



CALVARY UNIVERSITY

2020–2021 ASSESSMENT REPORT

for

MINISTRY STUDIES DEPARTMENT

Submitted by

Shaun LePage
Department Chair

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Calvary University Mission:

Calvary University is an independent, nondenominational institution, providing undergraduate and graduate education which *prepares Christians to live and serve in the church and the world according to the biblical worldview*. This is accomplished by providing appropriate educational curricula and a climate that fosters the development of intellectual and spiritual maturity, leadership potential, servanthood, and a sense of mission.

Department Mission Statement:

The Ministry Studies Department program and concentrations are designed to equip students with the essential academic, interpersonal, and practical skills to serve in local churches and parachurch organizations. Each concentration combines extensive classroom instruction by ministry-seasoned professors and supervised ministry experiences (i.e., internships) with experienced ministry leaders in order to give students the necessary biblical and practical understanding of ministry in today's world. The program has multiple concentrations.

Program Learning Outcomes (PLO)

1. PLO 1: Christian Character: Provide guidance for students in demonstrating the Christian character qualifications for Christian ministry.
2. PLO 2: Ministry Knowledge: Provide clear instruction on the theology, theories, methodologies, and skills essential for effective Christian ministry leadership.
3. PLO 3: Communication Skills: Provide assignments, instruction, and feedback to ensure the student develops effective written and verbal communication skills.
4. PLO 4: Interpersonal Skills: Provide assignments, instruction, and feedback to ensure the student develops basic interpersonal skills necessary for addressing the spiritual needs of people they will encounter in their anticipated future ministry settings.
5. PLO 5: Practical Ministry Experience: Connect the student to ministry opportunities to develop basic ministry skills under the guidance of a mature, seasoned professional supervisor in the kind of ministry setting anticipated after graduation.

Student Learning Outcomes (SLO)

1. SLO 1: Christian Character (PLO1): The student has demonstrated the Christian Character qualities essential for Christian ministry.
2. SLO 2: Ministry Knowledge (PLO 2): The student has demonstrated understanding of the theology, theories, methodologies, and skills essential for effective Christian ministry leadership.

3. SLO 3: Communication Skills (PLO 3): The student has developed effective communication skills essential for Christian ministry.
4. SLO 4: Interpersonal Skills (PLO 4): The student has developed basic interpersonal skills necessary for addressing the spiritual needs of people
5. SLO 5: Practical Ministry Experience (PLO5): The student has acquired basic ministry skills required of their anticipated ministry setting after graduation.

Measures and Achievement Targets:

1. M1: Christian Character (PLO 1, SLO 1)
 - a. All Ministry Studies majors who are required internships will be affirmed by the internship supervisor as to their meeting the 1 Timothy 3 and Titus 1 character qualifications.
 - b. Achievement Target: All Ministry Studies majors will be affirmed for their Christian character through the specific comments of the CM/IC/PM/MS/YM 453 “Internship Supervisor Evaluation” form.
2. M2: Christian Character (PLO 1, SLO 1)
 - a. All Ministry Studies majors will be interviewed in their respective Senior Seminar courses as to their character.
 - b. Achievement Target: All Ministry Studies majors will be affirmed for their Christian character in the required interview with the course instructor of IC/PM/MS/YM 459.
3. M3: Ministry Knowledge (PLO 2, SLO 2)
 - a. All Ministry Studies majors will demonstrate required biblical, theological, theoretic, and practical ministry knowledge through specific assignments in ministry-specific courses.
 - b. Achievement Target: All Ministry Studies majors will demonstrate required ministry knowledge as seen in the “Philosophy of Ministry” assignment for MS340 and the “Statement of Faith” and “Personal Ministry Policies” assignments for IC/PM/MS/YM 459.
4. M4: Communication Skills (PLO 3, SLO 3)
 - a. All Ministry Studies majors will demonstrate required written communication skills appropriate to effective ministry.
 - b. Achievement Target: Positive affirmation by internship Supervisors for all forms of written communication used in the internship setting as well as effective

written communication skills evident in all written materials for IC/PM/MS/YM 459 assignments and satisfactory completion of Cultural Interest Paper and Worldview Paper in IC336 for IC majors.

5. M5: Communication Skills (PLO 3, O3)
 - a. All Ministry Studies majors will demonstrate required spoken communication skills appropriate to effective ministry.
 - b. Achievement Target: Effective Bible Study / lesson presentations for MS237 and PM331 as well as positive affirmation on all “Teaching/Preaching Evaluations” for IC/PM/MS/YM 453 assignments and satisfactory completion of Cultural Interest Paper and Worldview Paper in IC336.
6. M6: Interpersonal Skills (PLO 4, SLO 4)
 - a. All Ministry Studies majors will be affirmed by Christian Ministry leaders as to their possession of necessary interpersonal skills.
 - b. Achievement Target: 4s and 5s by ministry supervisors on all CM participation forms.
7. M7: Interpersonal Skills (PLO 4, SLO 4)
 - a. All Ministry Studies majors whose program requires an internship will be affirmed by internship supervisors as to their possession of necessary interpersonal skills.
 - b. Achievement Target: Affirmed without hesitation by all internship Supervisors as reflected in the “Internship Supervisor Evaluation” form.
8. M8: Interpersonal Skills (PLO 4, SLO 4)
 - a. All Ministry Studies majors will be affirmed by Ministry Studies faculty as to their possession of necessary interpersonal skills.
 - b. Achievement Target: 4’s and 5’s by ministry supervisors on CM reviews and affirmed without hesitation as reflected in the CM forms.
9. M9: Practical Ministry Experience (PLO 5, SLO 5)
 - a. All Ministry Studies majors will satisfactorily complete all Christian Ministry requirements.
 - b. Achievement Target: 4s and 5s by ministry supervisors on all CM participation forms.
10. M10: Practical Ministry Experience (PLO 5, SLO 5)

- a. All Ministry Studies majors whose programs require an internship will satisfactorily complete all Internship requirements.
 - b. Achievement Target: Positive affirmation by all Internship Supervisors on the “Internship Supervisor Evaluation” form.
11. M11: Practical Ministry Experience (PLO5, SLO5)
- a. All Ministry Studies majors will demonstrate preparedness for employment in ministry upon graduation.
 - b. Achievement Target: Affirmed by the course Instructor in the final interview for IC/PM/MS/YM 459.

SWOT Analysis

Within the appropriate quadrant identify strengths, weaknesses, opportunities, and threats related to your department. Please use a bulleted format and succinct statements. If you have research or data to support your analysis that can be attached as separate documents.

<p>Strengths:</p> <ul style="list-style-type: none"> • SL in MS only (No M&C as of 7/1/2021) • Affordable • Strong Biblical foundation and heritage • Small class size; faculty-student ratio • Strong faculty—knowledge, experience, connections, creativity, determination, potential • Intercultural Studies Concentration • Technology; blended model 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Character formation; assessments • Good connection with online students • Connections with local churches • Fragmented curriculum – no clear connection and collaboration with Bible & Theology and other departments • Department Promotion • Small faculty—no diversity, limited time • Lack of funds to invest in faculty, support staff, student mentoring, program promotion and development • Lack of emphasis on domestic church planting
<p>Opportunities:</p> <ul style="list-style-type: none"> • Timeless/Supracultural Training in Biblical Principles • Prepare students to be adaptable • Blended model • Warrior’s Choice, 5-year BA and MDiv • Connections with IFCA and Berean Fellowship Churches • Partnerships with Child Evangelism Fellowship, Word of Life Bible Institute, Crossworld, Biblical Ministries Worldwide, Ethnos 360, Midwest Church Extension, Village Missions, Abundant Life Leadership Institute 	<p>Threats:</p> <ul style="list-style-type: none"> • Financial/economy • Attitudes toward the church and ministry • Is traditional ministry training program preparing students for 21st century ministry? • Burnout • Campus/facilities/funds • Limited time for student interaction/ mentoring, church and leader connections, department promotion and development

Revised: 05.05.21

Documentation

Documents used for this Assessment have been filed for the Academic Year 2020-2021 for the Ministry Studies page in Sharepoint. Documents filed include:

- Monthly Admin Reports (Dr. Bitner)
- 2020-2021 Program Review Assessment
- SRI Report
- LePage FA20 SRI