

Program Review Form

Date: August 19, 2020

Program Review Year: 2017-2020

Name of Program Being Reviewed: Pastoral Training

Degrees Covered by Review: BA, BS Ministry (Pastoral Track)

Name of Department: Theological Studies

Department Chair: Kevin Hester

Program Coordinator: Barry Raper

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 Biblical theology and philosophy of church life and ministry.
2. Minister God's word effectively through preaching and teaching.
3. Demonstrate competency in effective leadership and interpersonal skills.
4. Develop and direct various church ministries centered around worship, evangelism, and edification.

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

Inasmuch as the pastoral training program seeks to prepare ministers for the modern church, it views all its purposes as stemming from all the general objectives of the College but especially to those related to the development of a Christian worldview (3), Christian leadership (7), compassion (10), effective communication (11), and the development of vocational skills (9).

Program Objectives link to Departmental Objectives

Apply Biblical truth in the formation of his or her own character in a manner consistent with a Christian worldview.

Courses Aimed to Accomplish Specific Program Objectives

| Program Objective | Courses |
|--|---|
| 1. Articulate a Biblical theology and philosophy of church life and ministry. | All the Bible and theology major. (37 + 6 hours) |
| 2. Minister God's word effectively through teaching and preaching. | MIN 3111-3112, PMN 4602 or PMN 4007 |
| 3. Demonstrate competency in effective leadership and interpersonal skills. | MIN 3011, PMN 3042, PMN 4211, PMN 4222, PMN 4208 |
| 4. Develop and direct various church ministries centered around worship, evangelism and edification. | MIN 1011, MIN 2326, MIN 3011, PMN 3042, PMN 3105 |

Program Review: Assessment

| Program Objective | Means of Assessment | Strategic Objective/Goal | Results (2017-2018) |
|---|---|---|---|
| What we want to do (general) | How we will know if we did it | Specific Goals | What actually happened |
| Articulate a Biblical theology and philosophy of church life and ministry. | Scores in Systematic Theology and pastoral ministry. | Annual average for students in the major for the courses in systematic theology and pastoral ministry will be at 80% or higher. | Average for pastoral ministry course was 88.9%. Average for systematic theology was 82.9% Continue to monitor. No changes indicated at this time. |
| Minister God's word effectively through teaching and preaching. | Scores in Homiletics | Annual average for students in the major in the course MIN 3112 Homiletics will be at 80% or higher. | Average for Homiletics was 92.8 % Continue to monitor. No changes indicated at this time. |
| Demonstrate competency in effective leadership and interpersonal skills. | Annual, institutionally created instrument will measure the leadership and interpersonal skills of students in the program. Resident directors and the Dean of Students will report on the students in the program. | 100% of students will score 80% or higher in their pastoral internship. | Student Intern scores exceeded expectations. Continue to monitor. No changes indicated at this time. |
| Develop and direct various church ministries centered around worship, evangelism and edification. | Review of internship data. | 100% of students in an internship will receive a satisfactory grade from the Pastor and/or overseer of the internship. | Student interns exceeded or met all expectations on internship requirements. Continue to monitor. No changes indicated at this time. |

Program Review: Use of Results

| Strategic Objective/Goal | Results (2017-2018) | Use of Results (2018-2019) | Results Revisited (2019-2020) |
|---|---|--|---|
| What we wanted to happen | What actually happened | What we did to improve | How did this affect later assessments? |
| Annual average for students in the major for the courses in systematic theology and pastoral ministry will be at 80% or higher. | Average for pastoral ministry course was 88.9%. Average for systematic theology was 82.9% Continue to monitor. No changes indicated at this time. | Average for pastoral ministry course was 92.3%. Average for systematic theology was 87.4% Continue to monitor. No changes indicated at this time. | Average for pastoral ministry course was 93%. Average for systematic theology was 89% Continue to monitor. No changes indicated at this time. |
| Annual average for students in the major in the course MIN 3112 Homiletics will be at 80% or higher. | Average for Homiletics was 92.8 % Continue to monitor. No changes indicated at this time. | Average for Homiletics was 93 % Continue to monitor. No changes indicated at this time. | Course was not offered this semester. No data available. |
| The students will be scored at a minimum of 3.5 on a 5 point Likert scale on the institutionally created instrument. | Student Intern scores exceeded expectations. Continue to monitor. No changes indicated at this time. Strengthened internship requirements. | Student Intern scores exceeded expectations. Continue to monitor. No changes indicated at this time. Added course on Pastoral Administration. | Student Intern scores exceeded expectations. Continue to monitor. No changes indicated at this time. |
| 100% of students in an internship will receive a satisfactory grade from the Pastor and/or overseer of the internship. | Student interns exceeded or met all expectations on internship requirements. Continue to monitor. No changes indicated at this time. | Student interns exceeded or met all expectations on internship requirements. Continue to monitor. No changes indicated at this time. | Student interns exceeded or met all expectations on internship requirements. Continue to monitor. No changes indicated at this time. |

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

Schools reviewed: Boyce College, Johnson University, Toccoa Falls College.

Pastoral programs at all institutions were similar and fell within 4-6 hours of our degree requirements. Curriculum was similar with our program having fewer electives. No adjustments indicated at this time. However, based on the high success of students in program related to program objectives 3 and 4, and personal discussions/debriefing with the pastoral interns, it was determined to revamp and strengthen the internship requirements. These changes were implemented in 2017-2018 with good results. In addition, interviews with active ministry graduates indicated that the graduates believed it would have been helpful to have a course in Pastoral Administration. This course was created and implemented in the program for 18-19 to good results.

Program Review: Analysis of Graduate School/Vocational Requirements

No graduates have had any difficulty in matriculating at various accredited divinity schools in the region. In the years under review we have had students enter the following seminaries: New Orleans Baptist, Southern Theological Seminary, Southeastern Baptist Seminary, Beeson Divinity School, Vanderbilt Divinity School, and Welch College's own Master of Arts in Theology and Ministry program. They all report an ease of transition and that their courses here prepared them well for seminary.