



TYNDALE
UNIVERSITY



Opportunity Profile

PRESIDENT & VICE CHANCELLOR
TYNDALE UNIVERSITY

NELSON/KRAFT
AND ASSOCIATES

ABOUT TYNDALE UNIVERSITY

Tyndale University is a private Christian university located in Toronto, the provincial capital of Ontario and the most populous city in Canada. With 15,000 alumni worldwide, the current Tyndale community represents 60+ ethnic backgrounds and 90 different denominations.

Established in 1894, with roots in the Canadian missions and bible college movements of the late 19th and mid-20th centuries, Tyndale is a private Christian liberal arts university, authorized by the Province of Ontario. Enrollment at Tyndale University comprises a headcount of approximately 1,400 students in four different schools – the School of Arts and Sciences, the School of Education, the School of Continuing Education and Tyndale Seminary, which is the largest seminary in Canada – as well as the Open Learning Centre, with emphases on Intercultural Ministries, Leadership and Spiritual Formation.

Tyndale is operating without institutional debt, yet it is experiencing challenges like those experienced by both Christian and public universities, including shifting demographics, funding shrinkages and changing technological landscapes.

Tyndale's welcoming approach to a wide range of evangelical theological traditions, along with its location in the highly multicultural and urbanized Greater Toronto Area, present significant opportunities to attract students and supporters from new sources. Tyndale's campus is also home to a property development, "Tyndale Green," that will enhance income streams and learning prospects in years to come.





OUR MISSION

Tyndale is dedicated to the pursuit of truth, to excellence in teaching, learning and research, for the enriching of mind, heart and character, to serve the church and the world for the glory of God.

OUR VISION

We envision graduates who think critically and creatively, lead with high ethical and professional standards, embody the character and compassion of Jesus Christ, and who are prepared to impact the world.



OUR VALUES

- **People:** We foster and nurture an educational community that extends hospitality, respect and honour to every person who engages with us, knowing each person is made in the image of God and wanting to see people flourish personally, professionally and spiritually.
- **Diversity:** We pursue the richness of diversity, welcoming and respecting students, staff and faculty in all our fullness, and remain open to new experiences, viewpoints and practices as core elements in a flourishing community.
- **Academics:** We pursue academic excellence and rigorous scholarship to deepen knowledge, prepare students for their futures, provide value to the broader academic community, strengthen the body of the church and contribute to the flourishing of the public good.
- **Faith & Learning:** We celebrate what God is doing among us, support the exploration of ideas and thought, are committed to Christian spiritual and academic formation which nurture the life of the mind and the flourishing of the whole person, and dare to imagine the possibilities to come.
- **Stewardship:** We responsibly develop and carefully manage all of the resources entrusted to us to support the flourishing of people, Tyndale, the environment and the world.

CONTEXT & OPPORTUNITY

Tyndale is operating in a higher-education landscape shaped by shifting demographics, financial pressures, and rapid change in pedagogical models and technology. Within this environment, Tyndale faces a defining season of leadership in which clarity of identity, sustainable financial foundations, and renewed external engagement are critical. At the same time, Tyndale's mission, distinctive Christian community, and flagship programs—along with the Tyndale Green property development—create meaningful opportunity for renewal, growth and long-term sustainability.

ROLE SUMMARY

Appointed by and accountable to the Tyndale Board of Governors, the President & Vice Chancellor of Tyndale University provides visionary, spiritual, academic and operational leadership, stewards the mission and values, cultivates key relationships and leads Tyndale toward sustainable foundations and greater impact. The President works in close partnership with the board, cabinet, faculty leadership and shared governance bodies, alumni, donors, churches, ministry organizations and public partners. The President's life and witness must be exemplary, having revealed a life that the Tyndale community wishes to see in its graduates. This includes being a person of integrity and humility who demonstrates respect and gives evidence of a calling from God for ministry and public service.



CRITICAL ATTRIBUTES

The Tyndale President & Vice Chancellor possesses the following attributes:

- A deep love for the Gospel; a vital relationship with Jesus Christ expressed through witness.
- A clear understanding of and high commitment to Tyndale University's mission and vision.
- Discernment of what must remain constant and what must adapt in Christian higher education.
- Highly developed cultural intelligence, communication and relationship building skills.
- Team-building and collaborative strengths, in relation to faculty, staff and leadership colleagues.
- Significant executive leadership experience gained at senior organizational levels.
- Fundraising, financial and operational improvement experience.
- Effective at navigating complex modes of governance, including academic governance structures and a board of governors.





LEADERSHIP PRIORITIES

- **Mission & Identity Leadership** — Galvanize the community around a clear, compelling articulation of Tyndale's mission, identity and strategic direction.
- **Financial Sustainability** — Lead and align strategies that achieve recurring operating breakeven and strengthen long-term financial resilience.
- **Fundraising & Advancement** — Serve as an institutional fundraiser and ambassador, inspiring confidence and growing philanthropic investment.
- **Academic Excellence & Formation** — Uphold academic quality, scholarship and holistic Christian formation; support faculty flourishing and credible academic reputation.
- **Enrollment & Market Growth** — Champion an integrated and effective approach to marketing, recruitment and program positioning to strengthen enrollment—particularly in undergraduate studies.
- **Innovation** — Encourage innovation in educational strategy (in-person, online, hybrid) and thoughtfully steward opportunities and risks related to emerging technologies (including AI).
- **External Relationships & Partnerships** — Act as a connector to churches, ministry organizations, industry and other educational institutions to build partnerships, placements and community credibility.
- **Capital/Major Initiatives** — Provide executive oversight for major initiatives (including Tyndale Green) to ensure mission and financial alignment, clear governance and stakeholder confidence.
- **Culture & People Leadership** — Build trust, strengthen engagement and lead change with clarity, courage, humility and wisdom.

KEY RESPONSIBILITIES

Governance, Strategy & Institutional Leadership

- Partner with the board of governors to set strategic priorities, monitor performance and ensure fiduciary stewardship.
- Provide clear reporting, risk management and decision support to the board and its committees.
- Lead institution-wide strategic planning and execution in alignment with mission, values and academic direction.
- Cultivate an accountable, collaborative senior leadership culture, ensuring alignment across portfolios and shared governance bodies.

Financial Stewardship & Sustainability

- Drive an integrated plan to achieve structural financial sustainability (recurring operating breakeven) and strengthen long-term financial resilience.
- Ensure disciplined budgeting, forecasting and performance management; prioritize resources in alignment with mission and strategy.
- Strengthen revenue diversification through fundraising, enrollment growth, partnerships and responsible ancillary opportunities.
- Communicate financial realities and plans transparently and appropriately to build internal and external confidence.





Academic Excellence, Shared Governance & Student Formation

- Uphold and champion a culture of academic excellence, scholarship and rigorous teaching and learning.
- Respect and effectively navigate shared governance (board, faculty leadership, academic councils/senate structures) and ensure appropriate engagement in decision-making.
- Support the flourishing of faculty and staff through clear direction, wise resourcing and healthy organizational practices.
- Model and cultivate holistic Christian formation that integrates faith and learning in a diverse "big-tent" evangelical context.



Advancement, Fundraising & External Relations

- Serve as Tyndale's primary ambassador and lead fundraiser, engaging major donors, alumni, churches, foundations and community partners.
- In partnership with advancement leadership, set fundraising strategy, goals and campaign priorities; strengthen donor stewardship and trust.
- Increase unrestricted philanthropic support and strengthen the case for giving rooted in mission, impact and long-term sustainability.
- Represent Tyndale publicly with clarity and credibility within the Christian community and broader society.



Enrollment, Marketing & Program Positioning

- Champion a market-responsive enrollment strategy—especially for undergraduate programs—grounded in clear identity, compelling value and excellent student experience.
- Strengthen the institution's marketing and communications function so that Tyndale's academic strengths, outcomes and distinctive Christian formation are communicated convincingly.
- Build external bridges to industry and organizations (including beyond the Christian community) to strengthen student pathways, work placements and reputation.
- Support innovation in program offerings, credential design and delivery models to reach new audiences and improve sustainability.

Major Initiatives & Asset Stewardship (including Tyndale Green)

- Provide oversight and institutional coordination for major initiatives to ensure mission alignment and long-term benefit to Tyndale.
- Engage appropriately with the governance structure related to Tyndale Green, representing the University's interests, managing stakeholder expectations and ensuring transparency and confidence.
- Ensure capital and facilities priorities (e.g., athletics/student commons needs) are evaluated and advanced in alignment with strategic and financial realities.



CORE COMPETENCIES

The President & Vice Chancellor is a leader who can galvanize, connect, communicate and steward Tyndale forward in a complex season. The following competencies reflect those priorities.

Galvanizing Mission-Centered Leader: Unites diverse constituencies around mission, identity and a compelling vision for the future.

Connector, Ambassador & Relationship Builder: Builds broad networks with churches, ministry organizations, alumni, donors, industry and peer institutions.

Compelling Communicator & Institutional Storyteller: Communicates clearly and persuasively with diverse audiences (internal community, donors, churches, regulators, media).

Strategic Marketer & Enrollment Champion: Understands how brand clarity, program positioning and recruitment execution connect to enrollment and sustainability.

Innovator & Entrepreneurial Change Leader: Sees the big picture of Christian higher education in Canada and identifies strategic opportunities for differentiation and sustainability.

Financial Steward & Fundraising Leader: Demonstrates sound financial literacy and discipline; understands key drivers of sustainability and has a credible track record of major fundraising and donor development.



QUALIFICATIONS & EXPERIENCE

- Senior executive leadership experience with accountability for organizational performance, culture and strategy.
- Demonstrated success in fundraising and external relationship development at a significant level (education, nonprofit, church-adjacent or comparable contexts).
- Strong financial acumen with experience leading budgets, sustainability initiatives and organizational change.
- Understands higher education and has an ability to lead effectively within academic culture and shared governance (direct experience, preferred).
- Graduate or advanced degree, preferred. Alternatively, an equivalent combination of education and senior leadership experience.
- Able and willing to affirm Tyndale's Statement of Faith and meet applicable lifestyle expectations.



KEY WORKING RELATIONSHIPS

The President & Vice Chancellor works closely with:

- Board of Governors and Board Chair (as primary accountability relationship)
- Cabinet/Senior Leadership Team (direct reports)
- Faculty leadership and shared governance bodies
- The Tyndale Foundation and major donors
- Church, ministry and community leaders
- Government and regulatory stakeholders (as needed)

DIRECT REPORTS

The President & Vice Chancellor currently leads an executive team (Cabinet) of the following six senior leaders:

- Provost & Chief Academic Officer
- Vice President Academic & Dean of Undergraduate Studies
- Vice President Academic & Dean of Seminary & Graduate Studies
- Senior Vice President, Administrative & Support Services
- Senior Vice President, External Relations/President, The Tyndale Foundation
- Vice President, Student Development

NOTE ON CANDIDATE BACKGROUND

Tyndale welcomes candidates from a variety of leadership pathways. While direct higher-education leadership experience and scholarly credentials are valued, the Tyndale Board is also open to leaders from adjacent sectors (e.g., nonprofit, church-adjacent or business) who demonstrate the capacity to lead within a shared-governance university context, inspire confidence with faculty, and deliver the fundraising, marketing and financial leadership required in this season.

OUR SEARCH TEAM



JEFF PITCHFORD
LEADING THE SEARCH

Jeff is an accomplished Senior Executive, with over 25 years of leadership experience across the chemical manufacturing and food processing industries. He wears many hats including Business Consultant, Executive Coach, Board Member, Forum Chair and Birkman Certified Professional. Jeff specializes in leadership development and team-based business success. He is passionate about developing leaders and building high performance teams.

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MATT ROBBERSTAD
SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.

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JENNIFER HILL
SUPPORTING THE SEARCH

Jennifer is a Certified Human Resources Professional (CHRP) and a member of Canada's largest HR regulatory body, the Human Resources Professionals Association. Jennifer holds a Master's degree in Human Resources Management and the Certificate in Advanced Human Resources Law for Senior HR Executives from Osgoode Hall Law School. Jennifer has a passion for helping organizations thrive. In consultation with your organization, she will develop HR policies and practices and recommend initiatives that contribute to a motivated, committed and productive team.

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ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

Location: Toronto, ON

Application Deadline: June 30, 2026

Short List Interviews: July 2026

Start Date: June 2027

The President & Vice Chancellor position is currently filled and is becoming available as a result of a planned retirement in June 2027.

This role falls outside of Ontario's compensation disclosure requirement for publicly advertised job postings. Compensation will be discussed with candidates during the search process.

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume.

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Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.