

## Annual Assessment Report

Assessment Cycle	2020-2021
Name of Office	Office of Spiritual Formation
Date of Office Approval	7/6/21
Name of Submitter	Rev. Dr. Linda Leon

Date of data distribution: \_\_\_July 1, 2021\_\_\_\_\_

*Outcome data from 2020-2021 (and existing data from the two previous academic years) for the office was distributed to staff members on the date above*

Date of meeting: \_July 6, 2021\_\_\_\_\_

*The office met on the date above to discuss the data, identify the key strength and challenge, and to formulate action steps for responding to the challenges (i.e., for closing the loop over time).*

The participants in the meeting were: Adam Pearce, Steph Merchant, Linda Leon

Office Mission Statement:

- The mission of the Malone University Office of Spiritual Formation 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.

Office Goals (these are broad goals rather than specific, measurable outcomes)

1. The Spiritual Formation staff will care for and mentor Malone University students.
  - a. Objective A: The Spiritual Formation staff will provide pastoral care to students. *Examples: office hours, presence around campus, Bible studies/hospitality at homes*
  - b. Objective B: The Spiritual Formation staff will build relationships with students by being present in a variety of campus contexts. *Examples: athletic events, plays, concerts, campus-wide celebrations, Student Activities Council events, academic workshops*

2. The Spiritual Formation staff will teach students how to develop a worldview rooted in Scripture.
  - a. Objective A: The Spiritual Formation staff will offer students opportunities to learn how to study Scripture. *Examples: Life Groups, University Pastor Teaching Times, evening workshops, Spiritual Disciplines*
  - b. Objective B: The Spiritual Formation staff will offer students opportunities to learn the Gospel, a Scripture meta-narrative, and basics of the Christian faith. *Examples: Community Worship curriculum, Life Groups, faculty-sponsored SFOs, Celebration, FCA*
  - c. Objective C: The Spiritual Formation staff will provide opportunities for students to develop a biblical worldview. *Examples: Community Worship curriculum, FCA, Video discussion series, Life Groups, Jubilee Conference, faculty-sponsored SFOs, Be:Justice*
  
3. The Spiritual Formation staff will teach students how to actively grow their relationship with God.
  - a. Objective A: 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. *Examples: Community Worship curriculum, Spiritual Disciplines, Evening Prayers/Vespers, Silence and Solitude Retreat*
  - b. Objective B: The Spiritual Formation staff will teach students about the nature of biblical worship. *Examples: Celebration, Community Worship, Evening Prayers/Vespers*
  - c. Objective C: 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. *Examples: Community Worship EFC-ER speakers, church resource handouts, mentoring conversations, invitations to church*

### **Key Strength**

1. The exact wording of the specific outcome identified as a strength:
  - Offering a wide variety of worship, learning and discipleship opportunities.
  
2. A brief summary of the evidence used to identify the outcome as a strength:
  - Spiritual Formation Opportunities (SFOs) offered over the past years, including responsive and creative pandemic programming. Further in-depth development of Life Group and Discipleship Group programming. Varied semester SFOs

based on what we heard students say in the annual SFO survey. Pursuit of diversity of topics and speakers/facilitators.

### **Responding to the Key Challenge: Closing the Loop**

- The exact wording of the specific outcome identified as a challenge
  - Racial diversity in SFO facilitator representation, inclusion of racial justice in curricular development, and achieving an overall balance of male and female student/faculty/staff/guest leaders each semester.
- A brief summary of the evidence used to identify the outcome as a challenge
  - Our office has been tracking the above data for several years. Some semesters are better than others.
- The action steps your office has already taken to address the challenge, including an evaluation of whether or not the action has resulted in improvement in the outcome
  - Community Worship: over the course of one semester, we strive to have an equal number of male and female, white and POC main speakers; this does not always happen.
  - Student leaders: seeking out POC yet finding that the majority of student leaders are ultimately white and/or female.
  - Life Groups: addressing racial justice in curriculum and seeking to have more diverse facilitators, but there are limited faculty/staff who are POC.
  - Miscellaneous SFOs throughout semester: intentionally schedule non-white facilitators where possible, and address issues of racial justice each semester.
- Planned Action Steps
  - We will compare 2021-22 data with data from pre-Covid academic years, since 2019-2020 programming was irregular. Our staff will continue to talk about the action steps outlined below in our semesterly SFO planning process.
  - Community Worship: there are 13 in F'21 and we will ensure that 6-7 main speakers are female and 6-7 main speakers are POC.
  - Student Leadership: we will recruit male students so that there is a better male/female leader balance.
  - Life Groups: we will continue a racial justice group offering and seek 2-4 group facilitators who are POC.
  - Miscellaneous SFOs: we will recruit POC in our recurring weekly/bi-weekly/monthly medium-sized SFOs and offer at least one SFO instance solely focused on racial justice; we will incorporate racial justice into other SFOs as part of their overall topics.

### Implications for Planning and Budgeting

- Our staff has already been planning for fall semester and will continue into July and August. We have invitations out to various SFO facilitators. Community Worship and Life Group curriculum will be finalized by late August. Student leader recruitment will begin in August (a continuation from April 2020). We may have to begin giving an honorarium to miscellaneous off-campus SFO facilitators who have typically volunteered their time. We already have the Community Worship speaker funds available because we invite mainly local speakers and therefore do not typically pay travel fees or higher honorariums beyond our budgeted weekly honorarium.

Record the Key Strength and the Key Challenge in the [Office Assessment Google Sheet](#)

