

**B.A. MINISTRY (BAM) ~ OBJECTIVES, MEASUREMENTS, & OUTCOMES****2022-2023****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 BAM students will earn a grade of at least 80% (B-) in required theology courses<sup>1</sup>**

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	72%	72%	78%	78%
Number of courses	4	5	4	4
BAM students enrolled in above courses	100	79	72	50

**Benchmark 2: 75% of BAM students will earn a grade of at least 80% (B-) in the catechism projects in Christian Doctrine I & II**

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	82%	83%	85%	73%
BAM students enrolled in TH 305 & 306	50	36	34	22

**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 3 courses.

**Benchmark 1: 75% of BAM students will earn a grade of at least 80% (B-) in courses which address interpreting the Bible<sup>2</sup>**

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	68%	66%	79%	66%
Number of courses	4	4	3	4
BAM students enrolled in above courses	74	64	57	50

**Benchmark 2: 75% of BAM students will earn at least a grade of at least 80% (B-) communication assignments in several courses<sup>3</sup>**

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	66%	73%	71%	61%
Number of courses	3	3	3	3
BAM students enrolled in above courses	65	52	68	28

**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 until 2021-2022.

**Benchmark 1: 75% of BAM students will earn at least a grade of at least 80% (B-) in philosophy of ministry assignments in specific courses and experiences<sup>4</sup>**

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	75%	63%	86%	86%
BAM students enrolled in above courses	16	16	36	21

**Benchmark 2: 90% of BAM students will successfully complete the SME with a grade of at least 80% (B-)**

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	100%	69%	88%	100%
BAM students enrolled MIN 425	27	26	16	12

**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 ‘courses’ 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% BAM students will earn a grade of at least 80% (B-) in Practicum credits**

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	94%	95%	100%	86%
BAM students enrolled in above courses	98	59	44	43

**Benchmark 2: 90% of BAM students will successfully complete the SME with a grade of at least 80% (B-)**

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	100%	69%	88%	100%
BAM students enrolled in MIN 425	27	26	16	12

**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. A

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

Although there has been a decrease in enrolment, it was not as drastic in 2022-2023 as might be indicated by this data. A change in the way SF grades were recorded on student records, effective fall 2022, is responsible for the apparent significant decline in student enrolment.

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	76%	98%	89%	86%
BAM students enrolled in SF	160	129	190	70

**Benchmark 2: BAM students will express their development in exit interviews with the President**

Data below has not been disaggregated by degree, though it reflects only bachelor's degree graduates, most of whom earn the B.A. Ministry degree.

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Significant change	8	9	5	7
Personal & spiritual growth	7	11	9	8
Increased self-confidence/awareness/understanding		9	6	6
Increased understanding of & skills for ministry & leadership	1	4	2	3
Clearer sense of God's call	2	1	2	1
Increased Biblical/theological understanding	1	2	1	1
Other positive growth-related responses		7	10	1
Number of interviews conducted	19	22	16	16
Number of graduates (bachelors' degrees)	30	26	24	17
Percentage of bachelor's degree graduates interviewed	63%	85%	67%	94%
Number of BAM graduates	26	25	27	15

## CONCLUSION / ACTION STEPS

The data addressed in this report comes from the “COVID-19 years,” each influenced by the pandemic and accompanying health and safety regulations in different ways. While this cannot be used as an excuse, it was a contributing factor to the overall student learning experience. Although 2022-2023 was a more ‘normal’ year at Kingswood, the impact of COVID-19 was by no means over. Canadian border restrictions were not fully removed until October 2022 and some ministry sites only re-opened during the 2022-2023 year. Further, it should be noted that lower enrolment in programs and courses means that one student failing to meet a benchmark can significantly impact the percentage of students meeting a target. For this reason, the analysis of data looks at trends more than minute fluctuations.

The data showing student achievement of practical ministry assignments and courses meets the benchmarks in most places, however, the scores for the first two objectives hover around the benchmark. It is important that these be monitored to ensure that students earning ministry degrees have a solid foundation in scripture and theology, as well as how to communicate that knowledge.

Action steps for the 2022-2023 academic year include:

- Grades related to communicating God’s truth to make disciples (Objective 2) have regularly fallen below the identified benchmarks. Greater analysis of scores related to both benchmarks will be conducted.

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<sup>1</sup> Basic Christian Beliefs (TH 203); Christian Doctrine I & II (TH 305 & 306); Doctrine of Holiness (TH 411).

<sup>2</sup> Inductive Bible Study (BT 200); Hermeneutics (BT 301); Gospels (NT 205); Acts & Romans (NT 206); Pentateuch (OT 201).

<sup>3</sup> Six Speeches (Oral Communication, EN 203); Ten Sharing Faith accounts (Personal Evangelism, MIN 209); Two or three Sermons (Homiletics, MIN 301).

<sup>4</sup> Philosophy of Ministry paper – multi-step assignment (MIN 100); Internship assignment (MIN 425) – note, this assignment was added into the internship effective fall 2021 and so is not represented in previous data.