



Office of Spiritual Formation Assessment Report

Prepared By: Rev. Dr. Linda J. Leon, Director of Spiritual Formation

Assessment Cycle: 2019-20

Please note: due to the Covid-19 pandemic and resultant state-wide stay-at-home orders, assessment information provided in this document pertains to on-campus activities through February 2020. March/April 2020 remote ministry efforts are also noted.

Mission Statement:

Our mission is to contribute to students' spiritual formation by building them up to know, love, and serve Jesus Christ. We provide Christian faith development opportunities for individuals and groups in a variety of campus contexts.

Unit Goals:

- To care for and mentor Malone University students.
- To teach students how to develop a worldview rooted in Scripture.
- To teach students how to actively grow their relationship with God.

GOAL ONE: The Spiritual Formation staff will care for and mentor Malone University students.				
<p>1a. The Spiritual Formation staff will provide pastoral care to students.</p>	<p>Pastoral care and mentoring will be extended to students (individually or in small groups) weekly by each Spiritual Formation staff member. Care and mentoring may be via student request, or by staff determination that these might be beneficial to a student/small group to advance their personal, emotional or spiritual development. Meetings may take place on- or off-campus. This objective will be assessed via listing the diversity of pastoral care and mentoring meetings held with individual students or small groups during the semester; this information will be gathered from office staff and CCO campus ministry volunteers.</p> <p>These assessments will assist the Spiritual Formation staff in understanding their cumulative areas of connection and influence in the campus community and help the staff determine if a variety of events are being attended and a variety of students engaged.</p> <p>The following increases in these SSI or NSSE items will occur upon the next SSI/NSSE administrations:</p>	<p>Spiritual Formation staff members contribute to Malone’s Strategic Theme of Vibrancy, and in particular the objective of Building a Student-Centered Culture, through their commitment to care for students’ personal and spiritual growth. This is done through holding clear office hours and remaining available for students whether for appointments or unannounced visits, time spent seeking out students on campus in multiple venues in order to build relationships with them, meals in the cafes and cafeteria for mentoring conversations, and hospitality extended to students via having students or groups to meals or studies in our homes.</p>	<p>Staff and CCO staff were involved in:</p> <ul style="list-style-type: none"> • Dozens of one-on-one mentoring times with individual students • Mentoring small groups on a weekly basis • Multiple student leadership development opportunities (see 3b, below) • Attendance at dozens of athletic games, music performances • Dozens of Spiritual Formation Opportunities where student contact is readily achievable (as opposed to a more formal worship service) • Life Groups (small group teaching times) • Hosting multi-cultural department events • Many campus cafeteria meals and conversations • In-office pastoral counseling sessions • Classroom teaching • Outdoor education (hiking, canoeing) trips • Sunday morning church services alongside Malone students • Community Center events with students (ex: Martin Center) • Home hospitality on regular occasions for large groups of students • Intentional conversations with students who are disinterested in the Christian faith or claim to be a non-Christian • Training and empowering Christian students to provide pastoral care to their peers • During Covid-19 pandemic stay-at-home weeks, a tremendous amount of pastoral care occurred with students via text, Zoom, Google Hangout, Facetime, and phone conversations. 	<p>Continue diversity of contexts in which students are met and mentored.</p> <p>Additional online pastoral ministry efforts will be added for the 20-21 academic year, due to ongoing COVID-19 pandemic-related issues.</p>

	<ul style="list-style-type: none"> SSI 74 (“Campus item: Being on this campus is contributing to my spiritual growth”) will increase from 5.54 to 5.64. SSI 83 (“Campus item: I consider Chapel/Spiritual Formation Opportunities as opportunities to enhance my own spiritual growth”) will increase from 4.86 to 4.96 NSSE 1J (“There is an environment on this campus that encourages me to develop values which reflect my faith in Jesus Christ”): the number of first-year response participants to answer “agree” or “strongly agree” will increase from 81% to 84% and the number of senior response participants to answer “agree” or “strongly agree” will increase from 75% to 78%. <p>*Note that the most recent SSI data was acquired in 2013, which was before the implementation of the current Spiritual Formation Opportunities program. Similarly, the 2014 NSSE data was acquired on campus before a full year of the new Spiritual Formation Opportunities program had been in effect.</p>		<p>In the official 2018 NSSE results, first-year student “Agree/Strongly Agree” response to 1J was 80% which is less than the goal of 84%. Senior-year student response was 77% which is greater than the 2014 result but less than the goal of 78%. Further comment on NSSE 1J may be found in this column, under Goal 2b.</p>	
<p><i>1b. The Spiritual Formation staff will build relationships with students by being present in a variety of campus contexts.</i></p>	<p>Staff will attend a variety of on- and off-campus events (concerts, sporting events, Residence Hall visits, student-led worship services) alongside students over the course of the semester in order to develop a</p>	<p>Spiritual Formation staff members contribute to Malone’s Strategic Theme of Vibrancy, and in particular the objective of Building a Student-Centered Culture, through their commitment to relational ministry and evangelism. While available</p>	<p>Please see 1a.</p>	<p>Continue diversity of contexts in which students are met and mentored.</p> <p>Additional online pastoral ministry efforts will be added for the 20-21 academic year, due to ongoing COVID-19 pandemic-related issues.</p>

	<p>“ministry of presence.” Staff will also make intentional effort to meet new students on an on-going basis in order to connect with a variety of students and campus groups. This objective will be assessed via listing the diversity of pastoral care and mentoring meetings held with individual students or small groups during the semester; this information will be gathered from office staff and CCO campus ministry volunteers.</p> <p>These assessments will assist the Spiritual Formation staff in understanding their cumulative areas of connection and influence in the campus community and help the staff determine if a variety of events are being attended and a variety of students engaged.</p>	<p>through our offices, staff members also spend much time around campus meeting students “where they are.” Each of our staff members is uniquely gifted toward a specific type of student – be they student-athletes, artists, musicians, fringe students, Christ-followers, non-Christians, or the students who don’t quite understand why they are at a Christian institution. Our goal is to meet with students, develop a relationship with them, earn the right to ask hard questions, and help them to grow personally and spiritually.</p>		
<p>2a. <i>The Spiritual Formation staff will offer students opportunities to learn how to study Scripture.</i></p>	<p>Spiritual Formation staff will provide opportunities for students to be equipped with methodology in approaching and understanding Scripture passages and the Scripture meta-narrative. This objective will be assessed by listing workshop contexts or student groups with whom staff members (or those appointed by them) have conversed about Scripture study.</p> <p>The following increases in these SSI or NSSE items will occur upon the next SSI/NSSE administrations:</p> <ul style="list-style-type: none"> • SSI 74 (“Campus item: Being on this campus is contributing to my 	<p>The Office of Spiritual Formation contributes to Malone’s Strategic Theme of Vibrancy, and in particular the objective of Building a Student-Centered Culture, through helping students understand the integration of faith and life. Staff members are trained to understand the current generation of college students – most of whom are part of the Millennial Generation – and their unique attributes which affect how they approach life and faith. Through understanding our students well, we teach them in ways that they can understand and equip them as they enter prepare to enter life after college. Understanding that our</p>	<p>SSI item 74: this goal is campus-wide in scope and therefore its achievement cannot be solely measured via Spiritual Formation assessment procedures. However, the following results from the Fall 2019 survey address SSI 74:</p> <ul style="list-style-type: none"> • When asked if SFOs contribute to their spiritual growth, results were....strongly agree 24.1%, agree 46.4%, neutral 15.8%, disagree 7.9% and strongly disagree 5.8%. • When asked in the Fall 2019 all-student survey if they can clearly understand the overall theme for each Community Worship service, students responded with these results: strongly agree 22%, agree 39.5%, neutral 15.1%, disagree 3.1% and strongly disagree 1.7%. <p>In the official 2018 NSSE results, first-year student “Agree/Strongly Agree” response to IJ was 80% which is less than the goal of 84%. Senior-year student response was 77%</p>	<p>The Fall 2019 all-student survey received the highest-ever student response rate. Results showed that every area of SFOs about which students were asked received an overall positive rating.</p> <p>The Director is pleased with SSI 74 results, as shown at left. Note that the OSF also contributed to the SSI 74 goal in 2017-18 by overseeing the Life Group program, which focuses on Bible study knowledge. In addition, individual staff/volunteer activities which focused on Bible study with students remain strong. Finally, an annual Community Worship curriculum</p>

	<p>spiritual growth”) will increase from 5.54 to 5.64.</p> <ul style="list-style-type: none"> SSI 83 (“Campus item: I consider Chapel/Spiritual Formation Opportunities as opportunities to enhance my own spiritual growth”) will increase from 4.86 to 4.96 NSSE 1J (“There is an environment on this campus that encourages me to develop values which reflect my faith in Jesus Christ”): the number of first-year response participants to answer “agree” or “strongly agree” will increase from 81% to 84% and the number of senior response participants to answer “agree” or “strongly agree” will increase from 75% to 78%. <p>*Note that the most recent SSI data was acquired in 2013, which was before the implementation of the current Spiritual Formation Opportunities program. Similarly, the 2014 NSSE data was acquired on campus before a full year of the new Spiritual Formation Opportunities program had been in effect.</p>	<p>students come from over 40+ denominations and that we also have many non-Christians on campus, the staff develop a variety of Spiritual Formation Opportunities in order to reach/connect with a variety of Malone students. This includes worship services serving 1,000+ students at one time to Life Groups that serve 2-40 students in one group. Different programmatic formats are employed so that students might utilize their different learning styles to engage in the worship opportunities – be it listening, kinetic movement, art, exploring music, etc. The staff members also talk with guest speakers/facilitators to help them understand our campus culture and “who” our students are.</p>	<p>which is greater than the 2014 result but less than the goal of 78%. Further comment on NSSE 1J may be found in this column, under Goal 2b.</p> <p><u>Fall 2019 Life Groups addressing Goal 2a:</u></p> <ul style="list-style-type: none"> Womanhood? Awaken, Biblical Perspectives on Singleness, Dating, etc. Gospel of John The Edge Jesus Is Study of James Coffee and Context Women’s Basketball: Truth Seekers <p><u>Fall 2019 Spiritual Formation Opportunities addressing Goal 2a:</u></p> <ul style="list-style-type: none"> ● Community Worship semester-long curriculum on the biblical narrative ● #MUBlessUp ● Celebration ● Fireside ● Partner SFO on the Psalms <p><u>Spring 2020 (January/February only, due to pandemic) Life Groups addressing Goal 2a:</u></p> <ul style="list-style-type: none"> Entering the Question Commuter Life Group Engaged Jesus Is Coffee & Context Experiencing God Discovering a Meaningful Life Path Philippians: Finding Joy <p><u>Spring 2020 (January/February only, due to pandemic) Spiritual Formation Opportunities addressing Goal 2a:</u></p>	<p>spends four weeks focusing on the biblical narrative; this occurs early each fall semester. All of these effort will continue in 2020-21.</p> <p>The OSF Director continues conversation with the General Education Director and the Chair of the Theology Department to better connect curricular efforts to teach students Scripture study with the SFO program. The goal is to be on the “same page” so that students are hearing about Scripture study in the classroom and this then is echoed in SFOs (and vice-versa). These discussions began in Summer 2015 and have continued. In Fall 2017, they took the shape of a Community Worship curriculum intentionally focused on the biblical meta-narrative and understanding service/ being other-centered. These are both areas that are now being assessed regularly in General Education courses.</p> <p>Community Worship follows a two-year curriculum which will continue our emphasis on Goal 2a. Students are responding with overwhelmingly approval. See survey results at left regarding student understanding of Community Worship themes. Year six of the curriculum will begin in Fall 2020.</p>
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<p>2b. The Spiritual Formation staff will offer students opportunities to learn the Gospel, a Scripture meta-narrative, and basics of the Christian faith.</p>	<p>These foundational elements will be formally offered through Spiritual Formation Opportunities, Life Groups, and other workshops given by or sponsored by our staff. This objective will be assessed through listing the number and nature of these offerings over the course of a semester. All students will be involved in a survey to be issued mid-semester where they can give feedback and ideas regarding the Spiritual Formation Opportunities program. In addition, careful vetting of potential speakers/facilitators will be employed to better ensure that speakers connect to and engage the current student population. This latter objective will be assessed through ensuring that potential speakers are researched and assessed according to their speaking style and awareness of how to speak to the current college student audience.</p> <p>The following increases in these SSI or NSSE items will occur upon the next SSI/NSSE administrations:</p> <ul style="list-style-type: none"> • SSI 74 (“Campus item: Being on this campus is contributing to my spiritual growth”) will increase from 5.54 to 5.64. 	<p>See notes under 2a.</p>	<p><u>Total number of students who visited a Life Group = number of unique students, not total number of participation instances:</u></p> <ul style="list-style-type: none"> • Fall 2017: 465 • Spring 2018: 763 • Fall 2018: 535 (note that in F’18, the SFO credit requirement was reduced from 20 to 15/semester) • Spring 2019: 451 • Fall 2019: 568 • Spring 2020: data unavailable, due to pandemic <p>Fall 2019 percentage of scans that were for LGs, and percentage of scans for Partner SFOs (F’19 goal was 25% total for these combined):</p> <ul style="list-style-type: none"> • Life Group: 20.2% (record-level attendance-previous high was 14%) • Partner SFO: 6.2% • Combined: 26.4% <p>Spring 2020 percentage of scans that were for LGs, and percentage of scans for Partner SFOs (F’19-S’20 goal was 25% total for these combined each semester):</p> <ul style="list-style-type: none"> • data unavailable, due to pandemic <p>SSI 74/83 and NSSE IJ: these goals are campus-wide in scope and therefore their achievement cannot be solely measured via Spiritual Formation assessment procedures. Nevertheless, the following results from the Fall 2019 survey address these SSI and NSSE items:</p> <ul style="list-style-type: none"> • (SSI 74/83) When asked if SFOs contribute to their spiritual growth, results were....strongly agree 24.1%, 	<p>The OSF offered a broad variety of large- and small-group opportunities for students to understand the Gospel, get an overall understanding of the biblical meta-narrative, and understand the basics of the Christian faith. These are basic undercurrents running through the entirety of the SFO program.</p> <p>For the fourth consecutive time in seven years, the Fall 2019 all-student survey showed that students’ top motivation behind choosing which SFOs to attend is liking the content/theme of an SFO.</p> <p>An interesting change: the percentage of survey-takers who said that they don’t want to attend at all but do so because of the requirement had dropped for four consecutive years through Fall 2018, from 20.51% of survey-takers to 8.2%. In the Fall 2019 survey, this percentage increased to 13.1%. The increase is most likely due to the number of survey respondents (291) which was nearly double (146) from last year. However, the percentage is something to pay attention to, as it most likely signals a combination of program perception and shifting student campus culture.</p> <p>Another interesting note: Students selecting the “my friends are going”</p>

	<ul style="list-style-type: none"> SSI 83 (“Campus item: I consider Chapel/Spiritual Formation Opportunities as opportunities to enhance my own spiritual growth”) will increase from 4.86 to 4.96 NSSE 1J (“There is an environment on this campus that encourages me to develop values which reflect my faith in Jesus Christ”): the number of first-year response participants to answer “agree” or “strongly agree” will increase from 81% to 84% and the number of senior response participants to answer “agree” or “strongly agree” will increase from 75% to 78%. <p>*Note that the most recent SSI data was acquired in 2013, which was before the implementation of the current Spiritual Formation Opportunities program. Similarly, the 2014 NSSE data was acquired on campus before a full year of the new Spiritual Formation Opportunities program had been in effect.</p>		<p>agree 46.4%, neutral 15.8%, disagree 7.9% and strongly disagree 5.8%.</p> <ul style="list-style-type: none"> (NSSE 1J) When asked if SFOS encourage them to develop values which reflect their faith in Jesus Christ, results were...strongly agree 29.2%, agree 45.7%, neutral 15.8%, disagree 4.8% and strongly disagree 4.5%. <p>Note that our office survey does not differentiate between first-year and senior-year student respondents.</p> <p>In the official 2018 NSSE results, first-year student “Agree/Strongly Agree” response to 1J was 80% which is less than the goal of 84%. Senior-year student response was 77% which is greater than the 2014 result but less than the goal of 78%.</p> <p>This office made multi-faceted changes to the SFO program in May 2018 and May 2019 which includes focused attention on small-group (Life Group) discipleship and staff believe this focus will result in positive personal value development in our students.</p> <p>The Fall 2019 all-student survey showed a steady number of students who view Community Worship speakers as connecting with and engaging them. However, the results of 45.3% of students agreed/strongly agreed was a decrease in Fall 2018 of 56.8%.</p> <p><u>Fall 2019 Spiritual Formation Opportunities addressing Goal 2b:</u></p> <ul style="list-style-type: none"> ● Community Worship semester-long curriculum on the biblical meta-narrative ● Nursing Christian Fellowship ● Celebration ● BlessUp ● Partner SFOs on the Psalms 	<p>response as their SFO motivation was higher than ever before. This could signal an important relational or community-oriented element in student SFO selection.</p> <p>The Fall 2019 survey revealed that topics that students would most like to see addressed in future SFOs are: relationships (single, romantic, friendships and family); mental health (anxiety, depression and stress management); the LGBT+ community; understanding the Bible or a biblical book/topic; diversity, racism and immigration; how Christians should live their everyday lives; social justice and current issues; dealing with trauma, loss, grief, or a difficult past; the Holy Spirit, spiritual disciplines and spiritual gifts; seeking God’s will and hearing God’s voice; “real life” problems that college students go through or do; politics; and, identity and self-worth, -love, -care and -confidence. The OSF staff is planning SFOs around these topics for the 20-21 academic year.</p> <p>Community Worship speakers were in part selected based on ideas/recommendations from students in past all-student surveys as well as the Spiritual Formation staff members’ assessment of speakers we’ve had in past years. We have been generating a core set of speakers who are relatively local and connect/engage our students. In the Fall 2015 survey, there was a theme of students requesting “more consistent speakers in general”, meaning that they’d</p>
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			<p><u>Fall 2019 Life Groups addressing Goal 2b:</u></p> <ul style="list-style-type: none"> • Blossom: Let your Faith Blossom • Awaken • Gospel of John • The Edge • Jesus Is • Study of James • Coffee and Context • Truth Seekers <p><u>Spring 2020 (January/February only, due to pandemic) Spiritual Formation Opportunities addressing Goal 2b:</u></p> <ul style="list-style-type: none"> • Community Worship (study of Psalms) • Fireside • Celebration • BlessUp • Nursing Christian Fellowship <p><u>Spring 2020 (January/February only, due to pandemic) Life Groups addressing Goal 2b:</u></p> <ul style="list-style-type: none"> • Entering the Question • Commuter Life Group • Engaged • Jesus Is • Coffee & Context • Experiencing God • Discovering a Meaningful Life Path • Philippians: Finding Joy 	<p>like to see the same speakers return. Our core list of speakers may help to address this student hope, although students indicate in the annual fall surveys that their connection to/engagement with speakers has not significantly increased in the last few years. However, their understanding of a clear Community Worship service theme has increased in the last several years, so perhaps the OSF staff have become better at selecting speakers who can support a service's overall theme.</p> <p>The Fall 2019 student survey revealed a decrease in agree/strongly agree responses for speaker connection. The Director addressed this in December 2019 with the staff member responsible for booking Community Worship speakers, and stressed that a better speaker line-up needed to be booked for Spring 2020.</p> <p>Goals exceeded for the 19-20 academic year: Fall 2019 percentage of scans that were for Life Groups and percentage of scans for Partner SFOs (F'19 goal was 25% total for these combined):</p> <ul style="list-style-type: none"> • Life Group: 20.2% (record-level attendance-previous high was 14%) • Partner SFO: 6.2% • Combined: 26.4% <p>The Spring 2020 calculation of this goal is unavailable due to the pandemic. Emphasis on Life Groups will continue in 20-21.</p>
<p>2c. <i>The Spiritual Formation staff will provide opportunities</i></p>	<p>This concept will be woven into Spiritual Formation Opportunities each semester, where a variety of</p>	<p>See notes under 2a.</p>	<p>Results of the Fall 2019 office survey question relating to NSSE IP were: 71.8% responded that SFOs reinforce values</p>	<p>Continue diversity of contexts in which students are growing their biblical worldview.</p>

<p><i>for students to develop a biblical worldview.</i></p>	<p>topics will be addressed so that students can understand the overall biblical idea of faith integration with all areas of life. Men and women from different academic/work disciplines will be chosen as speakers and facilitators to give students pictures of how a biblical worldview can be integrated within academics, work, relationships, culture, etc. Biblical worldview is also the main focal point of the Jubilee Conference, which is part of the annual ministry plan of the Office of Spiritual Formation. This objective will be assessed by listing Spiritual Formation Opportunities at which this topic was specifically presented/developed, listing the ratio of male/female speakers as well as Caucasian/people of color leading Life Groups or leading/facilitating at Community Worship, and listing the number of students attending the annual Jubilee Conference with Spiritual Formation staff.</p> <p>NSSE item 1P (“This institution has reinforced values that I have always held”) has been given to the OSF office as an item to include in our assessment process. However, the OSF Director feels this is an extremely flawed question for an institution which seeks to shape the worldview (which includes values) of its students while they are part of the</p>		<p>that they have always held, and 28.2% responded that SFOs challenge values that they have always held.</p> <p>The results of our office survey above are relatively consistent with NSSE results. Note that our office survey does not differentiate between first-year and senior-year student respondents. In 2018, official NSSE data for 1P showed that 73% of first-year students “Agree/Strongly Agree” while 69% of senior-year students “Agree/Strongly Agree” with the same statement.</p> <p><u>Fall 2019 Spiritual Formation Opportunities addressing Goal 2c:</u></p> <ul style="list-style-type: none"> • Community Worship – semester-long curriculum on the biblical narrative • Fireside • Celebration • BlessUp • Nursing Christian Fellowship • Partner SFOs on wellness, mental health, politic, art and service <p><u>Fall 2019 Life Groups addressing Goal 2c:</u></p> <ul style="list-style-type: none"> • Spiritual Disciplines in Solitude, Community, and Ministry • Living for Jesus as a DeVol Dude • Praying, Growing, Becoming • Awaken • Biblical Perspectives • It’s Not Supposed to Be This Way • Creation Care • Christianity and Climate Change • Jesus Is • Study of James • Coffee and Context • Living the Virtues • Truth Seekers 	
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	<p>campus community. See as reference Malone’s Mission Statement and Educational Goal E. With regard to the OSF, our goal is to re-shape students’ values according to God’s Kingdom and the Scriptures; these biblical values may or may not be what students hold upon entering the institution. One question related to this item was included in the annual all-student survey – see results at right. More importantly, data analysis is included on providing students with opportunities to develop a biblical worldview.</p>		<ul style="list-style-type: none"> • Choosing Joy <p><u>Spring 2020 (January/February only, due to pandemic) Spiritual Formation Opportunities addressing Goal 2c:</u></p> <ul style="list-style-type: none"> • Eight Theses on Sex Partner SFO • Be:Justice Partner SFO • Community Worship (study of Psalms) • Fireside • Celebration • BlessUp • Nursing Christian Fellowship • Partner SFOs on wellness/mental health/service <p><u>Spring 2020 (January/February only, due to pandemic) Life Groups addressing Goal 2c:</u></p> <ul style="list-style-type: none"> • Service Leadership • Getting Curious • #Adulging • Faith, Fitness & Well-Being • Community Worship Leaders • The Value of Life • Embracing the Journey • Creation Care • Surfing for God: Discovering the Divine Desire Behind Sexual Struggles • Choosing Joy • Livin’ for Jesus as a DeVol Dude • Let Your Faith Blossom, Real Talk <p><u>Jubilee 2020</u></p> <ul style="list-style-type: none"> • Jubilee student attendees: 96 students • Jubilee non-student attendees (specify each: staff, faculty, other): 4 staff, 1 faculty, 1 other • Total number of scholarship dollars: \$11,580 • Average scholarship per student: \$123/student • Number of student Jubilee Leaders: 20 	
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			<ul style="list-style-type: none"> See www.jubileeconference.com or www.ccojubilee.com for conference worldview information <p>The Office of Spiritual Formation contributes to Multi-cultural Diversity through intentional efforts of selecting a variety of speakers/facilitators. In 2013-14, a specific focus began on developing gender balance in the number of speakers chosen to be on the Community Worship stage or leading a Life Group. In addition, improvements have been made over past semesters in having persons of color leaders/facilitators. With regard to other worship service participants – be they musicians, Scripture readers, or those who lead prayers – particular attention is paid to gender balance as well as participants who are persons of color. Departmental statistics are kept on semester bases which analyze Life Group and Community Worship speakers/facilitators, with a break-down of gender and ethnicity. They are as follows (please note: statistics show instances of participation, not a total of <u>unique</u> participants; persons are identified in only one category, although some fit more than one):</p> <p><u>Fall 2019 Community Worship:</u></p> <ul style="list-style-type: none"> CW Speakers: Male – 9 (69%); Female – 4 (31%); Caucasian – 9 (69%); POC – 4 (31%) CW Worship and Stage Participants: Male – 54 (52%); Female – 50 (48%); Caucasian – 91 (88%); POC – 4 (31%) <p><u>Fall 2019 Life Group Leaders</u></p> <ul style="list-style-type: none"> Male – 17 (45%); Female – 21 (55%); Caucasian – 35 (92%); POC – 3 (8%) MU staff -8 (21% of total leaders); MU faculty -7 (18%); MU student -16 (41%); MU alumni -1 (2%); Other- 7 (18%) <p><u>Spring 2020</u></p>	<p>The Office of Spiritual Formation did not meet its gender and ethnic balance goals for Community Worship in Fall 2019. The Director addressed this issue in December 2019 with the staff member responsible for speaker booking. Changes were made in Spring 2020 to ensure the balance (although the program was cut short due to the pandemic).</p> <p>Gender and ethnic balance goals are a priority and this goal will be met in 20-21.</p>
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			<ul style="list-style-type: none"> Data for Community Worship and Life Groups are unavailable, due to the pandemic. <p><u>Fall 2019 Medium and large SFOs emphasizing gender or ethnic diversity:</u></p> <ul style="list-style-type: none"> Community Worship speakers (see above data) BlessUp Celebration male/female co-leaders Postgame male/female co-leaders Several Partner SFOs <p><u>Spring 2020 (January/February only, due to pandemic) medium and large SFOs emphasizing gender or ethnic diversity:</u></p> <ul style="list-style-type: none"> Community Worship speakers (see above data) BlessUp Celebration male/female co-leaders Postgame male/female co-leaders 	
<p>3a. <i>The Spiritual Formation staff will teach about and equip students to practice spiritual disciplines, as a means to deepening their love for God and people.</i></p>	<p>This objective will be the main focus of Friday Spiritual Disciplines teaching times, held each Friday morning. In addition, the Spiritual Formation staff will offer occasional vespers services. This objective will be assessed through a rotating curriculum of Friday topics and a variety of facilitators used (on-campus, off-campus, men and women). These times will intentionally include teaching times as well as time for students to practice the disciplines. Evening Prayers services are a new venture and will be evaluated via Spiritual</p>	<p>In its programming, the Office of Spiritual Formation helps to build a Student-Centered Culture by preparing students to be a life-long participant in the Church Universal. We help students understand the nature of biblical worship, and point them toward participation in a local church. Intentional efforts are made to help students better understand the Evangelical Friends tradition through annual speaker invitations to Friends Church pastors and the EFC-ER superintendent. Our staff also seeks to help students understand denominational traditions that their fellow students may be part of through programming and Life Groups focused on contemporary service elements as well as</p>	<p>SSI 74/83: these goals are campus-wide in scope and therefore their achievement cannot be solely measured via Spiritual Formation assessment procedures. Nevertheless, the following results from the Fall 2019 survey address these SSI items:</p> <ul style="list-style-type: none"> (SSI 74/83) When asked if SFOs contribute to their spiritual growth, results were....strongly agree 24.1%, agree 46.4%, neutral 15.8%, disagree 7.9% and strongly disagree 5.8%. <p><u>Fall 2019 SFOs addressing Goal 3a:</u></p> <ul style="list-style-type: none"> Community Worship BlessUp Partner SFOs: Helping Hands, Biblical Psalms, How Great Thou Art, Wellness <p><u>Fall 2019 Life Groups addressing Goal 3a</u></p> <ul style="list-style-type: none"> Morning Prayer 	<p>SSI item 74: this goal is campus-wide in scope and therefore its achievement cannot be solely measured via Spiritual Formation assessment procedures. However, the OSF offers weekly teaching and kinesthetic learning opportunities.</p> <p>Continue diversity of contexts in which students are learning about spiritual disciplines.</p> <p>Spring 2020: there was not a balance in Life Groups developed on the three curricular streams (Bible Study, Faith Integration and Spiritual Disciplines). Groups focusing on Spiritual Disciplines were more limited, which will be remedied in 20-21.</p>

	<p>Formation staff as well as student feedback.</p> <p>The following increases in these SSI or NSSE items will occur upon the next SSI/NSSE administrations:</p> <ul style="list-style-type: none"> • SSI 74 (“Campus item: Being on this campus is contributing to my spiritual growth”) will increase from 5.54 to 5.64. • SSI 83 (“Campus item: I consider Chapel/Spiritual Formation Opportunities as opportunities to enhance my own spiritual growth”) will increase from 4.86 to 4.96. <p>*Note that the most recent SSI data was acquired in 2013, which was before the implementation of the current Spiritual Formation Opportunities program.</p>	<p>liturgical services. We include resources at our office and on our website that helps students understand why church is important and what role they might play in the local church. In addition, staff members take students to church with them and hold post-service discussions to help students better understand their experience.</p>	<ul style="list-style-type: none"> • Noon Prayer • Revival Prayer • Spiritual Disciplines in Solitude, Community and Ministry • Living for Jesus as a DeVol Dude • Living the Virtues • Women’s Basketball Team <p><u>Spring 2020 (January/February only, due to pandemic) SFOs addressing Goal 3a:</u></p> <ul style="list-style-type: none"> • Mind, Body, Soul Partner SFO • Community Worship • BlessUp • Partner SFOs Helping Hands/Wellness <p><u>Spring 2020 (January/February only, due to pandemic) Life Groups addressing Goal 3a</u></p> <ul style="list-style-type: none"> • Noon Prayers • Morning Prayers • Spiritual Practice of Journaling 	
<p>3b. <i>The Spiritual Formation staff will teach students about the nature of biblical worship.</i></p>	<p>Although all Spiritual Formation Opportunities should point students toward understanding biblical worship, this objective will be explicitly focused upon in weekly Community Worship services. This objective will be measured through analyzing the weekly liturgy (Scripture, song, sermon and prayer) used in these services and whether they point to 1) God as the object and subject of worship and 2) the use of Trinitarian language.</p> <p>Worship music will also be analyzed for a variety of music styles, use of student musicians, and song selection. This will be assessed through listing</p>	<p>See notes under 3a.</p>	<p>The following data was collected from the office’s Fall 2019 all-student survey in order to address NSSE item 1M:</p> <ul style="list-style-type: none"> ● When students were asked if they were encouraged to worship God in meaningful ways at SFOs, 31.5% strongly agreed, 43.8% agreed, 19.2% were neutral, 4.8% disagreed, and .07% strongly disagreed. <p>Note that our office survey does not differentiate between first-year and senior-year student respondents.</p> <p>In official 2018 NSEE data, first-year student “Agree/Strongly Agree” responses to 1M was 90%, which was the same as 2014 and lower than the goal of 93%. Senior-year student response was 84% which was greater than the goal of 80%.</p>	<p>SSI item 78: this goal is campus-wide in scope and therefore its achievement cannot be solely measured via Spiritual Formation assessment procedures. The OSF will continue to ask for funding to develop a community service program (including a part-time staff position) to develop connections between students and community service opportunities. At this time, the OSF cannot dedicate current staffing hours to this, and feels this is a major gap in Malone’s offerings to its students. It will remain “on the radar” as the next position to be developed in the OSF. With regard to on-campus</p>

	<p>types of musical styles, number of student musicians, and variety of song selection. In addition, a mid-semester student survey will collect information regarding students' opinions about worship music that has been employed through Spiritual Formation Opportunities.</p> <p>On a slightly different note, the totality of Spiritual Formation Opportunities offered each semester will be analyzed to see if they incorporated ways for students to learn to worship God while employing different learning styles – visual, auditory, kinetic, etc. Spiritual Formation Opportunities will be analyzed over one semester and learning styles listed.</p> <p>Student leadership development will take place as Spiritual Staff members advise/oversee/mentor student participants in worship services and other initiatives which are outgrowths of our staff members' work with students. This will be assessed by listing the number and nature of student-led worship services, events, initiatives, etc. that directly stem from our staff members' interaction with students.</p> <p>The following increases in these SSI or NSSE items will occur upon the next SSI/NSSE administrations:</p> <ul style="list-style-type: none"> • SSI 78 ("Campus item: This campus provides adequate opportunities for involvement in 		<p>According to the office's annual survey data, there is a five-year growth trend for this NSSE data point. Official NSSE results show good growth for SY students, and is especially meaningful feedback from students who have had a multi-year opportunity to experience spiritual formation programming.</p> <p><u>Analysis of Fall 2019 weekly CW liturgy and music:</u> As we continue to try to teach students more about the Biblical nature of worship through Community Worship, we tried to get creative when it came to developing the teaching curriculum for the semester. Every year, we make sure to teach explicitly on the overarching Biblical narrative which we typically break down into four main parts of the story: Creation, Fall, Redemption, and Restoration. Instead of speaking on each of these parts of the story in a four-week series as is usual, we decided to stretch this narrative over the course of the semester and truly break down the depth of each part of the narrative of Scripture. This allowed us not only to present the entire Bible as one large narrative but also allowed for our speakers to dive deeper into topics such as "How the fall of man impacted relationships", "Creation and our cultural mandate to care for it", and "The redemption we have through the cross" amongst other topics. Additionally, we tried to incorporate other elements into our services such as a variety of songs (intentionally pulling from different genres and church traditions), read Scripture, prepared and spontaneous prayers, as well as specific teachings on the liturgical calendar of the church. Through Student-Led worship teams, we helped disciple students in worship ministry through the Biblical nature of worship as well as teaching them how to disciple fellow students they are leading. Looking forward to next semester, we will continue to teach students about the Bible and the nature of God through various worship expressions within Community Worship.</p> <p><u>Analysis of Spring 2020 weekly CW liturgy and music:</u> Data unavailable due to pandemic.</p>	<p>opportunities of involvement in ministry, the OSF continues to grow in offering ways for students to learn leadership and ministry skills. We have incorporated these new opportunities within each staff person's job responsibilities and students have begun to seek us out for these opportunities. See examples of student leadership opportunities at left.</p>
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	<p>ministry”) will increase from 5.71 to 5.81.</p> <ul style="list-style-type: none"> • NSSE 1M (“The institution encourages students to worship God in meaningful ways”): the number of first-year response participants to answer “agree” or “strongly agree” will increase from 90% to 93% and the number of senior response participants to answer “agree” or “strongly agree” will increase from 77% to 80%. <p>*Note that the most recent SSI data was acquired in 2013, which was before the implementation of the current Spiritual Formation Opportunities program. Similarly, the 2014 NSSE data was acquired on campus before a full year of the new Spiritual Formation Opportunities program had been in effect.</p>		<p><u>Fall 2019 SFOs addressing Goal 3b and the nature of biblical worship:</u></p> <ul style="list-style-type: none"> ● Celebration ● Community Worship ● Fireside ● Partner SFOs: Biblical Psalms, How Great Thou Art ● Life Group for Community Worship Leaders <p><u>Spring 2020 SFOs addressing Goal 3b and the nature of biblical worship:</u></p> <ul style="list-style-type: none"> ● Celebration ● Community Worship ● Fireside ● Life Group for Community Worship Leaders <p>The Office of Spiritual Formation began a student leadership development program in Fall 2013 which in part addresses SSI 78. To that end, the following leadership and ministry opportunities facilitated through our office are listed:</p> <p><u>Student leadership opportunities Fall 2019-Spring 2020:</u></p> <ul style="list-style-type: none"> ● 3 student interns mentored in the OSF ● Community Worship music leaders – multiple mentored ● Myers-Briggs personality typing and leadership development workshops ● Student leaders assisting in developing outdoor education weekend trips ● Celebration fellowship leaders (3) mentored ● Several students mentored regarding refining preaching technique and providing pastoral care. ● Students mentored to be Fireside speakers and music leaders ● Multiple students mentored to take leadership in their lives in a general way ● 2 Course Assistants mentored (for Gen100 program) 	
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			<ul style="list-style-type: none"> ● 20 students signed up to be Jubilee Student Leaders for the February Jubilee Conference ● Encouraged several students toward Summer Opportunities, including overseas missions, leadership/discipleship projects and summer camps ● Encouraged a few students to consider campus ministry as a vocation with the CCO. ● Student Spiritual Life Committee includes student groups mentored by a staff person: <ul style="list-style-type: none"> ○ Nursing Christian Fellowship ○ Postgame ○ Celebration (student-led fellowship) ○ Co-Directors of Spiritual Formation (Student Senate) ● 5 students mentored to be Life Group leaders in their residence halls ● 3 students from the Community Worship leaders group have already secured (as of F'19) jobs and churches upon their graduation ● Several students have been sent to local churches to assist with their musical worship 	
<p>3c. <i>The Spiritual Formation staff will teach students about the significance of local church involvement as a means to personal growth. This includes Malone's foundation in the Evangelical Friends Church tradition and students' present and future service to the Church universal.</i></p>	<p>This objective be the impetus behind inviting an Evangelical Friends Church-Eastern Region pastor or EFC-ER staff member to preach at Community Worship once per semester. Also, the OSF staff provides at the office and online an updated list of churches that faculty and staff attend, so that students can connect with MU personnel at a church. This objective will be measured by EFC-ER involvement in Community Worship services, as well as annual updating of the church list.</p>		<p>EFC-ER representatives speak in Community Worship or lead Life Groups. In addition, the church list was updated and made available.</p> <p><u>Fall 2019 SFOs:</u></p> <ul style="list-style-type: none"> ● Community Worship curricular emphasis on Redemption and Restoration via formation and ministry of the Church universal ● BlessUp ● Celebration ● Partner SFOs: Biblical Psalms, How Great Thou Art <p><u>Fall 2019 Life Groups</u></p> <ul style="list-style-type: none"> ● Awaken ● Biblical Perspectives on Relationships ● Gospel of John ● The Edge 	<p>In 19-20, these additional methods were utilized to meet Goal 3c. They will be continued in 20-21:</p> <ul style="list-style-type: none"> ● New webpage F'19 listing staff and faculty churches, with links to church websites. ● Printed and displayed the above list outside of our office ● Student leaders developed a regional church list (not just focused on staff/faculty attendance) and posted it on MaloneXpress.

Expected Performance Outcomes

Means of Assessment
/Criteria for Success

Connection to MU Strategic Plan

Summary of Data Collected

Use of Results

			<ul style="list-style-type: none">● Jesus Is● Study of James● Coffee and Context● Living the Virtues● Service Leadership Scholars● Community Worship Leaders <p><u>Spring 2020 SFOs:</u></p> <ul style="list-style-type: none">● Community Worship (study of Psalms)\● BlessUp● Awaken - Partner SFO with Damascus Friends <p><u>Spring 2020 Life Groups</u></p> <ul style="list-style-type: none">● Entering the Question● Getting Curious● Morning Prayers● Community Worship Leaders● Jesus Is● Coffee & Context● Experiencing God	
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