

B.A. MINISTRY (BAM) - OBJECTIVES, MEASUREMENTS, & OUTCOMES

OBJECTIVE 1 – B.A. Ministry students will demonstrate an understanding of the central doctrines of the Christian faith and articulate them clearly

Not only do ministry students need to know the central doctrines of the Christian faith (Institutional Objective #1), they also need to be able to articulate them to demonstrate full understanding and to be able to share with others. Students enrolled in the B.A. Ministry degree take at least four theology courses (10.5 hours) which guide them from an overview of basic Christian beliefs through a systematic study of theology to an in-depth examination of the doctrine of Christian perfection. Two of these courses, Christian Doctrine I & II (TH 305 & 306), form a two-part course in which students systematically examine Christian theology. One of the major requirements for these courses is the completion of a multi-step catechism project.

Benchmark 1 – 75% of B.A. Ministry students will earn a grade of at least 80% (B-) in required theology courses¹

Data:

	2018-2019	2019-2020	2020-2021	2021-2022 to date
Percentage meeting benchmark	74.8%	72.0%	72.2%	78.3%
Number of courses	4	4	5	4
BAM students enrolled in above courses	111	100	79	69

Benchmark 2 – 75% of B.A. Ministry students will earn a grade of at least 80% (B-) in the catechism projects in Christian Doctrine I & II

Data:

	2018-2019	2019-2020	2020-2021	2021-2022 to date
Percentage meeting benchmark	67.1%	82.0%	83.3%	84.8%
BAM students enrolled in TH 305 & 306	73	50	36	33

OBJECTIVE 2 - B.A. Ministry students will communicate God's truth to make disciples

The focus of this objective is two-fold, firstly that students can interpret God's truth in preparation for communication, and secondly that they can communicate the truth in a way which will lead to the formation of disciples. B.A. Ministry students take 30 hours of Bible and theology courses. The data for the first benchmark comes from four such courses. Similarly, students take courses and complete assignments which focus on the communication of this God's truth. The data for the second benchmark comes from at least 18 sharing assignments across three courses.

Benchmark 1 - 75% of B.A. Ministry students will earn a grade of at least 80% (B-) in courses which address interpreting the Bible²

Data:

	2018-2019	2019-2020	2020-2021	2021-2022 to date
Percentage meeting benchmark	63.6%	67.6%	65.6%	79.6%
Number of courses	4	4	4	3
BAM students enrolled in above courses	99	74	64	49

Benchmark 2 - 75% of B.A. Ministry students will earn at least a grade of at least 80% (B-) communication assignments in several courses³

Data:

	2018-2019	2019-2020	2020-2021	2021-2022 to date
Percentage meeting benchmark	63.5%	66.2%	73.1%	69.7%
Number of courses	3	3	3	3
BAM students enrolled in above courses	74	65	52	66

OBJECTIVE 3 - B.A. Ministry students will articulate a philosophy of ministry and have experience applying it

Students write a philosophy of ministry in a multi-step assignment in the first-year Introduction to Ministry course (MIN 100). The experience applying the philosophy of ministry comes during the senior Supervised Ministry Experience (SME, MIN 425) where students re-examine and refine their philosophy of ministry based on their experiences. The SME reflection assignment was added in fall 2021 so data below reflects only the first-year written assignment.

Benchmark 1 - 75% of B.A. Ministry students will earn at least a grade of at least 80% (B-) in philosophy of ministry assignments in specific courses and experiences⁴

Data:

	2018-2019	2019-2020	2020-2021	2021-2022
Percentage meeting benchmark	81.8%	75.0%	62.5%	83.9%
BAM students enrolled in above courses	33	16	16	31

Benchmark 2 - 90% of B.A. Ministry students will successfully complete the SME with a grade of at least 80% (B-)

Data:

	2018-2019	2019-2020	2020-2021	2021-2022 to date
Percentage meeting benchmark	100%	100%	69.2%	100%
BAM students enrolled in above courses	18	27	26	10

OBJECTIVE 4 - B.A. Ministry students will embrace leadership responsibilities and serve competently in a variety of ministry settings

One of the high values of Kingswood University, evident in the Mission statement, is practical ministry. Students are encouraged to be involved in ministries throughout their program, and at several points are required to do so formally and for academic credit. Students must complete three one-credit Practicum credits which require ministry engagement with a supervisor in three different settings and/or types of ministry environments. The senior Supervised Ministry Experience (SME) is a four-month full-time experience where students have the opportunity to transition to a more formal intensive ministry setting in their field of study.

Benchmark 1 - 90% of B.A. Ministry students will earn a grade of at least 80% (B-) in Practicum credits

Data:

	2018-2019	2019-2020	2020-2021	2021-2022 to date
Percentage meeting benchmark	96.2%	93.9%	94.9%	100%
BAM students enrolled in above courses	78	98	59	43

Benchmark 2 - 90% of B.A. Ministry students will successfully complete the SME with a grade of at least 80% (B-)

Data:

	2018-2019	2019-2020	2020-2021	2021-2022 to date
Percentage meeting benchmark	100%	100%	69.2%	100%
BAM students enrolled in MIN 425	18	27	26	10

OBJECTIVE 5 - B.A. Ministry students will express how they are developing in their relationship with God and as Christ-like servant leaders

Another high value of a Kingswood experience, also evident in the Mission, is spiritual formation. Students participate in a variety of experiences intended to guide them in the development of their relationship with God. Reporting and reflection on these experiences happens both anecdotally and through a weekly check-in in a Spiritual Formation Component 'course' which is transcribed. The President interviews all graduating seniors individually, usually before they begin their SME. One of the questions he asks is about how much students have changed since enrolling at Kingswood. While the details of these exit interviews with the president are confidential, he provides summary data each year. This has been further coded for presentation.

Benchmark 1 - 90% of B.A. Ministry students complete the weekly spiritual formation self-report and earn at least 80% (B-) in the Spiritual Formation Component 'course' (SF)

Data:

	2018-2019	2019-2020	2020-2021	2021-2022 to date
Percentage meeting benchmark	73.5%	76.3%	98.4%	88.3%
BAM students enrolled in SF	189	160	129	179

Benchmark 2 – B.A. Ministry Students will express their development in exit interviews with the President

The degrees from which these students are graduating has not been identified but most earn the B.A. Ministry degree.

Data:

	2018-2019	2019-2020	2020-2021	2021-2022
Significant change	na	8	9	5
Personal & spiritual growth		7	11	9
Increased self-confidence/awareness/understanding			9	6
Increased understanding of & skills for ministry & leadership		1	4	2
Clearer sense of God's call		2	1	2
Increased Biblical/theological understanding		1	2	1
Other positive growth-related responses			7	10
Number of interviews conducted	na	19	22	16
Number of graduates (bachelors' degrees)	21	30	26	24
Percentage of bachelor's degree graduates interviewed		63%	85%	67%
Number of BAM graduates	19	26	25	27

CONCLUSION / ACTION STEPS

These benchmarks were identified in the winter of 2021-2022 by Kingswood's faculty. Out of a desire to be objective and not to be informed by the data, benchmarks were drafted before the specific data was examined. In several cases, there is room for improvement to meet the benchmarks consistently, but this provides room for growth. There is little doubt some of the decreasing scores can be tied to the impact of Covid-19, especially in the SME. Finding placements was difficult in 2020 and 2021 as churches and ministries did not know what the coming months would look like or if there would be sufficient engagement to merit the investment in a student-intern; despite the loosening of restrictions, the challenges continue in 2022. This cannot be used as an excuse but should be used as a catalyst for further growth and development in fulfilling Kingswood's mission and objectives.

The dramatic increase in score in 2020-2021 in Objective 5, Benchmark 1 is an example of where assessment led to change. A review of grades in this 'course' in 2018 and 2019 revealed a lack of full engagement in the spiritual formation component and in the accountability of the reporting system. A change in the graduation requirements so that students must have at least a B grade in this 'course' has helped students understand the importance of spiritual formation in the Kingswood environment, as demonstrated by the increase in the number of students meeting the benchmark.

Action steps for the 2022-2023 academic year include:

- Helping students to increase in biblical and theological knowledge, recognizing that many start at a lower point than a decade ago (Objective 1, Benchmark 1; Objective 2, Benchmark 2);
- Guiding students to develop further in their ability to express themselves in writing and to articulate an initial philosophy of ministry and ensuring opportunity to reconsider it in the SME remains as part of the requirements (Objective 3; Benchmark 1);
- As we emerge from the pandemic, guiding students in selecting strong SME placements that match their education and ministry goals (Objective 3, Benchmark 2; Objective 4, Benchmark 2);
- Conducting Exit interviews with an increasing number of B.A. Ministry graduates and using consistent coding to tabulate responses (Objective 5, Benchmark 2).

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- ¹ Basic Christian Beliefs (TH 203); Christian Doctrine I & II (TH 305 & 306); Doctrine of Holiness (TH 411)
- ² Inductive Bible Study (BT 200); Hermeneutics (BT 301); Gospels (NT 205); Acts & Romans (NT 206); Pentateuch (OT 201)
- ³ Six Speeches (Oral Communication, EN 203); Ten Sharing Faith accounts (Personal Evangelism, MIN 209); Two or three Sermons (Homiletics, MIN 301)
- ⁴ Philosophy of Ministry paper – multi-step assignment (MIN 100); Internship assignment (MIN 425) – note, this assignment has been added into the internship effective fall 2021 and so is not represented in the data provided