

Community Ministries Use of Evidence of Student Learning – AY 2016-2017

The program evaluation and assessment occurred at the end of the school year. Each student leader was asked to complete an informal, short answer evaluation of their leadership experience, as well as the formal assessment. 2016-2017 was the fifth year that all three assessment questions were used, and the criteria of success was met (75% of the students will be at the proficient or advanced level overall; the overview score was 76%).

The Community Ministries staff noted that the previous year’s concerns regarding leadership training and components necessary for effective ministry execution (Questions 1 & 2) are improving, but continue to seek improvement for maximum proficiency. These issues continue to be addressed during the initial training week, weekly meetings, and one-on-one trainings, with continued opportunity to shadow current leaders, update ministry handbooks, and streamline logistical issues. The team is hopeful that by making incremental improvements each year, the training will become more comprehensive for all learning abilities and leadership levels. Additional mentoring opportunities such as meeting with each ministry team during the initial training week, again after one month into the semester, and incorporating an evaluation and pre-assessment at the end of the first semester will hopefully help to boost the proficiency level of the student leaders.

As has been considered previously, the Community Ministries staff will evaluate whether leadership growth and development is adequately assessed via these means, and if the questions are too broad for the students to answer in a quantifiable way. Though their answers are improving, their responses and scores do not match with the level of maturity of the leaders and the training they received. The connection between Christian faith and service is definitely being made by a majority of the Student Ministries leaders (as this continues to be the highest scoring assessment question), but the team seeks to achieve this success with other two questions.

Community Ministries Organizational Chart

Student Ministry Director Team:			
Student Ministries Intern, Homeless Ministries Core Group Director, Tutoring/Mentoring Ministries Core Group Director, Visiting/Creative Ministries Core Group Director			
Student Ministries Intern	Homeless Ministries Beacon of Light Leaders Bread of Life Leaders Surf & Serve Leaders Threshold Leaders Wednesday Night Outreach Leaders	Tutoring/Mentoring Ministries ALIMA Leaders Kids @ Heart: Iglesia Presbyteriana Leaders THRIVE Leaders Reality Changers Leader	Visiting/Creative Ministries Beloved Leaders Elderly Outreach Leader Master's Hands Leader Turning Pointe Leader

	1. Describe, outline, and/or list the important components necessary to effectively plan and execute your ministry.	Below Basic	Basic	Proficient	Advanced
1	<ul style="list-style-type: none"> • Good communication • Willingness to be vulnerable and seek help/guidance from others • Really being receptive to sharing life with the other leaders • Being able to read the group and asking ways the director can best help them 			X	
2	<ul style="list-style-type: none"> • Plan events as early as possible • Be in prayer, always 		X		
3	<ul style="list-style-type: none"> • Email all those who have signed up to participate giving them details on departure time and meeting location • Pick up key and then van(s) for transportation • Bring any snacks and/or crafts for the day • Arrive at meeting place with van and resources, meeting student volunteers to leave for ministry • Record van mileage and any problem at beginning and end of trip • Turn in signed van sheet and keys at end of day 			X	
4	<ul style="list-style-type: none"> • Get van keys on Friday afternoon • Get van and arrive at docks behind caf by 9:20am • Instructions and prayer at 9:40am • Leave at 9:45am • Lead around new participants until they feel comfortable or have started a strong conversation • Gather participants back at the entrance by 11am • Ask if they would like to eat lunch together or be dropped off anywhere • Return keys and sheet with correct mileage 				X
5	<ul style="list-style-type: none"> • PATIENCE • Ability to manage multiple things at one time • Ability to show love and grace to children while simultaneously trying to establish authority and ensure their safety • Knowing when to seek help • Taking the necessary measures/time for self-care 			X	
6	<ul style="list-style-type: none"> • Strong work ethic • Compassion for the less fortunate • Public speaking abilities • Being able to trust in God 			X	

7	<ul style="list-style-type: none"> • Send out the email • Get vans, keys, and supplies • Load up vans with people and supplies • Check in with Faria when we arrive • Tutor → eat dinner when done • Leave by 7pm 				X
8	<ul style="list-style-type: none"> • Food and van retrieval; assign who does these tasks • Sign in docs ready or easily accessed on phone • Recruiting!! Bringing up ministry in conversation or advertising ministry in other ways. 			X	
9	<ul style="list-style-type: none"> • Communication • Scheduling • Compassion • Quick thinking 		X		
10	<ul style="list-style-type: none"> • Being relational to your volunteers is important because that is the purpose of the ministry. You must be able to invest in your followers and in others to invest in your ministry. • Being able to delegate leadership among your followers. You cannot do everything yourself and building up leadership will help the ministry flourish! 			X	
11	<ul style="list-style-type: none"> • Talk with your co-leader about responsibility. • Get into a routine so that you know what each week will look like. • Always plan on making food like it will be just you and your co-leader, leave lots of time because you don't know how long it will take 			X	
12	<ul style="list-style-type: none"> • Effective planning for my ministry requires good communication and flexibility with time. • Communication with the site leader, my co-leader, as well as the volunteer tutors are all essential to plan and execute successful tutoring and leading of the ministry. 				X
13	<ul style="list-style-type: none"> • Forethought • Creativity • Plan • Being willing to ditch plan A • Have plan B 		X		
14	<ul style="list-style-type: none"> • Communicate with your leader! • Send out the info emails • Be timely • Continued on next page... 				X

	<ul style="list-style-type: none"> • Make volunteers feel welcome • Be open to ideas • Have fun! 				
15	<ul style="list-style-type: none"> • Ability to connect with others • Reach out to people to host us for performances • Able to think of new ideas for skits • Reach out to volunteers the day before practice • Send out reminders before performances • Reach out to other ministries/collaborate with them • Set up for practice each week • Get keys for Nicholson if performing on a weekend 				X
16	<ul style="list-style-type: none"> • In order to effectively plan/execute this ministry, the co-leaders need to be in communication with each other often. It's not just enough to show up on the day of and expect everything to come together. There needs to be conversations about who is comfortable doing what, what is going on in each other's live that may have an effect on how they go about ministry that night, etc. 			X	
17	<ul style="list-style-type: none"> • Advertise and announce via email • Prepare for ministry: materials, prayer, names • Drive and arrive • Explain seating: make sure everyone is alright and doing what they are supposed to do 			X	
18	<ul style="list-style-type: none"> • Make sure to connect with volunteers via email. • Select volunteers for the week and have back-up ones because there are always last-minute cancellations • Educate students on what to expect before going • Have LOTS of FUN!! 			X	
19	<ul style="list-style-type: none"> • Communication • Flexibility • Leadership • Assertiveness 		X		
20	<ul style="list-style-type: none"> • Communication! With volunteers and the site • Flexibility to accommodate volunteers and their needs • Trust in the larger plan and that when things go wrong, they will turn out 			X	
21	<ul style="list-style-type: none"> • Effective communication between co-leaders • Timely retrieval of van keys from campus facilities 				X

	<ul style="list-style-type: none"> Intentional moment of prayer and reflection on the true reason of visit Retrieval of van; drive to loading dock behind caf Thorough explanation of ministry site and expected events Safely driving to site 				
22	<ul style="list-style-type: none"> Communication with co-leader on schedules Designate weekly responsibilities between you and your co-leader as to get things ready efficiently and effectively Basically, communication 		X		
23	<ul style="list-style-type: none"> Leaders are on time each week Being consistent in fulfilling your designated task or communicate if otherwise unable to Be on top of emails Always have transportation alternatives planned out if larger groups are known to be coming Have a plan before you get to the street Communicate always and have phone on you Both leaders should be doing constant head counts 				X
24	<ul style="list-style-type: none"> Being flexible. Surfers are not good at showing up on time and I had to be flexible with when we left/came back Being accepting/non-judgmental. I feel that it is important for volunteers to not judge the homeless, especially when it comes to drugs/drinking. It is important for volunteers to know that we are there to serve them a meal and to reflect God's love. We're not there to judge them/make them feel unwelcome. 		X		
25	No response				

	2. Briefly describe one event from the year that shaped your approach to leadership. What did you learn?	Below Basic	Basic	Proficient	Advanced
1	Having members in the group who always wanted to discuss about themselves in every core group time. So being able to bring it back to asking everyone how they're doing. Having more confidence in myself as a leader to speak up for those who normally wouldn't.			X	
2	Feedback from participants about the competitive atmosphere last semester made me want to change my approach to leadership to be more engaging/community-centered.		X		
3	This year on multiple occasions I became overwhelmed with students. I was often given a group of boys who were a handful and could be draining. These experiences taught me			X	

	that I could ask the help of others as a leader and spread some of these boys to other tutors. At first, it was difficult because I didn't want to make any of the boys feel as if I was rejecting them, and I also believed that as a leader I needed to be able to handle it.				
4	One week we came and a regular that I speak to nearly every week was upset with me. For some reason, their schedule said we were supposed to be in one of the lounges at a certain time even though we just wander around each week. I did my best to console her, but she just walked off frustrated. I didn't know what to do so I just continued on as usual, very concerned about how I was to repair the suddenly tense relationship. By the end however, she walked past me again (holding a vase this time) and excitedly showed me the vase she just got. It reminded me that every week is different and that I should always be prepared for spontaneous situations that I am handed.			X	
5	We had one week where two homeless folks walked into the church (our tutoring site) and I was forced to make quick decisions in order to maintain the safety of the kids/tutors as well as show love and compassion to these strangers in need. This was one among many times I was made aware of my limitations and was reminded that the only way I can successfully lead my ministry is to fully rely on God and allow him to work through me. It was a scary, but eventually very revealing week for me.				X
6	A man living in the nearby area came to our site and told the volunteers and the surrounding homeless people that what they were doing was pointless and that the people in the streets were essentially leaching off of us. I had to encourage the volunteers and homeless community as well as answer the man without being offensive.			X	
7	Coming in second semester shaped how I viewed leading. I was very intimidated at first, but I learned to trust God and my co-leaders.		X		
8	Going to the other ministries. Even though leading is great, being just a volunteer and going to other ministries is a different experience.	X			
9	Learning how to communicate with the site coordinators allows ministry to run much smoother.		X		
10	I feel being able to delegate leaders to lead small groups improves my approach to leadership. It opens my eyes that I couldn't do everything myself.			X	
11	During the first few weeks of ministry I tried to be very intentional about creating a relationship with a few people on the streets as well as volunteers. I wanted to lead in a way that would show the goal of the ministry wasn't to feed people but instead to share life with people.			X	
12	One event that's shaped my approach to leadership the most was when some really wonderful Syrian children joined the Wednesday afternoon tutoring group. They've taught me patience, love, and understanding.			X	

13	I had a meeting where I had a plan, and my leaders were not wanting to participate, so I had to scramble to find something else to do.		X		
14	I was very hung-up on having structure and order, and stuck on certain expectations. Once I relaxed and rested, I realized that the most important thing is to let God be the center and main focus.			X	
15	The beginning of this year we had some new volunteers, which changed the dynamic of our ministry. The past couple years we have had the same group of volunteers and all grew really close. Having new people on the team made me realize how much I need to work on reaching out to others and work on integrating everyone on to the team. Leadership is not easy when you don't know everyone super well, but it is still very important.			X	
16	As a ministry, we had the opportunity to financially help someone out of a tight spot in order to continue the process of getting housing. I jumped on the opportunity quicker than I actually knew how we could help. As a ministry, we were able to pull some money together but I learned to be aware of how I respond to people, and it's great to be passionate about helping people but it takes help from others to know what you're capable of.				X
17	Last week I was sitting with a kid who I usually help (he is pretty difficult to work with) and I needed to work with others. I looked around and saw two regular male volunteers. I brought the boy to work with them and it went a lot better than I thought. I learned that even if I think that a kid might not work well with volunteers, try it out, it might surprise you.				X
18	The whole experience altogether helped shape my leadership capability. I don't think there was one specific moment, but as a whole I learned how to better communicate and listen to the needs of others.		X		
19	Difficulties with listening and communicating changed the way I approached leadership and I learned how to be flexible.		X		
20	I was faced with a "difficult" volunteer this year. She found it very difficult for her to work one-on-one with students and the tutoring site, and that put a burden on me too and the site leader to best accommodate her needs. After contemplation and consultation from others, I had to tell her that RC wasn't the best place for her. This was difficult for me because I want everyone to feel comfortable and want to work with RC and the students. A couple weeks later, she came back to RC to fulfill her volunteer requirement. I found that in this case, communication and flexibility were extremely important in order to deal with the situation to the best of my ability. Before this, I wasn't truly aware of how important communication (even difficult conversations) could be, and working with her to accommodate her needs also helped me value flexibility.				X

21	For the first couple of weeks of ministry, I found myself drawn towards the only two children who could walk and talk. In all honesty, it was easier this way. Yet, after we left the Bernardy Center a third time, one girl mentioned that the children were certainly not what she expected. In fact, she had no idea how to act or interact with children who could not respond to questions or anything for that matter. From that moment, I intentionally buddied with a different child every week. I realized that, as a leader, I am supposed to set an example for the other members. I am who they look to for guidance and suggestions in uncomfortable situations. What a beautiful and intimidating position! Fortunately, I also realized that my actions are/were directly led by God, himself, lessening the pressure tremendously.				X
22	The first night of ministry was the volunteer-to-leader transition night for me. I realized that suddenly I was the one the volunteers were looking to for direction and for an example to follow. But even as I accepted that role, I didn't feel pressure to be perfect as I expected to. Instead, I felt a comfort in that even though I was leading the team, God was holding the night's ministry in his hand, and I didn't have to be anything but myself.				X
23	When I saw the affect my co-leader had on someone when she remembered their name. They lit up and opened up to her and started a relationship. From then on, we always made sure to tell our volunteers to ask for names and try to remember them because they are so important.				X
24	There were countless times when I would have to reach out to the volunteers to come. I learned that I need to adapt to their ways to get them to come, rather than forcing it my way, which would not work with them.			X	
25	No response				

	3. Articulate the connection between Christian faith and service	Below Basic	Basic	Proficient	Advanced
1	God called his people to live out their lives in serving all of his creation. A part of believing in God and being a Christian is to do acts of service throughout our lives. By doing that, we are living out our faith and spreading God's word to all we encounter.			X	
2	Service is an expression of faith. It is a reminder to put others before yourself, just like Jesus did. It's a selfless extension of yourself for the well-being of others. It shouldn't be mandated; rather it should be a voluntary expression from the heart.			X	
3	Service is a main part of my faith as a Christian. I am extremely thankful for all that I have been blessed with, and in thanks I want to be able to use these talents, gifts, and resources I have to serve others. Christians are called to serve others and to be fishers of men, and I give what I feel I can to make this type of service a main part of my life				X

	mission. Christians shouldn't come to faith, and then be content with it and just keep it to themselves. For me, I feel so much love, comfort, and peace as a result of my faith, and I want to share that with others so that they may experience it in whatever small way possible.				
4	My faith is one of the main reasons for my service. Yes, I enjoy leading my ministry and showing others the joy it brings people, but I couldn't have gotten there without my faith. At home and at church I have always been taught to be kind to others and there for those who are alone. So when I first heard ministries were available to join on campus I immediately looked into them. As soon as I found one that worked with my busy class schedule and seemed enjoyable, I began attending every week. Being able to see how God has worked in the lives of others and has sent me to be there for them in their time of need has been a wonderful experience. I am so glad to be a part of Student Ministries and what it does.				X
5	The two go hand-in-hand for me. I serve because of my faith. As Christians, I believe we are called to a life of service and I serve because of this call, in an attempt to glorify God through my actions and to love/service Him through loving/serving others.				X
6	God calls us to care for the less fortunate. I also believe God is the only thing that can save many of those we meet downtown. One cannot shame the homeless back into society or threaten the drug addicts to save themselves. God's love can.			X	
7	Jesus said to care for "the least of these" and we will show love to him. These kids are refugees and it can feel like our society ignores or outlaws them, so we need to show them that while school can be hard, there are people who love them and education is fun and important, not impossible.			X	
8	My faith and the way I serve, or serving in general, have always been together/connected. For me, to live out my faith means serving or doing service in any way that helps those in need. If I didn't serve, I would feel like my faith isn't growing.			X	
9	Christian service and faith to me means opening your heart to others and sharing compassion to those around you. God asks us to love one another as he has loved us and this can be done through ministry. In ministry, when done through love, we can care for and serve others, showing God's love.				X
10	I believe that service is a response to our faith in God. James 2 says that our works reveal the light of Jesus to others. I believe that through our faith, we can't help but serve others because that's what Jesus did for us. I also believe that our service is what helps the kingdom of God expand.				X
11	Everything that is done at ministry is done in an attempt to share God's love to people so that we may spread the word of the gospel to others.		X		

12	Ministry means serving and loving others the way Jesus did and continually does, so serving others means working toward being more like Jesus. Service teaches us important values and characteristics that go along with Christian faith and practice, so as we serve others, we are serving our brothers and sisters in Christ.			X	
13	James said faith without works is dead. As Christians we are called to serve those around us, and to love our neighbors as ourselves. It is essential that Jesus' love and the gospel is spread through service.			X	
14	Service work is a part of sharing Christian faith. God calls us to help others and be kind, this service is a response to His command. It should be done with a humble heart and approached with Godly love in mind.			X	
15	Part of what Jesus did in his ministry was serve others. He cared for others the best that he could (which was perfect). As Christians, we are called to live like Jesus, and that means serving others the best we can- looking for their needs and trying to meet them. Service isn't always easy and it rarely has a visible payoff, but if we can show people the love of Christ by being present and doing what we can, I think that is a really important way to show our faith.			X	
16	I have learned a lot about what Christian faith looks like since being here at Point Loma and to respond to what moves your heart as God has put those passions there. One of the big ideas of the book of James is that faith is dead without works. To me, this means our actions speak louder than words most of the time. I can have faithful thoughts, and feel empathy for those who are suffering, but whether or not I put action behind it says a lot more about God's love. Service and faith for me have to go hand-in-hand.			X	
17	The Bible says to go out and make disciples. I believe that a huge part of living for God is serving others, just like Jesus does.		X		
18	While many of the children at the Bernardy Center are not Christian, I still felt I was able to show Christ to them through my actions: reading, doing arts and crafts, or playing dodgeball. Also, before leaving the parking lot every week, we would pray for the safety, health, and lives of the children, their families, and the workers there. This to me is the incorporation of the Christian faith with service.			X	
19	Service allows me to live in ways that I am called to by Christ.		X		
20	For me, service and faith are almost synonymous. In order to really live out how I think Jesus would have lived and how He wants me to live, I need to serve. I've been serving and volunteering for the majority of my life and it has always felt connected to faith for me. Volunteering time, especially with Reality Changers, has never felt like a sacrifice for me – but a great opportunity to serve with those around me and be involved with God's family.				X
21	In my opinion, Christian faith and service are directly related. The service that I have been blessed to offer has been guided by God Himself. Isn't that what having a Christian faith is				X

	all about? Letting go of our earthly desires and allowing God to use us in any way He wishes. When we work in ministry or any other service activities, we are truly the hands and feet of Jesus. We are showing the love, mercy, and life of Jesus through our actions. What an honor.				
22	Having a Christian faith is accepting that you are agreeing to live out God's plan for you. It means being willing to serve and act in the areas and scenarios that God calls you to. Serving God in ministries means letting go of control of the situation and letting God take control. You become the hands and feet, being the physical presence in areas of need.				X
23	Service to me is not an obligation because of my Christian faith, but more of a natural reaction that comes from the transformation that happens when we accept God's gift of grace. Because of my faith, service is no longer an obligation but a privilege. It is also not my works but me taking part in the work that God is already doing.				X
24	I believe that the life that God gave me is a gift, and how I live my life is the thank you card to God. I have lived such a privileged life and I am so thankful that I can take some of my blessings and share them with others.		X		
25	No response				

2016-2017 Community Ministries Assessment

<p>Responses:</p> <ul style="list-style-type: none"> • Total Student Ministries Leaders (SP17): 25 • Total Leaders that Responded: 24 • Response Rate: 96% 	<p>Rating Overview:</p> <ul style="list-style-type: none"> • Below Basic: 1 (1%) • Basic: 16 (22%) • Proficient: 32 (44%) • Advanced: 23 (32%)
ASSESSMENT QUESTIONS	SCORING
<p>1. Describe, outline, and/or list the important components necessary to effectively plan and execute your ministry.</p>	<ul style="list-style-type: none"> • Below Basic: 0 (0%) • Basic: 6 (25%) • Proficient: 11 (46%) • Advanced: 7 (29%)
<p>2. Briefly describe one event from the year that shaped your approach to leadership. What did you learn?</p>	<ul style="list-style-type: none"> • Below Basic: 1 (4%) • Basic: 6 (25%) • Proficient: 10 (42%) • Advanced: 7 (29%)
<p>3. Articulate the connection between Christian faith and service.</p>	<ul style="list-style-type: none"> • Below Basic: 0 (0%) • Basic: 4 (16%) • Proficient: 11 (46%) • Advanced: 9 (38%)

Community Ministries Assessment Rubrics

QUESTION 1: Describe, outline, and/or list the important components necessary to effectively plan and execute your ministry. <i>Responses will be rated according to the category that holds the majority of matching criteria.</i>			
Below Basic	Basic	Proficient	Advanced
<ul style="list-style-type: none"> • Vague detail given • 0-1 of following items referenced: <ul style="list-style-type: none"> ○ <i>Host site communication</i> ○ <i>Participant communication</i> ○ <i>Co-leader communication</i> ○ <i>Recruitment</i> ○ <i>Forethought and attention to details</i> ○ <i>Prayer and spiritual preparation</i> ○ <i>Time spent planning out site visit</i> ○ <i>Participation in regular Community Ministries programming (leader meeting, core group activities, weekly ministry, retreats, ministry fairs, etc.)</i> 	<ul style="list-style-type: none"> • Few details given • 2-3 of following items referenced: <ul style="list-style-type: none"> ○ <i>Host site communication</i> ○ <i>Participant communication</i> ○ <i>Co-leader communication</i> ○ <i>Recruitment</i> ○ <i>Forethought and attention to details</i> ○ <i>Prayer and spiritual preparation</i> ○ <i>Time spent planning out site visit</i> ○ <i>Participation in regular Community Ministries programming (leader meeting, core group activities, weekly ministry, retreats, ministry fairs, etc.)</i> 	<ul style="list-style-type: none"> • Several details given • 3-4 of following items referenced: <ul style="list-style-type: none"> ○ <i>Host site communication</i> ○ <i>Participant communication</i> ○ <i>Co-leader communication</i> ○ <i>Recruitment</i> ○ <i>Forethought and attention to details</i> ○ <i>Prayer and spiritual preparation</i> ○ <i>Time spent planning out site visit</i> ○ <i>Participation in regular Community Ministries programming (leader meeting, core group activities, weekly ministry, retreats, ministry fairs, etc.)</i> 	<ul style="list-style-type: none"> • Many details given • 4+ of following items referenced: <ul style="list-style-type: none"> ○ <i>Host site communication</i> ○ <i>Participant communication</i> ○ <i>Co-leader communication</i> ○ <i>Recruitment</i> ○ <i>Forethought and attention to details</i> ○ <i>Prayer and spiritual preparation</i> ○ <i>Time spent planning out site visit</i> ○ <i>Participation in regular Community Ministries programming (leader meeting, core group activities, weekly ministry, retreats, ministry fairs, etc.)</i>

QUESTION 2: Briefly describe one event from the year that shaped your approach to leadership. What did you learn? <i>Responses will be rated according to the category that holds the majority of matching criteria.</i>			
Below Basic	Basic	Proficient	Advanced
<ul style="list-style-type: none"> • Event is described with vague detail • Event is not representative of Community Ministries • Leadership lesson insufficiently articulated • Lasting effects of leadership development not probable 	<ul style="list-style-type: none"> • Event is described with few details • Event is slightly representative of Community Ministries • Leadership lesson slightly articulated • Lasting effects of leadership development slightly probable 	<ul style="list-style-type: none"> • Event is described with several details • Event is generally representative of Community Ministries • Leadership lesson generally articulated • Lasting effects of leadership development mostly probable 	<ul style="list-style-type: none"> • Event is described with many details • Event is highly representative of Community Ministries • Leadership lesson thoroughly articulated • Lasting effects of leadership development highly probable

QUESTION 3: Articulate the connection between Christian faith and service.

Responses will be rated according to the category that holds the majority of matching criteria.

Below Basic	Basic	Proficient	Advanced
Provides little evidence of her/his experience in service and does not connect experiences to Christian faith.	Evidence suggests involvement in service is generated from expectations, self-promotion, or social pressure rather than from a sense of Christian faith.	Provides evidence of experience in service and describes what she/he has learned about as it relates to a growing sense of Christian faith and its connection to Christian service.	Provides evidence of experience in service and describes what she/he has learned as it relates to a reinforced and clarified sense of Christian faith and its connection to Christian service.

Rubric: (Template used: AAC& U Civic Engagement – Identity & Commitment)