05) Rich's daughter, Charity, and her husband have a baby girl named Morgan Kathryn.

*Interested in alumni affairs
and events?*

*Have ideas on ways to
improve alumni services?*

Want to get involved?

The Fresno Pacific Alumni Association seeks nominations for the 2007 Alumni Advisory Board. This energetic, diverse, spirited and committed group will serve as ambassadors for FPU.

Please email your name and contact information (or that of the alum you wish to nominate) to the Fresno Pacific Alumni Office at alumni@fresno.edu, or call 559-453-2080 by Friday, November 17, 2006.

See the Alumni Advisory Board job description at fresno.edu/alumni.

MARRIAGES

Robin Heehn (BA '91) married Floyd Alexander on May 12, 2006.

Christy (BA '93 Szabo) married Bob Utterback on June 8, 2005. Together they have six children and are adopting a child with special needs.

Joel (BA '95) and **Amie Rogers** married on December 17, 2005.

Matthew Reed (BA '95) and **Jana Klassen (BA '98)** married on June 3, 2006, at First Presbyterian Church in Fresno.

Dave Lockridge (BA '03) married Megan Harden on July 21, 2006. They purchased a house in Redondo Beach.

Chelsea Christensen (BA '04) and **Manuel Bonilla (BA '05)** married on March 4, 2005, in Fresno.

Isaac Aleman (FS '04) and **Denise Gonzalez (BA '06)** married at the Shafter Mennonite Brethren Church on July 1, 2006. They now live in Bakersfield.

Michelle (BA '04 Wilkinson) and **Nathan Carr** married on June 24, 2006.

Stephen Zoller (BA '04) and **Nicole Carson (BA '05)** married on June 11, 2005.

Crystal (BA '05 Hopes) married Joshua Dearman on February 18, 2006.

Jason (BA '05) and **Brandie (BA '05 Daher) Munoz** married on March 4, 2006, in Fresno.

John Perez (BA '05) and **Melissa Dowlat (Current Student)** married on June 7, 2006.

Robyn (BA '05 Hunter) Aguiar and husband Don announce the marriage of their daughter Rachele to Blake Barrett on May 18, 2006. Their son, Phillip, graduated from High School on June 2, 2006.

Steven Redekop (BA '05) and Jennifer Prieb married on February 18, 2006.

Christina (BA '06 Woods) married James Morris on June 24, 2006.

GENERAL ANNOUNCEMENTS

Jonathan (PBI '51) and **Alice Bartel** retired from Japan in 1983 and settled in Denver. They started a Japanese church in Denver and pastored it for seven years, before they were called back to Japan for six months. Upon returning to Denver, they started a Japanese church in Fort Collins, which he pastored for six years.

Dave Cowles (BA '69) completed a diploma in Christian studies at MB Biblical Seminary.

Richard Miles (BA '72) was ordained an Episcopal priest on January 14, 2006, and is now the supply priest at St. Columbia Episcopal Church in Big Bear Lake. He retains his ordination as a Presbyterian minister.

John Fehr (BA '78) moved to Mexico as bi-vocational minister. He also does the purchasing outside North America for an irrigation and hardware company. His wife, Celia, leads a small Spanish church.

Connie (BA '81 Buckingham) Blesse teaches fourth grade at Auberry Elementary.

Judith (BA '81 Marsh) Roth had her first picture book published in September of 2006. It is called *Cups Held Out*, published by Herald Press.

True (BA '86) Lively-Jones and husband David Jones announce that the Lord led them to one another in their sixties.

Linda (AA '87 Pigg) Buschman is a chiropractic assistant after working as a special education instructional assistant. Her son, Daniel, graduated from Clovis High School in June 2006. He plans to get a degree in automotive technology from Fresno City College.

Shirley Esau (BA '88, MA '03) was named 2006 administrator of the year for the Kingsburg Elementary Charter School District by the Fresno County Office of Education.

Derek Thomason (BA '90) became the director of student financial services at Fresno Pacific University as of June 6, 2006.

Karen (BA '89 Huebert) and **Ricky (BA '92) Sanchez** plan to open an AIDS/HIV

2006 ALUMNI SCHOLARSHIP PHONATHON BEGINS

Your gifts to the Phonathon become scholarships for our students. These scholarships make it possible for hundreds of students to attend Fresno Pacific University. And our students are grateful:



"During my sophomore year it looked as though I wouldn't be able to make my tuition payment. In that time of great need, I was awarded additional scholarships—provided by people like you. Because of these scholarships, I'll be the first of my family to graduate from college. Thank you for making a college education accessible and my future goals possible."

—Heather Verhoeven, senior English major

When a student calls—reach out. Share what's going on in your life and get up to speed on campus happenings.

Please prayerfully consider your gift during the 2006 Alumni Scholarship Phonathon. Your generosity makes a very real difference in students' lives.

orphanage in April 2006; they currently work with Mennonite Brethren Mission and Service International in Thailand.

Henrietta Siemens (BA '93) completed her second year towards a Ph.D. in instructional technology at the University of Virginia. She works as a research assistant in the evaluation office for Reading First in Virginia.

Craig Bowden (BA '94) is the vice-principal for Washington Colony Elementary School. He left Caruthers Elementary after 12 years of teaching.

Michelle (BA '94 Black) Bowden continues to teach English at Selma High School. Craig and Michelle have three kids: Jessica, 12; Justin, 9; and Nicholas, 7.

Kathryn Derksen (BA '95, MA '98) moved back to Africa in the summer of 2006 to serve with Mennonite Central Committee. She is a peace worker to Chad, having previously served in Uganda. She is joined by her husband, Daniel, and her two sons, John Clair, 5; and Jacob, 3.

Saray Gomez (FS '96) has been chief of the accounting department since at A Health Care Enterprise since 2005.

Terry Anderson (TC '97, MA '99) is the director of instructional services for Riverdale Joint Unified School District; she also oversees maintenance and facilities.

Koby Johns (BA '97) graduated from Fuller Theological Seminary in June 2005 and was hired by the Fresno Fire Department as a firefighter. **Stacy (BA '96, TC '98 Kaufmann) Johns** enjoys being home with their children full time.

Jeremy Hofer (BA '99) was in the *Fresno Bee* in July for helping with the electronic balance transfer program for the Cherry Avenue Auction. The program allows people on food stamps to use cards to buy produce through the market.

Corey Sparks (BA '01) graduated in June 2006 from the University of Chicago with a master of arts in humanities. This fall he is teaching composition at DePaul University, Chicago.

Michelle Ferguson (BA '02) graduated from Fuller Theological Seminary on June 10, 2006 with an

M.A. in theology, biblical studies. She began teaching biblical studies for FPU's degree completion program as an adjunct faculty in April of 2006.

Christine Gregory (BA '03) is pursuing a Ph.D. in mathematics in operations research at Brunel University, West London. She is in her second year.

Athenia Hetherington (BA '04, TC '05) was recognized by the California Association for Employment in Education for her unique and creative contributions to the education profession.

Aura Opris (BA '04) went to Bucharest, Romania, in January 2006 to teach at Bucharest Christian Academy. She taught 7th-10th grade science and will teach fourth grade. She plans to remain through October 2007.

Brandon Dorman (BA '05) is teaching mathematics at McLane High School in Fresno for the 2006-2007 school year.

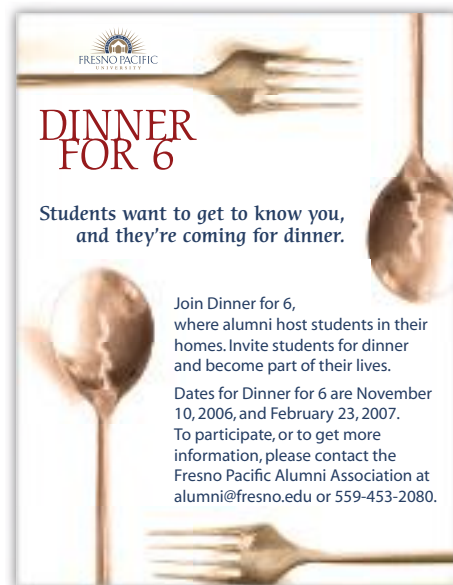
Leandra Rayford (BA '05) was accepted into Regent's School of Law, and plans to start in August 2006.

Rebecca Doda (BA '05) is working as an au pair in Germany for a year.

Becky Kruse (BA '06) is a residence director at FPU.

PRAISES AND PRAYERS

Pamela (FS '96) Mitchell would like you to remember her youngest son, Jason, in prayer while he serves in the armed forces in Iraq.



DEATH

Kathy Robinson (PBI '57) died July 26, 2006. Kathy was a highly accomplished administrative assistant and served as executive secretary to the CEO of the Fresno JCPenney Company and for two presidents of FPU. She was preceded in death by her father, Dietrich Friesen; and her husband, Ed Robinson.

CORRECTION

In the July 2006 issue we misidentified Mahawu Lumeya. Here is the correct information, with our apologies:

Muhawu Lumeya (BA '04) plans to pursue a master's degree in comparative politics and regional studies at the American University School of International Service, Washington, D.C. She is preparing for possible service with an international agency.

IN TOUCH WITH ALUMNI

NAME			
ADDRESS			
CITY	STATE		ZIP
HOME TELEPHONE		WORK TELEPHONE	
EMAIL		GRADUATION YEAR	
OCCUPATION			
WHAT'S NEW WITH YOU? Information for Pacific Magazine:			

\$100,000 gift fuels expansion of victim-offender program

Fresno County could lead nation in restorative justice

** George and some friends had broken into Lisa's home and stolen a PlayStation and other possessions. Lisa hosts a mediation meeting in her living room and invites her son, Chad, to join her. George invites his mother, Angie, his sister and a family friend. My wife, Roxanne, and I serve as mediators. Lisa and George describe their experiences and summarize those of the other, then the mothers discuss their concerns and hopes for their children.*

Restorative justice brings together those who suffer from crimes and those who commit them so the offender can understand the victim's loss and make financial or other restitution.

The Fresno Pacific University Center for Peacemaking & Conflict Studies (CPACS) and the Victim-Offender Reconciliation Program (VORP) of the Central Valley, Inc., have been working to make Fresno County a national model of restorative justice. Those efforts got a boost from a \$100,000 matching gift.

"(The anonymous donor) has a passion for seeing our state be more fair and just for everyone. He wants our communities to be more peaceful and much less driven by fear. He wants people to experience shalom, the kind of peace when people are living in the right relations with each other and with God," said Ron Claassen, CPACS director and founding director of Central Valley VORP.

George's family needs time alone to discuss how George could best cover the losses. Roxanne and I, Lisa and Chad wait in the front yard. Later we realize we had left George and his family alone in the home he had burglarized, with Roxanne's purse in the living room. None of us had worried.

Fresno County has long been a leader in restorative justice—VORP of the Central Valley was the first VORP in California, and county courts have used the system in a limited way since 1982. VORP and CPACS plan to work on legislation to make restorative justice the primary method for handling criminal cases. Imposed court decisions and incarceration would remain options for offenders who are uncooperative or pose a threat to safety.

We meet again in the living room when the family is ready. George offers Lisa his PlayStation (a better model than the one taken) and to pay the balance of the damages in \$30 weekly installments. Lisa and Chad indicate that is more than satisfactory. We write an agreement.

CPACS would oversee the project with an administrator and a leadership committee. An advisory panel would include a local attorney and mediator as well as representatives from the Fresno Regional Foundation and the county sheriff's office, jail and juvenile probation department.

National and local research has found:

- Nearly 80 percent of victims and offenders are willing to participate in a meeting when invited by a mediator.

- Those who participate in a meeting indicate a high sense of satisfaction (79 percent of victims and 87 percent of offenders) and fairness (83 percent of victims and 89 percent of offenders) with the process.

- Victims value the participation of the families of offenders and offenders' families value the opportunity to be involved.

- Restitution is paid at much higher rates when agreed to in a meeting as compared to being ordered by the court (30-50 percent for courts, 70-90 percent for mediated agreements).

- Offenders find it at least as demanding to make things right as to complete a punishment. Participants commit fewer repeat crimes, and those who do re-offend tend to commit less serious offenses.

Restorative justice is practical, effective and the logical next step for criminal justice in Fresno County and beyond, according to Claassen.

Several weeks later George completes the agreement. We meet at George's house, where his family makes a meal and a birthday cake for Lisa's youngest son. It is wonderful to celebrate that George kept his word. Trust is growing. Justice—making things right—is experienced by all parties.

* From an article by Ron Claassen in the November 2005 VORP of the Central Valley Newsletter (Names and some details have been changed to protect identities.)

Scholarship benefits accounting profession, FPU students

Good fortune turning FPU graduates into employees led an accounting firm to sponsor a scholarship.

"We have been very fortunate to be able to hire several students from Fresno Pacific, and they have just been outstanding," said Frank Hambalek, Jr., CPA, a partner in Wiebe and Associates, CPA, LLP.

The beginnings of the scholarship go back to September 2005, when Alicia Andrade, director of career services, invited accounting agencies to interview students on campus. Wiebe and Associates accepted. The next month Hambalek and another partner spoke to one of Accounting Professor Dean Gray's classes. "Frank asked me, 'What can we do for you?'" Gray recalled. Gray later suggested a scholarship.

The Wiebe and Associates, CPA, LLP, Non-endowed Scholarship was established in 2006. Eligible candidates will be juniors or seniors with an interest in accounting, a proven record in academic work and financial need.

Accounting is a growing field. "There's a pretty high demand that started maybe 10 years ago," Hambalek said.

Graduates need a strong education and a good grade-point average, but there's something more. "What makes a difference is personality; that and a strong work ethic," Hambalek said. "We found that with Fresno Pacific students, they have a good, hard work ethic."

Places from the heart

Longtime partners keep legacy alive

Old friends give because they know us.

A quarter century ago, a group of investors began working together to help ensure the future of FPU. Now their investment is paying off.

Marvin and Nadene Steinert, Al and Dotty Warkentine, Chester and Clella Jost, Arthur and Evelyn Wiebe, Richard and Billie Jean Wiebe and Ann Wiebe purchased approximately 200 acres of land bordering the foothills east of Fresno near Watts Valley Road. The Steinerts, Warkentines and Josts later added 705 adjacent acres.

"It was good property," said Mark Deffenbacher, vice president for advancement and university relations and executive director of the FPU Foundation.

The land will add to the legacy of long-time university partners who have given in many ways. Arthur Wiebe was president from 1960-1975, Marvin Steinert and Al Warkentine were both members of the board of trustees and the foundation board. Chester Jost was a trustee. Richard and Billie Jean Wiebe are long-time professors: Richard directs the philosophy program and Billie Jean chairs the communication department. The families also entrusted 22 children, grandchildren and their spouses to the university as students. "They have always been willing to put their time, talent and treasure to work for FPU," Deffenbacher said.

The land had appreciated considerably by the mid-1990s, and the investors decided that, rather than sell the property and donate the money, they would give the property itself. "It made a wonderful planned charitable gift for the university, in a way that could reaffirm their commitments," Deffenbacher added.

"Dotty and I are aware that there are great needs around the world and many worthwhile places to make donations," Al Warkentine said. "With Fresno Pacific University right here in our own backyard, we have seen how the college changes lives, challenging and equipping students for ministry both locally and globally. By supporting FPU, we can watch our gifts being used wisely and effectively."

Each family had a clear purpose in mind for their part of the gift:

- Chester and Clella Jost, who owned Jost Carpet One in Bakersfield (now

operated by sons David and Duane) before Chester's death in 2004 and Clella's in 2005, contributed to East Hall. Earlier gifts had gone to the Chester and Clella Jost Endowed Scholarship, and they made a bequest from their estate.

- Marvin and Nadene Steinert, Bakersfield investors, made the major donation to Steinert Campus Center. They have also supported Steinert Field, Alumni Hall, McDonald Hall and other projects.

- Al and Dotty Warkentine, of Clovis, funded the Warkentine Lounge in Steinert Campus Center and contributed to the remodeling of Warkentine Hall and the construction of AIMS Hall of Mathematics and Science. They also made the lead gift for the forthcoming fine arts building and helped build the Special Events Center. Al is a retired dentist and investor.

- Arthur and Evelyn Wiebe, of Fresno, established a biblical and religious studies endowment to assist students preparing for the ministry. Arthur founded Activities Integrating Mathematics and Science (AIMS) Education Foundation with the late Larry Ecklund. Wiebe is responsible, through AIMS, for the largest gift in university history: \$6.4 million for AIMS Hall. He and Evelyn have also provided scholarships and endowed faculty chairs as well as other projects.

- Richard and Billie Jean Wiebe, of Clovis, established the Dean Malley Environmental Studies Endowment Fund to help students in the environmental studies program. With Ann Wiebe, they created the Minnie Wiebe Education Scholarship.

- Ann Wiebe, of Reedley, created a fund to acquire Anabaptist documents for Hiebert Library. Ann works with Arthur Wiebe in a business providing resources to educators.

When donors pool their resources, which time and commitment multiply, they can spread the benefits over many areas within one place dear to all. "These families have had a vision for Fresno Pacific University," Deffenbacher said. "And they have been willing to support that vision over years of dedicated service."

"Our desire is that the school continues to increase in academic excellence and in building God's Kingdom," Al Warkentine said.

Old friends give because they believe in us.

FPU earns ESPYs

Sunbird athletes earned three awards at the inaugural 2006 Central Valley ESPYs July 31 at the Saroyan Theater. FPU was recognized as the top college athletic program. The women's squad won for best female team performance. Tennis player Jelena Pandzic was named best female college athlete. The awards were sponsored by 1430 ESPN Radio.



From left: ESPN's Kelly Carr, women's tennis coach Neil Castro and team members Janelle Jackson and Jelena Pandzic.

Veteran timer model of faithfulness

When Oscar J. Becker lost his battle with cancer September 14, 2006, FPU lost a good friend and a faithful servant.

Born in Brawley in 1943, Becker grew up in Salem, Oregon. He arrived at then-Pacific College of Fresno in 1961, the same year Gary Nachtigall arrived as athletic director and basketball coach.

The 18-year-old freshman plunked himself down in the timer's chair at the season's first basketball game for the then-Vikings. Like the swallows coming back to Capistrano, Becker returned each year for the next 45 years as FPU's official timer.

"His professional and courteous manner was appreciated by referees and coaches alike," Nachtigall said. "He quickly mastered the rules and various timing systems during the 20-year period when FPU games were played in a variety of high school and college venues. He was faithful and reliable. We will all miss him."

Becker completed a degree in music from Fresno Pacific and a master's in religious education from MB Biblical Seminary. He began work as a group counselor at Fresno's Juvenile Hall in 1968, and invested the next 30 years in the Fresno County Probation Department.

Survivors include wife Marlis (Friesen), son Chris, daughter Courtney Foster and four grandchildren. He was preceded in death by daughter Melanie, sister Jeanette and parents Gertrude and Peter Becker.

FPU will honor Becker February 6, 2007, in the Special Events Center, prior to the Sunbirds-Westmont College basketball game. Memorial gifts may be made to the FPU Music Department.



Top Sunbirds 2005-2006

Elizabeth Burns, soccer, and Megan Holbert, track and field, were named FPU outstanding scholar-athletes. Burns is second all-time scorer with 19 goals, nine assists and 47 points. Holbert is the first Sunbird woman to clear 10 feet in the pole vault. Denise Fast, basketball, and Mario Ordaz, track and field, shared the Sunbird of the Year prize. Fast made 1,436 points (fifth all-time), 545 rebounds (ninth all-time) and 296 assists (seventh all-time). She also won outstanding senior athlete. Ordaz, discus, earned both NAIA All-American and All-America Scholar-Athlete honors. Brittany Pierce, volleyball, was outstanding freshman. She hit for a .302 average while contributing 3.4 kills and 2.51 digs per game in 2005. From left: Burns, Holbert, Ordaz, Pierce and Fast.



CHRISTIAN ATHLETES HONOR SUNBIRDS

At a gathering in the Special Events Center April 18, 2006, Fellowship of Christian Athletes co-chairs Zack Darrah and Michelle Nachtigall presented Christian leadership awards to Denise Fast, basketball; Jeremy Warkentin, tennis; and men's basketball coach Clark Sheehy. The master of ceremonies was Heidi Watney, Fox TV 26 weekend sports anchor. From left: Darrah, Fast, Watney, Sheehy, Warkentin and Nachtigall.



ALUMNI PROFILE DON GREGORY

(continued from page 14)



Don Gregory (center)

modest. If he wins a race and you congratulate him, he never takes the glory for himself," says Wayne Cook, a friend and professional peer.

Ken Isaak (BA '76) considers his friend and former cross-country teammate to be loyal as well as unassuming. "Don makes friendships for life. He will be there for you and he is extremely generous with his time and his financial resources," Isaak says.

Falk remembers when he was a patient a few years ago. Although Falk's medical problem had nothing to do with Gregory's area, Gregory stopped by every day during rounds. "He went out of his way to follow up on my care and neither I nor my insurance was billed for this," Falk says.

A cardiovascular specialist with the Cardiovascular Consultants Heart Center, Gregory gives his time and talents to friends and FPU athletics. One of Gregory's many contributions is to provide pre-season physical examinations for cross country and track and field athletes. "You always know when Don does the physicals for Pacific because of all the young faces in the waiting room. You would think you walked into a pediatrician's office instead of a cardiologist," Cook says. Gregory attends meets and knows the names and times of the Pacific runners. "Don is a very knowledgeable, interested and encouraging fan. When he does the Pacific physicals he loves talking to the kids about their times and injuries," Karen says.

Nachtigall and Isaak have also witnessed Gregory's giving nature. Isaak, FPU sports information director, recounts Gregory's expertise in action. "On a whim a student from Kenya, who had all the characteristics of a great runner, tried out for the Pacific cross country team. When doing the physical Don was shocked at what he heard when he listened to this guy's heart—he had a diseased heart and it could have been fatal. Don organized the entire surgery

and got all his friends to donate anything insurance wouldn't cover. Don saved this kid's life," Isaak says.

Gregory downplays his medical contributions. "I interact with patients and their families throughout the day—evaluating a heart concern or treating a heart ailment," he says. Cook points out that Gregory nurtures not just his patients, but their families as well. As an employee of Biotronick, a company that makes pacemakers, Cook sees Gregory several times a week. The two men and their spouses also participate in a mentoring class. "Don's demeanor is always very calm, always very joyful to his patients and his bedside manner is amazing. He is one of the only doctors I know who prays before he goes into a procedure. He acknowledges who gave him his skills," Cook says.

"He sees the big picture and how everything fits together in God's hands," says Nachtigall who, along with Isaak and Falk, credit Gregory for FPU's new track. "FPU probably would not have a track at this time if it were not for the efforts and generosity of Don Gregory," Falk says.

"Don is always there to give, with his time and talents. He is a giving guy: to his friends, his employees and his patients. Even if they just need to talk, he is there," Cook says.

As the recipient of Pacific's 2006 Distinguished Alumni Award, Gregory states: "Every single teammate has developed into someone who is a community leader. Any one of my teammates would be worthy of the award given. Why me? What about all these others who are doing wonderful things in others' lives—teachers, pastors, missionaries, administrators. What I have done is nothing special."

Karen Gregory sees that FPU offered more than just a team to the kids involved. "It was a life-changing experience, the team experience building relationships and mentoring," she says. The Gregory's three children are also involved in cross country and track and field. Their eldest daughter, Leah, a junior at FPU, follows her father's footsteps as a member on the cross country team, and the Gregorys often open their home to the team.

Sports can lead to things beyond athletic performance, things not necessarily associated with athletics, according to Gregory: "I witnessed that—prayer groups, Bible studies. Guys got to know Christ because the coaches invited them into their homes." Above all, Gregory believes he is blessed. "I have a wonderful wife who keeps my eye on the goal—that is our Christian faith."

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For information on this and other giving options, contact

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