

Program Review Form

Date: August 7, 2020

Program Review Year: 2017-2020

Name of Program Being Reviewed: General Christian Ministry

Degrees Covered by Review: B. S. General Christian Ministry

Name of Department: School of Theology

Department Chair: Kevin Hester

Program Coordinator: Kevin Hester

Note: Pages 1-4 are to be completed yearly by each program. Pages 1-5 are to be completed according to the Cycle of Curricular Review

Mission of the College

The mission of Welch College is to educate leaders to serve Christ, His Church, and His world through Biblical thought and life.

Strategic Initiative (from the strategic plan)

Strategic Initiative #1 – Integrating a Christian worldview.

The College will develop policies, programs, and activities which will enable students to develop a worldview that integrates the Christian faith with the academic disciplines in the whole of life.

Strategic Objective (from the strategic plan)

Strategic Objective 1.1 – Develop curricula that integrates the Christian worldview throughout all programs of study.

Program Objectives (from the College Catalog)

1. articulate a practical Biblical theology and philosophy of life and ministry.
2. demonstrate skills in a variety of local church ministries.
3. provide leadership in a local church through teaching/preaching, planning, organizing, and overseeing programs of outreach, growth, and maturing of new believers.

Program Objectives link to Institutional Purpose/General Objectives of the College

While the BSGCM program endeavors to fulfill all general objectives of the college it is especially focused upon general objective 7) a commitment to Christian leadership and service in career, church, family, and private life; and, 9) the knowledge and skills needed to function effectively in one's chosen vocation. In the case of this degree, the vocational focus is one of generalized ministry in the Christian church or a Christian organization.

Program Objectives link to Departmental Objectives

The BSGCM program endeavors to meet all departmental objectives related to biblical and theological focus as listed in the “objectives for all programs: theological studies.” Especially relevant in the major area is objective 4) use the Bible effectively in the particular ministry for which the student prepares.

Courses Aimed to Accomplish Specific Program Objectives

| Program Objective | Courses |
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| articulate a practical Biblical theology and philosophy of life and ministry. | IDS 1902, IDS 3101, IDS 4101, MIN 3011 |
| demonstrate skills in a variety of local church ministries. | BIB 1250, MIN 1011, YFM 2002, MIN 3601 MIN/PMN/YFM/ICS 3XXX, 4XXX (Ministry Electives) |
| provide leadership in a local church through teaching/preaching, planning, organizing, and overseeing programs of outreach, growth, and maturing of new believers. | MIN/PMN/YFM/ICS 3XXX, 4XXX (Ministry Electives) |

Program Review: Assessment

| Program Objective | Means of Assessment | Strategic Objective/Goal | Results (2017-2018) |
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| What we want to do (general) | How we will know if we did it | Specific Goals | What actually happened |
| articulate a practical Biblical theology and philosophy of life and ministry. | MIN 3011 Philosophy of Ministry assignment | 100% of students will score at 80% or above on the MIN 3011 Philosophy of Ministry assignment. | 8 students took this course in 17-18 (5 traditional and 3 online). 100% of students met this objective with an average of 92% on the associated rubric for the assignment. Continue to monitor. |
| demonstrate skills in a variety of local church ministries. | Ministry plan assignments in MIN 1101 and MIN 3601 | 100% of students will score at 80% or above on ministry plan assignments in MIN 1011 and MIN 3601. | 6/8 online and 3/3 traditional students met this goal in MIN 1011. 2/3 online and 1/2 traditional students met this goal in MIN 3601. The online student scored just below acceptable on the rubric and the traditional student did not submit the assignment. Greater emphasis will be placed on this assignment moving forward. |
| provide leadership in a local church through teaching/preaching, planning, organizing, and overseeing programs of outreach, growth, and maturing of new believers. | Survey of Recent Graduates (biennial survey) | 1) Survey of Recent Graduates will indicate engagement of graduates at 80% level in local church ministries. 2) 95% of graduates will agree or strongly agree that the program prepared them well for ministry leadership/vocational positions. | This assessment was last administered in 2016 and will be given again in 2018. 2016 numbers are given below for a baseline. 75% of graduates indicated active engagement in a local congregation. 100% of graduates either agreed (25%) or strongly agreed (75) that the program prepared them well for leadership/vocational |

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| | | | positions in the local church. Baseline established, will continue to monitor. |
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Program Review: Use of Results

| Strategic Objective/Goal | Results (2017-2018) | Use of Results (2018-2019) | Results Revisited (2019-2020) |
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| What we wanted to happen | What actually happened | What we did to improve | How did this affect later assessments? |
| 100% of students will score at 80% or above on the MIN 3011 Philosophy of Ministry assignment. | 8 students took this course in 17-18 (5 traditional and 3 online). 100% of students met this objective with an average of 92% on the associated rubric for the assignment. Continue to monitor. | 10 students took this course in 18-19 (5 traditional and 5 online). 100% of students met this goal. It was noted that there was a need to strengthen the requirements in the online version of the course. This will be implemented next year. The average according to the rubric was 94%. | 4 students took this course in 19-20 (3 traditional and 1 online). 100% of students met this goal. 91% average by rubric in traditional and 80% average by rubric in online. Stronger requirements in online triggered lower scores. Greater emphasis will be placed on this project in the online course moving forward. |
| 100% of students will score at 80% or above on ministry plan assignments in MIN 1011 and MIN 3601. | 6/8 online and 3/3 traditional students met this goal in MIN 1011. AVG 91% 2/3 online and 1/2 traditional students met this goal in MIN 3601. The online student scored just below acceptable on the rubric and the traditional student did not submit the assignment. Greater emphasis will be placed on this assignment moving forward. | 6/7 online students and 11/11 traditional students met this goal in MIN 1011. AVG 90% 8/8 traditional and 2/2 online students met this goal in MIN 3601. AVG 88%. Emphasis on moving from theory to practice will be continued in highlighting the use of this project. | 4/4 online students and 3/3 traditional students met this goal in MIN 1011. AVG 92% 3/3 traditional and 3/3 online students met this goal in MIN 3601. AVG 90% Online average was slightly lower (87%) traditional (91%) will continue to monitor. Lower numbers in both courses could have disproportionate influence. |

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| <p>1) Survey of Recent Graduates will indicate engagement of graduates at 80% level in local church ministries.</p> <p>2) 95% of graduates will agree or strongly agree that the program prepared them well for ministry leadership/vocational positions.</p> | <p>This assessment was last administered in 2016 and will be given again in 2018. 2016 numbers are given below for a baseline.</p> <p>75% of graduates indicated active engagement in a local congregation.</p> <p>100% of graduates either agreed (25%) or strongly agreed (75) that the program prepared them well for leadership/vocational positions in the local church.</p> <p>Baseline established, will continue to monitor.</p> | <p>1) 95% of graduates indicated active engagement in a local congregation.</p> <p>2) 90% of students indicated agreement (60% strongly agree, 30% agree). While the goal was met, 8% of graduates strongly disagreed. This is troubling.</p> <p>The Dean will discuss the need for ministry application in Bible/Theology courses regularly in departmental meetings. Discussion indicated a desire of the department to include more of the core ministry courses in the BSGCM program.</p> | <p>Assessment in Spring 2020 was moved to Fall 2020 because of Covid-19.</p> |
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Note: This page is to be completed only in years of a complete program review according to the Cycle of Curricular Assessment.

Program Review: Comparison with Other Similar Programs

The Dean reviewed Johnson University’s catalog. Johnson University provides a good comparison because it, like Welch College, is both regionally (SACSCOC) and nationally (ABHE) accredited. This review demonstrated that Bible/Theology hours, ministry hours, general education hours, and overall hours in the program are similar (124 WC and 121-127 JU).

However, a review of a number of different institutions did not find a program with similar adaptability. The goal of this program is for students who have not discerned an area of particular ministry focus (e.g. Pastoral, Youth and Family, Worship, etc.). The benefit of this program is that it provides significant flexibility for the students. It is also the only WC bachelor level ministry program available entirely online. The department desires to maintain significant flexibility in this program.

However, it was demonstrate above and also in the Survey of Recent Graduates that some students desire more focused practical application and engagement in the necessary courses. In addition, the

faculty desired to see greater alignment between this ministry program and other ministry programs at the institution for missional reasons.

Therefore, the following ministry core courses will now be required in the BSGCM program.

MIN 2326 Church Growth: Theory and Practice, 2

YFM 2106 Spiritual Disciplines, 2

MIN 3111 Homiletics, 2

PMN 3105 Church Administration, 2

PMN 4253, Christian Worship, 2

Program Review: Analysis of Graduate School/Vocational Requirements

The BSGCM is designed as a vocational degree and is targeted primarily at online students. At the same time, it has requisite hours in Biblical and Theological studies and in ministry studies that would prepare a student for matriculation in any number of divinity programs in quality institutions across the nation. Graduates from this program have matriculated at institutions such as Southeastern Theological Seminary, New Orleans Baptist Theological Seminary, Liberty University and Graduate School, and Beeson Divinity School. In addition, graduates of the program have performed well in Welch College's own Master of Arts in Theology and Ministry program.