MASTER OF MINISTRY GRADUATE DEGREE PROGRAM

School of Theology and Christian Ministry
Point Loma Nazarene University
ASSESSMENT REPORT
2010-2011
Norm Shoemaker, Program Director

In conducting this year's assessment cycle of the Master of Ministry degree program the following assessment components were utilized to generate feedback data.

ASSESSMENT COMPONENTS:

1. Individual course evaluations: Students completed an online (Eclass) evaluation form for each of the four courses taught during this academic year.

2. Exit interviews with current year graduates: In May, an in-depth exit interview was conducted with each of our graduates in order to receive evaluative feedback regarding their experience as a participant in the program. Review and analysis of data from the exit interviews has been helpful.

3. Student advisory team evaluations: As pastor-students are shaped and challenged by a formal equipping program, it is helpful for them to have a "Barnabas-type" congregational support group offering personal encouragement. For this reason, each Master of Ministry student selects a three person advisory group to walk with them through the program. During the year, a feedback form with evaluative data was received from the advisory group members.

4. Interviews with Master of Ministry graduates (five years out): Phone interviews were conducted with pastors who received the degree five years ago in order to gain information on how their current pastoral practices continue to be shaped by the program.

These instruments, in conjunction with the ongoing assessment process, produced helpful data used in evaluating the program's overall effectiveness.

LEARNING OUTCOMES:

This year the School of Theology and Christian Ministry rearticulated the program learning outcomes for the Master of Ministry degree. The current outcomes are congruent with historic objectives for the degree and more clearly state our intended learning outcomes.

Students who successfully complete the Master of Ministry degree in the School of Theology and Christian Ministry will be able to:

PLO 1: Discuss the role of scripture and the Christian tradition as a resource for faithful and current pastoral ministry. (*Assessment Criteria: Graduates can discuss ministry implications from scripture and various streams of the Christian tradition, especially the Wesleyan-Arminian perspective.*)

PLO 2: Engage in practices that cultivate personal formation and well-being for the work of ministry. (A*ssessment Criteria: Graduates can demonstrate the capacity to practice life patterns fostering personal growth and well-being.*)

PLO 3: Exhibit increased confidence and skill in the leadership of their local congregation. (*Assessment Criteria: Graduates can articulate ways they have improved their practice in ministry and leadership.*)

PLO 4: Demonstrate an increased contextual awareness of their ministry assignment. *(Assessment Criteria: Graduates can articulate new understandings for the demographic and cultural context of their local congregation and neighboring communities.)*

PLO 5: Access and use a variety of study resources for continuing ministerial education and practice. (*Assessment Criteria: Graduates regularly access a wide variety of journals, books, conferences, and internet resources in the pursuit of lifelong learning.*)

FINDINGS: These summary statements reflect a thoughtful review of the assessment feedback gleaned from the various instruments:

PLO 1: Students reported fresh understandings of the mission of the Church and a deepened appreciation for the sacraments. They repeatedly commented on changed perspectives due to exposure to aspects of the Christian tradition which they had not previously explored. They report a more "informed" approach to their ministry, particularly a deepened theological understanding of the Trinity, Ecclesiology and Holiness.

PLO 2: Participation in the program clearly provides an accountability structure which leads to healthier personal patterns and disciplines. Pastors find the intensive instruction week on campus to be renewing, and the relationships formed, life-giving. A number of students reported improved marriage and family dynamics resulting from CMI612*: Life of the Minister* course.

PLO 3: Students reported new balance in their life and ministry; new passion for personal discipleship; new skills in goal-setting, planning, and leadership; improved relationships with congregational leadership; and a reduced sense of isolation in ministry. They are also more confident in their preaching and teaching.

PLO 4: Students appreciate the fact that the post-course assignments "push" them to apply course content to their church context. As one student stated, "To contextualize was required." Students also learned how to "push" their congregations to think "outside" an immediate, comfortable social context. Students reported a greater understanding for ministry within a post-modern cultural environment.

PLO 5: In general, graduates have developed a "broader range" of resources helpful for sermon preparation and program formation as a direct result of the program. Times of interaction with other pastor-students also exposed them to new resources. Students often report a fresh appreciation for resources from "outside" their denominational tradition (i.e. Catholic writers, etc.). They also express a fresh level of confidence in working with scholarly material.

Here's how one pastor-student responded to the question, *"How has the Master of Ministry program contributed to your ministry?"*

"The first thing that comes to mind is the textbooks. It would be very unlikely for me to have read that many books…without the program (in fact, no chance at all!) Yet, they've benefited my ministry…through the things I've been challenged to think about. Clearly, in addition to the benefit of the books, another benefit has been the lecturers and class discussions. I think more broadly now about a wide variety of theological and pastoral issues. Finally, the exercise of writing papers has helped give me the ability to articulate my thoughts and opinions. This has helped me develop an ability to communicate clearly."

SOME PROGRAM CHANGES: Taking seriously the feedback from Master of Ministry graduates, we have made several changes in the program.

1. More attention is being given to "linking" theological and biblical material to the practice of ministry in the post-course assignment. In some courses, several post-course alternatives will be assigned to help make the application relevant and helpful to a specific church context.

2. The addition of a final "capstone" project prior to program completion is designed to further relate the Master of Ministry curriculum to local and contextual issues.

3. Based upon student feedback more field trips to "model" churches will be offered.

4. Greater intentionality is being expressed in the creation of instructional teams that represent different streams of the Christian tradition.

5. Course instructors will be encouraged to utilize more small group and team teaching techniques aligned with appropriate learning outcomes.

ADDITIONAL DOCUMENTS: Attached to the Annual Assessment Report are several planning documents pertaining to future assessment initiatives. Included are:

1. Program and Course Learning Outcomes
2. Program Curriculum Map
3. Program Multi-Year Assessment Plan

PROGRAM AND COURSE LEARNING OUTCOMES

PLNU INSTITUTIONAL LEARNING OUTCOMES (ILO)

ILO 1: LEARNING, informed by our faith in Christ: Members of the PLNU community will display openness to new knowledge and perspectives, think critically, analytically, and creatively, and communicate effectively

ILO 2: GROWING, in a Christ-centered faith community: Members of the PLNU community will demonstrate God-inspired development and understanding of others, living gracefully within complex environmental and social contexts

ILO 3: SERVING, in a context of Christian faith: Members of the PLNU community will engage in actions that reflect Christian discipleship in a context of communal service and collective responsibility, serving both locally and globally

MASTER OF MINISTRY PROGRAM LEARNING OUTCOMES (PLO)

Students who successfully complete the Master of Ministry degree in the School of Theology and Christian Ministry will be able to:

PLO 1: Discuss the role of scripture and the Christian tradition as a resource for faithful and current pastoral ministry. ILO: Learning

Assessment Criteria: Graduates can discuss ministry implications from scripture and various streams of the Christian tradition, especially the Wesleyan-Arminian perspective.

PLO 2: Engage in practices that cultivate personal formation and well-being for the work of ministry. ILO: Growing

Assessment Criteria: Graduates can demonstrate the capacity to practice life patterns fostering personal growth and well-being.

PLO 3: Exhibit increased confidence and skill in the leadership of their local congregation.
ILO: Growing, Serving

Assessment Criteria: Graduates can articulate ways they have improved their practice in ministry and leadership.

PLO 4: Demonstrate an increased contextual awareness of their ministry assignment.
ILO: Learning, Serving

Assessment Criteria: Graduates can articulate new understandings for the demographic and cultural context of their local congregation and neighboring communities.

PLO 5: Access and use a variety of study resources for continuing ministerial education and practice. ILO: Learning, Growing

Assessment Criteria: Graduates regularly access a wide variety of journals, books, conferences, and internet resources in the pursuit of lifelong learning.

CORE COURSE LEARNING OUTCOMES (CLO)

CMI 612: The Life of the Minister - A study of factors that occur in the life of the minister. The study could include psychological profiles, stress factors, family life issues or relationships.

Upon completing this course students will be able to:
1. Identify positive and negative factors affecting personal well-being in pastoral service. PLO 2
2. Analyze for greater self-awareness a difficult interpersonal relationship experienced in the context of pastoral work. PLO 2, PLO 3
3. Design and practice a spiritual growth plan. PLO 2
4. Formulate and reflect on their personal ministry profile based upon assessment data compiled during the course. PLO 2, PLO 3

CMI 622: Communicating the Gospel - Aspects of public speaking, learning theory, writing, the minister as prophet, priest, and king, the reading of Scripture, and the proclamation of scriptural holiness are explored.

Upon completing this course students will be able to:
1. Demonstrate the ability to relate the content of preaching to the context of preaching. PLO 1, PLO 4
2. Apply principles and utilize resources for conducting textual exegesis. PLO 1
3. Create a series of sermons incorporating and applying appropriate homiletical methods. PLO 1, PLO 3

CMI 632: The Old Testament and the Christian Pulpit - The proclamation of the Old Testament. The literature and theology of the Old Testament are utilized in developing a perspective for ministry.

Upon completing this course students will be able to:
1. Explain and summarize the diversity of literature contained in the Old Testament scriptures. PLO 1
2. Describe appropriate interpretive approaches for selected Old Testament genre. PLO 1, PLO 5
3. Identify possible preaching themes based upon the Old Testament scriptures. PLO 1
4. Construct a series of sermons based on a selected Old Testament book. PLO 1, PLO 3

CMI 642: The New Testament and Ministry – The New Testament, its literature and theology, will be explored as a resource for ministry.

Upon completing this course students will be able to:
1. Explain and summarize the literature contained in the New Testament scripture. PLO 1
2. Demonstrate the ability to utilize resources critical to the study of the New Testament. PLO 1, PLO 5
3. Reflect biblically and theologically on a personal issue or concern relevant to pastoral work. PLO 1, PLO 4

CMI 652: The Christian Faith - Examination of one or more significant doctrines, persons, or historical movements with particular application for contemporary ministry.

Upon completing this course students will be able to:
1. Discuss the significance of a particular doctrine, person or historical movement within the Christian faith. PLO 1
2. Demonstrate the capacity to apply a particular doctrine, person or historical movement to current pastoral and congregational practices. PLO 1, PLO 4

CMI 662: Worship, Leadership and Liturgy - The formation, models and theology of leadership, sociology of groups, community resources, and pastoral counseling.

Upon completing this course students will be able to:
1. Discover their unique, personal talent/strengths profile and apply these insights to their leadership practices. PLO 3
2. Analyze and describe their specific pastoral context, demographic and congregational environment. PLO 4, PLO 5
3. Design a leadership development plan/program for their specific ministry context. PLO 3

CMI 672: Contemporary Ministry - An analysis of demographic, social and cultural factors impacting ministry, with attention to pastoral care and church growth including ethnic diversity, evangelism, and missions.

Upon completing this course students will be able to:
1. Explain the cultural and demographic shifts occurring in their ministry context. PLO 4
2. Describe and relate healthy models for effective ministry to diverse contexts. PLO 1, PLO 3
3. Apply strategies and skills required to effectively manage change in local congregations. PLO 3

CMI 682: Stewardship and Management in Ministry - The principles of management and finance as they relate to pastoral involvement in church health and life, church budgeting, fund raising, building financing, family budgeting, and long-range financial planning.

Upon completing this course students will be able to:
1. Discuss the biblical and theological foundations undergirding pastoral leadership. PLO 1, PLO 3
2. Review and apply strategic management principles to their ministry staff and structures. PLO 3
3. Create and implement a local church stewardship strategy in order to foster increased missional effectiveness. PLO 3

PROGRAM CURRICULUM MAP

Three Year: 2011-2014

Courses **Year Offered** **Learning Outcomes**

Courses	Year Offered	PLO 1 ILO 1	PLO 2 ILO 2	PLO 3 ILO 2, 3	PLO 4 ILO 1, 3	PLO 5 ILO 1, 2
CMI 612	SU 2013		X			
CMI 622	SU 2013			X	X	X
CMI 632	FA 2013	X				X
CMI 642	SP 2014	X				X
CMI 652	FA 2011	X				
CMI 662	SP 2012		X	X		
CMI 672	SU 2012				X	
CMI 682	SU 2012			X		

Multi-Year Assessment Plan

2011-2012	PLO 1, PLO 3
2012–2013	PLO 2
2013-2014	PLO 4. PLO 5

PROGRAM CURRICULUM MAP

Three Year: 2014-2017

Courses **Year Offered** **Learning Outcomes**

Courses	Year Offered	PLO 1 ILO 1	PLO 2 ILO 2	PLO 3 ILO 2, 3	PLO 4 ILO 1, 3	PLO 5 ILO 1, 2
CMI 612	FA 2015		X			
CMI 622	SP 2016			X	X	X
CMI 632	SU 2016	X				X
CMI 642	SU 2016	X				X
CMI 652	SU 2014	X				
CMI 662	SU 2014		X	X		
CMI 672	FA 2014				X	
CMI 682	SP 2015			X		

Multi-Year Assessment Plan

2014-2015	PLO 3, PLO 4
2015-2016	PLO 1, PLO 2
2016-2017	PLO 5

MULTI-YEAR ASSESSMENT PLAN

Academic Year: 2011-2012—Assessing: Program Learning Outcome #1 and #3

PLO 1: Discuss the role of scripture and the Christian tradition as a resource for faithful and current pastoral ministry. ILO: Learning

Course: CMI 652—The Christian Faith (FA11)

Key Assignment: Identify three theological/doctrinal "convictions" from your reading and the course presentations that have particular relevance to your pastoral context. Write a 10-12 page paper explicating these themes and discussing and their application to the practice of ministry over the next year.

PLO 3: Exhibit increased confidence and skill in the leadership of their local congregation. ILO: Growing, Serving

Course: CMI 662—Empowering Leadership (SP12)

Key Assignment: At the conclusion of the instruction week, pastor-students will meet with their local church leadership team and develop (with the participation of that team) a one year leadership development initiative. The strategic plan should include a statement of purpose, objectives, goals, key strategies, timeline and budget. Students will submit a written document describing the proposed leadership development plan.

Academic Year: 2012-2013—Assessing: Program Learning Outcome #2

PLO 2: Engage in practices that cultivate personal formation and well-being for the work of ministry. ILO: Growing

Course: CMI 612—The Life of the Minister (SU13)

Key Assignment: Students will prepare and submit a spiritual growth plan based upon course reading and class presentations. With the spiritual growth plan as a guide, students will practice this "rule of life" over a six-week period of time and then submit a 10-12 page paper reflecting on personal observations, implications and benefits experienced as a result.

Academic Year: 2013-2014—Assessing: Program Learning Outcomes #4 and #5

PLO 4: Demonstrate an increased contextual awareness of their ministry assignment.
ILO: Learning, Serving

Course: CMI 622—Communicating the Gospel (FA13)

Key Assignment: The student will prepare and submit four sermons that wrestle with biblical texts and the contemporary setting of the preaching experience. The student will provide a rationale for the sermon series, demonstrating how the series addresses the concerns of the contemporary culture and context.

PLO 5: Access and use a variety of study resources for continuing ministerial education and practice. ILO: Learning, Growing

Course: CMI 642—New Testament and Ministry (SP14)

Key Assignment: Write 10-12 page exegetical/application paper relating to a pastoral concern with a specific New Testament text demonstrating the use of various scholarly resources.

Academic Year: 2014-2015—Assessing: Program learning Outcomes #3 and #4

Course: CMI 672—Contemporary Ministry (PLO 4)

Course: CMI 682—Stewardship and Management (PLO 3)

Academic Year: 2015-2016—Assessing: Program Learning Outcomes #1 and #2

Course: CMI 612—The Life of the Minister (PLO 2)

Course: CMI 632—The Old Testament and Ministry (PLO 1)