

**F. DOUGLAS PENNOYER**  
**Dean, Cook School of Intercultural Studies**  
**Biola University**

Higher education administrator, anthropologist, missiologist, pastor, church planter, non-profit corporate executive, university missions institute catalyst. Conference and seminar speaker for churches, mission organizations, and professional societies. Published in missions, anthropology, and linguistics.

**EDUCATION:**

University of the Philippines Post Doctoral Senior Fulbright Scholar 1983

**Ph.D.** Anthropology, Washington State University 1975

Ateneo University, Philippines, Fulbright Student Researcher 1973-74

**M.A.** Anthropology, Washington State University 1972

Cornell University, National Defense Foreign Language Fellow 1971

**B.A.** Education (Social Science), Western Oregon University 1969

Cascade College (Seattle Pacific University) 1965-68

**WORK EXPERIENCE: BIOLA UNIVERSITY (1998-present)**

**Dean of the Cook School of Intercultural Studies.** Administers the Cook School of Intercultural Studies, one of six schools at Biola. Nineteen faculty teach courses in four departments: Anthropology; TESOL and Applied Linguistics (ALT); International Affairs and Intercultural Education; and, Intercultural Studies. Annual enrollment typically reaches 230 students in the baccalaureate programs and 190 in the masters and doctoral programs. The school offers the following graduate degrees: Master of Arts in Intercultural Studies; Anthropology; TESOL; Applied Linguistics; Missions; Linguistics and Biblical Languages; Doctoral programs in Missiology; Intercultural Education; intercultural Studies. Established and marketed overseas extension centers in Chiang Mai, Thailand, and Kiev, Ukraine for MA ICS and DMiss students. Cook added four graduate and one undergraduate degree and enrollment increased-- UG (triple) and graduate (new highs). Raised funds for building expansion (\$200,000). Executed numerous partnerships with mission organizations and ran professional conferences. Taught Peoples of the Pacific; Peoples of Native America; Cultural Anthropology; and Applied Anthropology (graduate). Held the following positions while at Biola: President, and SW Regional VP, Evangelical Missiological Society. Far East Broadcasting Company Board Chair; Lausanne Committee for World Evangelization Vice-Chair Global Participation Leadership, and Leader for GlobalLink Programme and Curriculum team. Transform LA executive team; Overseer at God Reports; President's Circle, Link Care.

## **WORK EXPERIENCE: SNOHOMISH FREE METHODIST CHURCH (1991-1998):**

**Senior Pastor**, Snohomish Free Methodist, a church of 350 with 8 Home Fellowship Groups; vibrant worship; Biblical, practical sermons; superb Christian education and training for all ages; dynamic youth ministry(175 Junior and Senior High group); annual mission outreach; and, community service. Three full time, four part time staff. Mission trips to Ecuador('92, '94--Pastor's week long seminar on Hebrews); and, the Philippines('96). Trip planner and evangelist with a group of 42 young people and adults in a drama team that saw over 400 conversions in 16 performances. Gave three seminars to several hundred pastors and Philippine Promise Keepers (Spiritual Warfare, and the Godly Man and His Family).

## **WORK EXPERIENCE: SEATTLE PACIFIC UNIVERSITY (1983-1991)**

**Director**, Intercultural Institute of Missions, Seattle Pacific University (1983-1991). Designed, initiated and directed an administrative unit, a campus catalyst for missions and international programming. Helped the School of Social and Behavioral Sciences set up a Third World Studies program. Assisted in the design of an International Service Certificate. Initiated student outreach programs to Ecuador, Taiwan, and Singapore/Indonesia; student/ faculty exchanges with Han Nam University in Korea; School of Education faculty projects in India and Hong Kong; an alumni Reach for the Rim Asian basketball ministry; and, a missionary kid campus organization, MU KAPPA. Hosted a monthly meeting of missions representatives (Inter Mission Fellowship). Taught courses in cross-cultural ministries, anthropology, and business. Raised funds for IIM operations, endowments (became the Jake DeShazer endowment at SPU), international student scholarships. Staff: Mary Braun, Administrative Assistant. Volunteers: Jane McNally (IMF), Mark Alman (Missionsfest, YWAM), Jon Sween (Workplace Ministry, NAV), John Schlosser(Cadres).

## **HELD THE FOLLOWING POSITIONS AS PART OF IIM'S WORK:**

**National Coordinator**, Christian College Consortium of St. Paul, Minn., J. Howard Pew Trust program to Internationalize the Curriculum (1985-88), and strengthen Multi-Cultural Teaching (1988-91). Wrote a background proposal for this multi-million dollar CCC grant. Program responsibility for five 1985-88 projects: Faculty, and Institutional sub grants; Middle East Seminar Tours (with Mercy Corps International and the National Council on U.S.-Arab Relations); Tantar Research Scholars; and, China Exchange Program. Example of activities include writing Request For Proposals, chairing review panels, and providing orientation for students from China. Consulted at four CCC schools and delivered one-day campus lectures and counsel in international programming at Covenant College, Eastern Mennonite College, Ouachita Baptist University, and Simpson College, Nov-Dec. '88. Program responsibility for the second Pew Grant, Multi-Cultural Teaching '89-'91,

included five projects: Modern Language Workshop and Multi-Cultural Teaching Institute for several hundred participants from around the nation, planned, hosted, and directed at SPU (June '90); Asian Studies Center; Foreign Language Grants; and Partnership Grants.

**Coordinator**, Northwest Missionsfest 1985-1991. Brought this annual Greater Seattle interdenominational missions celebration to SPU and built it up to 1,000 at the Friday night rally ('87), and 200 in Saturday seminars. In 1990 forged a five-year expansion plan with area churches and missions agencies.

**Recruiter and Training Host** for Educational Services Exchange with China's (ESEC) Summer Institute of English sending teams to teach conversational English in China, 1985-1991. Recruited two pilot teams from the SPU community and facilitated the training program at SPU ('86). Marketed the program nationally and expanded it to six teams ('87), and forty teachers ('88), fifty teachers ('89, cancelled), and forty-six participants ('90).

#### **HELD THE FOLLOWING ADDITIONAL POSITIONS:**

**Interim Pastor** (Sept. 1989-July 1990), Eastside Free Methodist Church of Bellevue, WA. Taught Wednesday night and Sunday morning adult classes and preached in the Sunday A.M. services, and gave devotionals in the P.M. services.

**Consultant**(1985-87,'90-91,95-96),Snoqualmie Indian Tribe Federal Acknowledgement petition and rebuttal of challenges by other parties. The Snoqualmie Indian Tribe was recognized by the government, and now has a reservation, and tribal enterprises. Steilacoom Indian Tribe of Graham, WA, application for ANA Funding.

#### **WORK EXPERIENCE: UNIVERSITY OF THE PHILIPPINES (1983):**

**Post Doctorate Fulbright Senior Lecturer**, University of the Philippines in the Visayas, January-September, 1983. Taught Sociology and Anthropology (Culture Change, and Philippine Ethnic Groups). Conducted cultural and linguistic field research among the Ati of Panay, and the Tawbuid of Mindoro. Uncovered a language previously thought dead and published an article; continued oral literature project with the Tawbuid tribe and transcribed and translated folk tales and ritual chants. Worked with Wycliffe, Christian Reform, Baptist, and Nazarene missionaries in Iloilo Province.

#### **WORK EXPERIENCE: STOWW( 1975-82):**

**Executive Director**, Small Tribes Organization of Western Washington (STOWW) (1978-1982). Managed a non-profit corporation with 30 full-time staff members and annual budget in excess of a million dollars in federal and private foundations funds. Initiated STOWW's involvement in business development, including free service to clients in fiscal, marketing, and business management, while continuing social and health programs.

**Director** of Planning and Development, STOWW (1977-78) and Grants and Research Officer (1975-77). With seven staff members, planned, initiated, and secured funding for key tribal projects. Completed tribal demographic surveys and economic plans. Personally designed and secured funds from the Federal Government and private foundations for legal, biological, health care, and general community development programs totaling several million dollars, including a \$360,000 project with 14 separate programs and 15 subcontracts.

**Co-Pastor**, Family Bible Fellowship of Puyallup, WA 1976-81(while at STOWW). Planted a church that began as a small home Bible study and grew to over 200. Drafted the incorporation papers, by-laws, and an organizational manual. Led the morning worship service, preached occasionally, conducted men's discipleship classes, a home Bible study, and counseled.

#### **WORK EXPERIENCE: WASHINGTON STATE UNIVERSITY (1970-1975):**

**Teaching Assistant**, Washington State Anthropology Department (1971-73, 74-75). Descriptive Linguistics, Island Southeast Asia, and Eastern Civilizations (Honors).

**Director**, Taubuid Ethnobotanical Project, Pinamalayan, Mindoro, Philippines (1973-74). Headed a multi-discipline research team (anthropology, linguistics, botany) from three universities. Collected and identified 1200 specimens, recorded and partially transcribed and translated over 60 hours of ritual chants, and completed a 290 page dissertation.

#### **FELLOWSHIPS, HONORS AND AWARDS:**

1977-1990 Reviewer for the **National Science Foundation** Science for Citizens program. 1987-89 Chosen as a Younger Leader in world evangelization and one of 280 who participated in Leighton Ford's June 1-10, Singapore '87. Invited to Leadership '88, the national gathering in WA, D.C., and Lausanne II in Manila, Philippines, July, 1989. Hosted a pre-Lausanne II gathering of all the Northwest delegates in May, 1989, and helped nominate others from the Pacific Northwest. 1986 Verne Lavik Lectureship in Cross-Cultural Evangelism, April 21-25 at Lutheran Bible Institute. 1983 **Fulbright Senior Lecturer**, University of the Philippines in the Visayas. 1980-83 Appointed as the only Non-Indian to serve on the board of the American Indian Development Corporation, Albuquerque, New Mexico. 1982-83 Listed in WHO'S WHO IN THE WEST. 1980 Principal Investigator for a Department of Energy Grant. "Historical Survey and Demonstration of Native American Appropriate Technology." Selected by the **Department of Commerce** to accompany a fourteen member U.S. Seafood Sales Mission to four cities in Japan, May 1980. 1979-80 Invited as the only non-Indian to join a **Department of Health and Human Services (DHHS) Native American Leaders Panel**, a two year study to identify

gaps in services to Native Americans.

1979 **Invited by the President to a WHITE HOUSE reception** for Native American organizations engaged in model economic development activities.

Project Director for a National Science Foundation workshop, TV show, and publication, "Fisheries of Washington State: A Public Resource." 1975 **National Institute of Mental Health Dissertation Fellowship**. 1972-75 Three awards from WSU: Summer Research Grant; Research Studies Development Fund Grant; and, Dissertation Write-up award by the Anthropology Department. 1973 **Fulbright Research Grant**, Philippines. **Wenner-Gren Foundation for Anthropological Research Grant**. 1972 **National Defense Foreign Language Fellowship**, Indonesian, Cornell University summer session.

## **RESEARCH, SCHOLARSHIP, AND PUBLICATION:**

2005 "Negritos of SE Asia"; "Negritos, the Ayta of Mt. Pinatubo"; "Moros of Mindanao" in Carl Skutsch, ed. Encyclopedia of the World's Minorities. New York Routledge.

2004 "Christology and Transformation - A Focus on Genealogy and Transformational Roles" in Luis K. Bush, ed. A Unifying Vision of the Church's Mission. Pattaya, Thailand LCWE.

2001 Caring for the Harvest Force in the New Millenium. Edited with Tom A. Steffen. Evangelical Missiological Society Series No.9. Pasadena: William Carey.

1996 Rival Forces in Spiritual Warfare. Light and Life. Feb. 1996

1994 Wrestling With Dark Angels(Korean translation)

1993 Der Kampf Mit Satanischen Engeln. Herausgeber, C. Peter Wagner mit F. Douglas Pennoyer. Solingen: Verlag Gottfried Bernard.(German translation of Wrestling With Dark Angels)

1992 "Building an Anti-Shock Survival Kit." The Short Term Missions Handbook. pp.77-80.

1991 "Take the Cross Cultural Challenge." Missionary Tidings, March/April 1991, Vol. 95, no.2.

1990 **Wrestling with Dark Angels: Toward a Deeper Understanding of the Supernatural Forces of Spiritual Warfare**. Edited with C. Peter Wagner. Ventura, CA: Regal. 365 pp. (now on Regal Books CD with other Wagner pubs)

"In Dark Dungeons of Collective Captivity" in Dark Angels, Chapter 9, pp. 249-270. Rewritten from a paper presented at the Academic Symposium on Power Evangelism at Fuller Theological Seminary, December 13-15, 1988.

"Trends and Topics in Teaching Power Evangelism" in *Dark Angels*, Chapter 13, pp. 339-357.

"Demonic Captivity," *Light and Life*. March 1990.

Review of *Power Encounters, Among Christians in the Western World*. Kevin Springer, ed. San Francisco: Harper and Row. *Christian Scholar's Review*.

1988 "In Dark Dungeons of Cognitive Captivity." Paper presented at the Academic Symposium on Power Evangelism, Dec. 13-15 at Fuller Theological Seminary.

1987 **Inati: The Hidden Negrito Language of Panay, Philippines**. An article refereed by four of the leading linguists in the field of Austronesian (Malayo-Polynesian) linguistics and published in the December, 1986, and June 7, 1987, issue of the *Philippine Journal of Linguistics* (Vol. 17, No. 2, Vol.18, No. 1). Anthropologists, linguists, and historians had assumed the Ati Negrito language died out at the turn of the century and that the Atis spoke a language related to their neighbors. This monograph announces the discovery of this separate language and its dialects; analyzes the distinctive features (phonology, morphology, and syntax), and proto language reflexes; and, provides word lists, and folk story text translation.

1986 "The Rise and Fall of Chief Pat Kanim, 1848-1858." Paper presented at the Northwest Anthropological Association meetings in Moscow, Idaho, March, 1986. Co-Chair of symposium on Indians and Anthropology (with Ken Tollefson). Read paper on Indian Education by Marilyn Bentz, of the University of Washington, in her absence.

**The Snoqualmie Chiefdom** (with Ken Tollefson). A socio-political study of the Snoqualmie Indian tribe 1848-1986 submitted to the Bureau of Indian Affairs Federal Acknowledgement Project.

1985 "An Answer for the Beggars of Panay." *World Christian*, Nov./Dec., 1985, Volume 4, 1:41-43. True story of the communication of the gospel to an Ati Negrito philosopher through the use of a folk tale. Originally entitled, "Into the Creator's Fire." Includes three color photographs from the Frye Exhibit.

1984 **Philippine Portraits: Faces of Tribal People**. Charles and Emma Frye Museum, 704 Terry, Seattle, WA, Nov. 8-Dec. 2. Exhibit of 50 8X10 and 14X11 mounted color photographs. A rare photo collection of P.I. tribes, such as the reclusive Tawbuid of Mindoro, who run on sight of strangers; the Ati of Panay, who are sidewalk sleepers and beggars; and, the Zambales Negritos, who

still hunt with bow and arrow. Lectured at the museum November 18, 1984, 2:00 p.m., "Rejection and Eviction: Encounters with a Fearful Society." Details of 1973 three month expedition to Central Mindoro, Philippines, to find and study the interior Tawbuid.

1983 Philippine Portraits. University of the Philippines in the Visayas, Iloilo City. Exhibit of over 100 8X10 and 14X11 mounted color photographs. The larger collection from which 50 were selected for the 1984 Frye Museum exhibit.

1982 **Photos published in Victims of Progress, 2nd Edition, by John H. Bodley.** Menlo Park, CA: The Benjamin Cummings Publishing Company, pp. 18, 123, 155. Used as a text in anthropology courses. (In 1st Edition, also)

1981 "Shifting Cultivation and Shifting Subsistence Patterns," in Adaptive Strategies and Change in Philippine Swidden Societies, pp. 43-54, Harold Olofson, ed., Laguna: Forest Research Institute.

1980 "Buhid and Tawbuid: A New Subgrouping in Mindoro, Philippines," in Austronesian Studies: Papers from the Second Eastern Conference on Austronesian Languages. Michigan Papers on South and Southeast Asia, Paz Buenaventura Naylor, ed., 15:265-271, Ann Arbor. Read this paper at the May 3-5, 1976, Ann Arbor Conference.

"Ritual in Tawbuid Life," in Anthropos, Internationale Zeitschrift fur volker\_und Sprachenkunde, St. Augustin, Deutschland, 70:693-709.

1979 Society for Applied Anthropologists. July annual meeting in Lexington, Kentucky. Presented paper: "Anthropologists and Tribal Organizations."

1978 "Leadership and Control in a Sumagui River Bangon Settlement," in Philippine Sociological Review, 26, 2:49-55.

Colloquium for Puget Sound Anthropologists, October 26-27 at Pacific Lutheran University, Tacoma, WA. Presented paper: "What Can I Do with a Degree in Anthropology: Anthropologists and Service Organizations."

1977 "The Tawbuid of Mindoro, Philippines," in Philippine Quarterly of Culture and Society, 5:21-37.

United Indian Planners Association annual meetings August 1-5, 1977 at Orlando, Florida, and August, 1978 at St. Paul, Minnesota. Presented paper, "The Multi\_Tribal Planner's Lament: Too Far and Too Many."

1976 "Spirits, Specialists and Tawbuid Cosmos," in Folk, Dansk Ethnografist Forening Kobenhavn, 18:247-261.

1975 Tawbuid Plants and Ritual Complexes, Doctoral Dissertation in Anthropology, Washington State University, 290 pp. Twenty years later, this is still the only ethnography of this tribe.

### **COURSES TAUGHT AT SEATTLE PACIFIC UNIVERSITY:**

ANTH 1110 Cultural Anthropology 5 cr. Autumn '95 Adjunct Professor; ANTH 4450 Understanding Cultural Change 5 cr. Autumn '89; ANTH 2250 Cultural Anthropology 5 cr. Winter '87; REL 4832 Culture and Religion 3 cr. Winter '88; REL 4488 Cross-Cultural Communication 3 cr. Spring '84; REL 4487; Principles and Strategy of the Christian Mission 5 cr.; Winter '84 & Spring '85; BUS 6284(MBA) Surviving in International Business Arena 2 cr. Winter '90

### **INDEPENDENT & DIRECTED STUDIES/HONORS PROJECTS:**

REL 4498 The Christian Approach to Non-Christian Religions Spring '85 REL 4480 The Emerging Church in the Modern World Winter '85; REL 4445 A Missions Perspective on Modern Ideologies Spring '84; REL 4951 Ray Tse "Seattle Pacific Reachout INTERNATIONAL" '84; Douglas Sessions "Grant Proposal Writing" Spring '85; Michele Rudisill "Philippine Summer Mission" Summer '85; Mark Strickland "Practical and Theoretical Mission Approaches in the Third World" Autumn '85; Monica McDowell Honors Project Bethlehem Summer '86, "Strategy for Evangelization of Palestinian Muslims on the West Bank".

### **COURSES INITIATED:**

IND 1100 Travel Medicine, 3 cr., Craig Karpilow, Spring '90; Beginning Conversational Indonesian, 3 cr., Ertie Oie. '87,'88 ; EDUC 5732 Teaching Conversational English in China, 9 cr., Martha Bean. Summer '90, '88, '87, '86; CHN 5120 Beginning Conversational Chinese, 3 cr., Xiaohang Lee. Spring 1986 and each quarter until 1988; REL 5405 The Gospel and Contemporary Japanese Society, 3 cr., Dr. Neal Browning. Summer 1985; REL 5422 Health Preparation for Service Abroad: Travel Medicine I, 3 cr., Dr. Craig Karpilow. Summer 1985; REL 5559 Creative Life Style, 3 cr., Graham Kerr. Summer 1985

**Summer Institute of Linguistics** brought to SPU (with Dr. William Merrifield) 1985:

LAN 5530 (Sec 1, 2) Articulatory Phonetics, 3 cr., Keller; LAN 5531 (Sec 1, 2) Problem Solving in Phonology, 5 cr., Bascom; LAN 5532 Advanced Phonological Analysis, 5 cr., Bartholomew; LAN 5533 Problem Solving In Grammar, 6 cr., Elson; LAN 5534 Advanced Grammatical Analysis, 5 cr., Everrett; LAN 5535 Linguistic Field Methods, 5 cr., Merrifield; LAN 5536 Principles of Literacy 5 cr., Crowell; LAN 5537 Linguistic Principles of Translation, 5 cr., Larson; LAN 5538 Language in Culture, 5 cr., Merrifield

**CADRES:**

Adventures with Primitive Tribes. Elderhostel, May 9-14, 1989. Blakely; ;Bible Study for International Students. Fall '89, Winter '90(John Schlosser); Urbana Follow-On. Winter '88; The Pith Helmet and the Briefcase: Modern Missionary Models. Spring '87; Great Commandments & Great Commissions. Fall '85

**OTHER CURRICULAR ACTIVITY:**

Worked in the design, promotion, and formal acceptance of the Third World Studies major; and, helped secure funds for library resources, and sabbatical trip for coordinator. Together with Dr. Tom Wisley, established the International Service Certificate program, allowing students to take 30 hours of a variety of international type courses and receive a certificate. Helped designed a major/minor in Linguistics.

**FUNDS RAISED (1984-90, SPU):**

Endowments: \$120,000 for operational costs and scholarships  
Operations: Built up a \$30,000 annual base plus \$15,000-\$30,000 each year  
International Students: \$18,000-\$25,000 a year for scholarships

**FUNDS RAISED (1976-82, STOWW):**

During my tenure at the Small Tribes Organization of Western Washington I wrote proposals and secured funding for \$4.8 million in federal, state, and private grants.

AGENCY	PROJECT	AMOUNT
AKBAR	Develop Tribal Judicial Systems	\$ 75,000
NW Area Foundation	Fisheries Applied Research	\$147,000
	Business Development Office	\$ 35,000
ARCO Foundation	Business Development Office	\$ 35,000
Catholic Charities	Samish Tribal Recognition	\$ 1,500
National Science Found.	Fisheries Workshop	\$ 26,800
Dept. of Agriculture	Rural Planning	\$ 37,500
Minority Bus. Admin.	Business Development Office	\$241,000
Admin. for Native Amer.		
Community Serv. Admin.		
Admin. for Native Amer.	Community Organization	
for 17 tribes		\$2,860,000
(8 proposals)		
Admin. for Native Amer.	Natural Resources Preserv.	\$1,046,000
(4 proposals)		
Bureau of Indian Affairs	Rights Protection	\$242,000

## **BOARDS--NON-PROFIT ORGANIZATIONS:**

While at SPU, I served on the following boards:

**Issachar**--A missions research firm that grew into a mission sending agency.

**Creative Lifestyle(C3) International**--Graham Kerr asked Joann and I to serve as founding board members for his non-profit mission training and seminar agency.

**ECWA-USA**--An organization to act as a catalyst in supporting ECWA-Nigeria and a communication link with the U.S. churches. **National Leadership Foundation**--An urban missions agency partnering with ethnic leadership to spiritually and financially revitalize the inner-city.

## **CROSS-CULTURAL EXPERIENCE:**

Eight years with the small Northwest Indian Tribes. Ten years in the Philippines; residence in Australia; visits to Fiji Islands, Japan, Hong Kong, Singapore, Malaysia, Indonesia, and Ecuador. Travel in 17 European countries. Languages: Tagalog (speaking and preaching), Tawbuid, Inati (familiarity). Simple conversational comprehension in Spanish.