

PASTORAL MINISTRY PROGRAM (PM) ~ OBJECTIVES, MEASUREMENTS, & OUTCOMES 2022-2023

Some Pastoral Ministry courses are offered only every second year, or twice in three years. Therefore, for some objectives, data is not available every year. Further, enrolment in the program is small so data is limited; and most students in the program in 2022-2023 were first- and second-year students and so not enrolled in most of the courses which address the pastoral ministry program objectives.

OBJECTIVE 1 – Pastoral Ministry students will be acquainted with the diversity of pastoral ministry roles

Students take several courses which relate to the various functions of the pastor, including courses about preaching, counselling, and casting vision, building teams, administrating the sacraments, and management.

Benchmark: 80% of PM students will earn a grade of at least 80% (B-) in courses which address a variety of pastoral roles and functions¹

Data:

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	79%	92%	100%	100%
Number of courses	6	6	6	3
PM students enrolled in above courses	28	13	10	5

OBJECTIVE 2 – Pastoral Ministry students will be able to function effectively in professional pastoral responsibilities

Not only must Pastoral Ministry students be acquainted with the diversity of pastoral ministry roles, but they must have real-life experience functioning as a pastor. This experience comes in the four-month, full-time Supervised Ministry Experience (SME). In their final evaluation, supervisors answer an open-ended question about the students' preparedness for entry-level ministry. Some also provide feedback on areas for student growth. Coded results are provided below.

Benchmark 1: 80% of PM students will earn a grade of at least 80% (B-) in their SME (MIN 425)

Data:

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	100%	50%	75%	na
PM students enrolled in MIN 425	4	2	4	

Benchmark 2: PM students will receive affirmative responses from their SME supervisors related to entry-level preparedness for ministry in their field

Data:

	2019-2020	2020-2021	2021-2022	2022-2023
Level of preparedness:				na
More than ready	1	1	2	
Ready	2	1	2	
Marginally ready				
Not ready				

	2019-2020	2020-2021	2021-2022	2022-2023
Supports/Growth needed:				
Coach/Mentor			1	
Increased leadership capacity		1		
Initiative		1		
PM students enrolled in above course	3	2	4	

OBJECTIVE 3 – Pastoral Ministry students will understand principles and practices of church health and growth

Principles of church health and growth apply to churches of all sizes, including church plants. These are considered in the course Church Health, Growth and Leadership (PM 307).

Benchmark: 80% of PM students will earn a grade of at least 80% (B-) in the Church Health, Growth & Leadership (PM 307)

Data:

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	100%	100%	na	50%
PM students enrolled in PM 307	1	5		4

OBJECTIVE 4 – Pastoral Ministry students will understand and value a team learning and serving environment

Students learn about working with teams in Empowering & Equipping for Lay Ministry (MIN 312); they experience being part of a team in the Supervised Ministry Experience (SME, MIN 425),

Benchmark 1: 80% of PM students will earn at least 80% (B-) in Empowering & Equipping for Lay Ministry (MIN 312)

Data:

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	83%	100%	50%	na
PM students enrolled in MIN 312	6	2	2	

Benchmark 2: PM students will earn an average rating of at least 3.5 (on a 4.0 scale) by their SME supervisors on team-related outcomes²

Supervisors rate their interns on multiple elements at the mid-point and end of the SME period, using a four-point Likert scale. Several of the elements relate to the student's participation as a team member.

Data:

	2019-2020	2020-2021	2021-2022	2022-2023
Average score	3.9	4.0	3.7	na
PM students enrolled in MIN 425	3	2	5	

OBJECTIVE 5 – Pastoral Ministry students will demonstrate growth in developing interpersonal skills

Those in ministry must have good interpersonal skills and be willing to keep growing in these areas. SME Supervisors rate their students on multiple elements at the mid-point and end of the SME period, using a four-point Likert scale. Several of the elements relate to the student's

development of interpersonal skills

Benchmark: 80% of PM students will earn a rating of at least 3.5 (on a 4.0 scale) by their SME supervisors on outcomes related to interpersonal skills³

Data:

	2019-2020	2020-2021	2021-2022	2022-2023
Average score	3.8	3.5	3.8	na
PM students enrolled in MIN 425	3	2	5	

CONCLUSION

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’ years, 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.

For the most part, students enrolled in the Pastoral Ministry program are meeting the program objectives, though a more accurate reflection will be available in the next two years when the current first- and second-year students advance through the program. A comprehensive review of this curriculum in 2023-2024 will ensure this degree is relevant for contemporary pastoral ministry.

¹ Principles & Practices of Discipleship (MIN 300); Introduction to Counselling (PSPM 301); Homiletics (MIN 301); Expository Preaching (PM 302); Empowering & Equipping Lay Ministry (MIN 312); Pastoral Ministry (PM 400); Management in Ministry (MIN 415)

² Four measures are used: Empowers others and is committed to team-building; Honours and respects lines of authority; Values team-based learning and service; Develops and nurtures an active network/support system.

³ Seven measures are used: Exhibits courtesy, respect, and patience; Maintains confidentiality; Sensitive to the intents and motives of others; Exhibits tact in personal interactions; Initiates & maintains appropriate interactions with others; Possesses good communication & listening skills; Demonstrates growth in interpersonal skills; Practices interpersonal purity