

Campus Ministries

Mid-America Christian University
Program Review Spring 2022

Prepared by:

Dr. Alicia M. McCullar

Dean of Student Development & Engagement

Director of Campus Ministries

Kevin Dugay

Table of Contents

Table of Contents

PART 1. MISSION

1.1 Programs and Services Mission

1.2 Mission Statement

PART 2. PROGRAM AND SERVICES

2.1 Program and Services Goals

2.2 Program Information and Services

2.2a Chapel

Chapel Credit

Purpose

History

Explanation of Chapel Credit Offerings

Social Media

Annual Program Cost

Requirements and Accountability

Special Events/Spiritual Engagement Opportunities

Devos after Dark

Theology and Coffee/Worship Nights

Prayer Walk

Spiritual Emphasis Week

2.2b Resident Chaplains

Training and Mentorship

2.2c Retreats

History

Marketing

Annual Program Cost

Annual Usage Report Information

2.2d Community Service & Missions

Purpose

History

Explanation of Offerings

Statement from Student Handbook

Past Mission Trips

[Marketing](#)

[2.2e Discipleship](#)

[Purpose](#)

[History](#)

[Vision](#)

[PART 3. Student Learning, Development and Success](#)

[PART 4. Assessment](#)

[PART 5. Access, Equity, Diversity and Inclusion](#)

[PART 6. Leadership, Management and Supervision](#)

[PART 7. Human Resources](#)

[PART 8. Collaboration and Communication](#)

[PART 9. Ethics, Law and Policy](#)

[PART 10. Financial Resources](#)

[PART 11. Technology](#)

[PART 12. Facilities and Infrastructure](#)

[Next Steps](#)

[Appendix A](#)

[Appendix B](#)

[Appendix C](#)

[Appendix D](#)

[Appendix E](#)

[Appendix F](#)

[Appendix G](#)

[Appendix H](#)

[Appendix I](#)

[Appendix J](#)

[Appendix K](#)

[Appendix L](#)

[Appendix M](#)

[Appendix N](#)

[Appendix O](#)

[Appendix P](#)

[Appendix Q](#)

PART 1. MISSION

1.1 Programs and Services Mission: Campus Ministries

Mid-America Christian University's Campus Ministry exists to serve the student body's spiritual and emotional needs in grace and in truth and to facilitate opportunities for students to encounter God and to grow in their continuing walk with Jesus. (HLC 1A, 1B)

1.2 Mission Statement: MACU

Mid-America Christian University prepares students through a Wesleyan perspective to create, collaborate, and innovate to solve local and global problems for the glory through Jesus Christ and the good of society. (HLC 1C)

Campus Ministries assist MACU in achieving its mission in the following ways:

- † Provide mentoring relationships through discipleship.
- † Help students develop a passion for service via missions or local community.
- † Create diverse experiences to increase exposure to biblical-based teachings supporting the Wesleyan perspective.
- † Develop leaders to serve, love, and share the good news of Jesus Christ.

PART 2. PROGRAM AND SERVICES

2.1 Program and Services Goals (HLC 1C)

In 2021, the Student Handbook stated the following for Program and Service Goals:

Mid-America Christian University reinforces the role of one's spiritual life as a vital part of a person's existence. Campus Ministries is a pastoral and Kingdom-minded presence which seeks to enhance the spiritual and ethical experience and growth of the whole person – head, heart, and hands. Our goals include:

1. Develop the spiritual formation for all members of the MACU community.
2. Enhance the spiritual life at the University.
3. Provide opportunities and welcoming space for worship, community and hospitality for all members of the University community.
4. Raise ethical and moral issues within the University.
5. Serve as a reconciling agency within the University.
6. Serve as an advocate and support for individuals within the community.
7. Provide a structure for facilitating communication among various University departments and the Campus Ministry programs.

8. Connect the University with, and encourage outreach to, the larger community.
9. Actively plan chapel services and Campus Community projects as well as small groups and other spiritual formation activities. Our goal is to promote the Kingdom of God, provide opportunities for Spiritual Growth, and pray for God's blessing on the Campus Community.

As a result of the Spring 2022 Program Review, the program and service goals have been enhanced encapsulating the program operational outcomes, program outcomes, supporting the university ends policies. (Example) (HLC 4A, 4B).

2.2 Chapel (HLC 1A)

Purpose

The purpose of chapel services is to create a corporate worship opportunity for students, faculty and staff on and off campus. It is the opportunity to congregate as one body amidst differing majors, backgrounds, and roles at Mid-America Christian University to worship, learn about, and grow in relationship with Jesus.

Chapel Credit

Chapel credit is obtained by attending chapel during the regularly scheduled times, attending Devo's After Dark, or other special events and topics. Chapel is to supplement and support the student's daily walk with Christ. For the students that have come to Mid-America Christian University without a church-going background, chapel can provide them a haven to be drawn to Jesus and to become a born-again Christian. (HLC 1A)

History

When the university was founded in 1953, its mission was to prepare students to be leaders within the Church of God (Anderson). One-hour chapel services were held on Mondays, Wednesdays, and Fridays. Since Dr. Max Gaulke was an evangelist and pastor within the Church of God Reformation Movement, he selected the various chapel speakers. Dr. Gaulke spoke each Wednesday and Wednesdays became known as the "President's Chapel." That designation continued through the early 2000s. As the university kept growing, the President was required to travel more to fulfill fundraising responsibilities; therefore, the "President's Chapel" designation was no longer a special designation, and the President began speaking twice a semester, usually at the opening of each semester, at the beginning of Advent, and around Easter.

The original strategy for having chapel services was to provide worship of the Lord, an opportunity for those pursuing ministry to pray and respond to the leading of the Spirit, and for the preacher to model expository preaching. Ministry students in their "Senior" year gave their "Senior Sermon" before their peers and professors.

As the university expanded its degree programs which included Liberal Arts degrees other than Ministry, the chapel services broadened their message strategies to address students who were challenged to live out their faith in other venues than a congregation. Because the admissions to the university was contingent upon a student's profession of a Christian faith and having submitted three pastoral references, chapel messages were essentially directed to believers.

In the 1980s, the university added Adult Degree completion coursework as well as additional Liberal Arts degrees which attracted more students who did not identify as people pursuing leadership within a congregation. While staff had been designated as the “Campus Pastor,” that duty was usually one of the “hats” worn by a faculty member. In the late 1980s, a full-time Campus Pastor was hired.

As the athletic programs expanded, more athletic programs brought in a mixture of believers and nonbelievers. Coaches were still hired based on their Christian faith, and all students were expected to live by the code of conduct that supported a Christian environment. Nonetheless, chapel services were then strategized to include evangelistic messages, as well as the discipleship of the believer. During these years, the three-chapels-a-week format was replaced with two chapels, one on Wednesdays and one on Fridays. Mondays were reserved for club meetings on campus.

From its inception as a Bible college and the accreditation requirement by the Accrediting Association of Bible Colleges, all MACU students were required to perform six semesters of community service as an academic requirement for graduation. Some chapels were reserved to highlight some of these service ministries and opportunities while other services were testimonials in which students shared their camp or community service experiences.

Throughout the years, chapels were intended for the entire faith community: students, faculty, and staff. It is a time when the community worships together and hears from the Word of God. MACU Presidents have emphasized the importance of faculty and staff attendance as one means of encouraging students to “seek first the Kingdom of God and His righteousness,” but that did not preclude that employees were not challenged or growing from the chapel experience, as well.

Since moving to Oklahoma City in 1985, MACU has experimented with various methods of how to conduct chapels given the changing styles of local congregations and often due to the diminishing attention spans brought on by a fast-paced culture, such as: social media, entertainment-on-demand, and 24/7 customer service. The following are examples of chapel program changes that have been made since 1985: Fridays were designed as small group Bible studies led by faculty or staff where students were asked to verbally participate in discussions. Occasionally, panel discussions replaced a single chapel speaker for the day. The implementation of testimonial services which focus solely upon students’ testimonies of how God was changing their lives. Some services highlight faculty or staff members giving their personal testimony regarding their spiritual journey and the importance of knowing Jesus Christ as one’s Savior. While some variations have been tried, Campus Ministries returned to the more traditional-style service for its chapel times because incorporating a time of worship, and the sharing of Scripture, provides a consistent order for those students, faculty, and staff members who have never attended church. It also provides a reserved time where people can respond to a message or come to an altar to pray. By holding chapels, the entire community is able to celebrate student baptisms, or enter into concerted prayer for a student or employee in need.

There has never been a time where campus administrators have considered replacing chapel requirements. Over the past ten years, the chapel attendance requirements have been amended to allow students the opportunity to meet chapel credits by attending services offered during the evenings by Student Ministries.

One might observe that maintaining the importance of the chapel is similar to maintaining a healthy body physically. Chapel interrupts busy schedules and re-centers a community on why Christian Higher Education is different from all other educational entities. Chapel keeps Christ the center of why we exist, why we serve, and to whom we are responsible.

Explanation of Chapel Credit Offerings

Chapel credit is offered twice a week throughout the Fall and Spring semesters. It is designed to create an environment of praise and worship to focus the student's heart and mind for the week. The speakers are diverse from various churches and backgrounds grounded in the word of God. The list of chapel speakers and dates are listed and updated on Evangel.net. http://evangelnet.macu.edu/chapel_schedule.php ([Appendix A](#)) (HLC 1C)

Social Media

Campus Ministries relays chapel credit opportunities through the social media platform Instagram. The Instagram page was launched on November 21, 2019. Campus Ministries also produces flyers to post around campus to promote events and encourage students to be involved in discipleship. At the beginning of each chapel, weekly announcements are displayed and verbally promoted for students to be informed and encouraged to attend co-curricular opportunities. (HLC 1C)

Annual Program Cost (HLC 5B)

The estimated annual program cost for the support of chapel credit is allocated as follows: (HLC 5B)

- † Special Chapel Speakers: \$2000
- † Supplies related to chapel: \$500
- † Student workers that assist with sound and slides: \$6000
- † Devo's After Dark: \$3000

Requirements and Accountability

As stated in the Student Handbook chapel is a requirement for all College of Arts and Science Students (CAS). If a student is a Master's level student receiving an athletic scholarship they also have chapel requirements. Student Handbook 2021 page 72. (HLC 2B)

PROBATION / SUSPENSION / FINES: Any student who does not complete the chapel requirement for a given semester will be fined \$20 per chapel credit lacking. The maximum fine is \$300 per semester. *For example, if the requirement is 24 chapel credits and a student earns 21 chapel credits, the student is missing the requirement by 3 and will receive a fine of \$60 (3 Chapels X \$20 per Chapel). Additionally, any student who does not meet his or her chapel requirement will be placed on Chapel Probation for the following semester. Students on Chapel Probation are required to meet with a representative of the Office of Campus Ministries by the last day to add classes in the semester in which they are on Chapel Probation. Students on Chapel Probation are required to initiate this meeting to ensure it takes place. In this meeting, the student receives a copy of the Chapel Policy, discusses the Chapel Policy with a representative of the Office of Campus Ministries, and has the opportunity to ask questions about the Chapel Policy. The student is required to sign a copy of the Chapel Policy as part of this meeting to verify that the student is aware of the policy and potential consequences for ongoing failure to comply with the policy. If a student on Chapel Probation successfully completes the chapel requirement for the following semester, they will be removed from Chapel Probation and be in Good Chapel Standing.

A student who does not meet the chapel requirement twice consecutively will be suspended from the university for the next semester, and will not be allowed to enroll in any classes offered by MACU the next semester. A student may appeal Chapel Suspension according to the Non-Academic Judicial Appeals Process listed in the Appeals and Complaints section of this document ([Appendix B](#)). The student will be notified of the fine and Chapel Probation or Chapel Probation status via their my.macu.edu email address within 15 business days after the end of the semester. The fine is also posted to the student’s MACU account at this time. (HLC 2B)

Chapel Streaming

During the pandemic of Covid-19 chapel streaming began via Facebook Live. This allowed faculty, staff, and students to watch chapel online in an attempt to reduce the number of students in JASCO chapel at one time. All chapels are accessible through <http://www.macu.edu/watch/>

Example Chapel posting Keving Dugay <https://vimeo.com/693169385>

President Fozard reflects on this needed pivot and how for this moment in history, the atmosphere of the chapel as MACU had known it was shifted:

Number of Chapel Opportunities

Campus ministries’ operates in the hope that every opportunity to attend chapel is an opportunity to experience Jesus. These opportunities allow for transformational growth, an opportunity to accept Christ, and a moment in the busyness of the week to pause and worship the Lord. Below is a chart on how many CAS students utilized chapel by level during each semester by academic year.

Attendance trends by classification:

Chapel by semester:

Semester	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
FALL 2018	401	136	131	65	44	25
SPR 2019	369	121	124	57	36	31
FALL 2019	352	143	79	72	38	20
SPR 2020	338	137	78	63	34	26
FALL 2020	346	162	94	52	22	16
SPR 2021	346	151	89	44	27	35
FALL 2021	396	156	121	68	33	18

Special Events/Spiritual Engagement Opportunities (HLC 2D)

Special event options are available to earn chapel credit outside of the Jasco Chapel such as: Devo’s After Dark, Theology & Coffee, and Praise and Worship Nights. Devo’s After Dark is a student-led evening event

that offers students another opportunity to fellowship and hear a message delivered by a Resident Chaplain. Theology and Coffee is a partnership between campus ministries and the School of Ministry Department. The Ministry professors sit up in a panel-type setting and answer student-generated questions. This allows the students to learn, get theological questions answered, and get to know the ministry professors better. ([Appendix D](#))

Devo's After Dark

The first Thursday of every month at 10 p.m. Student Life holds “Devos after Dark.” This is a student-led worship experience where students worship together, hear a testimony, or a message, from a student-chaplain or other student leaders, they pray together, and end the night with a snack and fellowship time. These events often draw 100 or more students. It is a time that is highly spiritual and highly social. The worship team was a collection of new and returning students. Charts on attendance and photographs including some video clips are included ([Appendix C](#)).

Theology and Coffee/Worship Nights

Another Thursday evening event is designed to attract the student body. Theology and Coffee highlight the School of Ministry faculty as they answer relevant student-generated questions.

Worship Nights is to gather and experience a night of praise. Sometimes paired with Theology and Coffee it is a beautiful evening designed to worship and praise together as a student body. Charts on attendance and photographs are included ([Appendix E](#)).

Prayer Walk

As the students arrive on campus each year campus ministries play a role by offering a Prayer Walk for chapel credit. “The Prayer Walk” as reported by Campus Pastor, Matt Cossey, is something that has become a special tradition at the beginning of the fall semester. During this time, our Resident and Commuter Chaplains (RC’s) read scripture, and lead a prayer over various aspects of the coming year while standing at various campus locations. Students gather initially on the patio between the residence halls where they pray over residential life. Then, they walk to Kennedy Hall, where they pray over all classes and faculty. They walk in silent prayer between places to fully dedicate the time to prayer. This continues into the Student Center to pray for student life and events, to the Gaulke Activity Center to pray over athletes and coaches, and they finish up in the Jasco Chapel to pray over spiritual life and growth throughout the year. The evening ends in a time of worship in the chapel.

Spiritual Emphasis Week

Each semester the university hosts a “Spiritual Emphasis Week” that is akin to spiritual revival meetings of the past. Instead of the Wednesday and Friday chapels, chapel is held Tuesday through Friday at 10:15 a.m. ([Appendix F](#)).

2.2b RESIDENT CHAPLAINS (HLC 3D)

The Residence Chaplain’s (RC’s) are current student leaders acting as a guide and, at times, a missionary to current MACU students with the hopes the students will rely more on the Lord. Currently, there are 8 RC’s. There is one female and one male on each floor of housing totaling six. There are two RC’s, one female and one male, that are assigned to commuter students. The students receive a \$1,000 scholarship

per semester to serve in this capacity. The RC's help plan the Campus Ministries Retreats, lead Bible studies, have an active role in chapel, and host Devo's After Dark. (HLC 1C)

Training and Mentorship

The Residence Chaplain (RC's) attend a leadership retreat prior to each school year to prepare their hearts for service. They are required to sign an agreement stating their responsibilities to the CAS population. ([Appendix G](#)). The RC's are mentored by the campus pastor through bi-weekly meetings and specially designed outings to promote team building.

2.2c Campus Ministry Student Retreats

The students have created several retreat opportunities each year for students to bond and form student groups to serve and grow closer in their relationship with God.

Retreat History

These chaplain-led events are normally one to two days and held off-site. Campus Ministries Retreats have been held annually in either the fall or spring semester.

2021 Retreat September 17 & 18th:

Women's Retreat: Davis Oklahoma, 15 attended

Men's Retreat: Lake Arcadia, 12 attended

2020 Retreat: Retreats had to be postponed due to the COVID-19 Global Pandemic.

2019 Retreat:

Women's Retreat, Tulsa, OK, 11 attended

Men's Retreat, Lake Arcadia, 14 attended

Retreat Marketing

Marketing is targeted toward all CAS students to join, and to feel more connected to a resident chapel. The students promote in campus housing, on social media, on bulletin boards, and in chapel announcements.

Retreat Annual Program Cost

The Resident Chaplains are allocated \$1000 - \$1500 dollars to reserve a place to stay and organize the event with food offerings.

Retreat Annual Usage Report Information

From 2019-2021, 52 students attended a men's or women's retreat.

2.2d Community Service & Missions (HLC 1C)

Community Service & Missions Purpose

Each student is required to complete 12 hours of community service each year. The purpose supports the university mission of creating local and global leaders. Mission opportunities are created to expand the

student's horizons and to discover new outlets to serve that create a lasting passion to be a contributor to society, not simply a consumer.

Community Service & Missions History

Community service and missions has been a long-standing tradition of Mid-America Christian University's mission and offerings of opportunities.

Community Service & Missions Explanation of Offerings

The MACU Campus Ministries aims to provide a multitude of opportunities for service and mission work. These offerings are partnerships with the Office of Student Life.

Past Mission Trips

May 2022 DREAM CENTER (HLC 1C)

MACU sent a team to Los Angeles CA. We partnered with the LA Dream Center. dreamcenter.org The team engaged in ministering and serving the large homeless population in Los Angeles California. The team was a part of the Dream Center Food Truck that not only provides meals for the underserved but specifically prays with them. They had specific opportunities to share the gospel through family and youth programming. The team connected with the residential recovery program, spent time delivering meals, assembled furniture in the Foster Care Intervention program and created kids activities.

Those attended: Blake Carlson, Erica Alvarez-Stanton, Kalyn Cormier, Kandi Roberts, Aaron Dodson, Maddie Mullennix, and Juliet Kaonohi.

April 2022 DREAM CAMPUS DAY OF SERVICE (provided by Anna-Kate Weichel) (HLC 1C)

Mid-America Christian University is excited to announce the integration of a new Christ-centered diversity and leadership initiative, Dream Clock. The Dream Clock curriculum was created by Dr. Clarence Hill and provides a minute-by-minute approach to the 12 step or 'hour' program. Dr. Hill states, "It is the believer's calling to get out of their comfort zone".

This past school year, our own student leadership group initiative, Iron Men and Women of Valor, were able to experience this program alongside Dr. Hill and their staff and faculty mentors. One of the students, M, states the Dream Clock program "helped to make me more aware of my negative thought processes regarding race".

The first 'hour' of the curriculum is titled 'self-locating' and it pushes the learners to identify the ethnic groups or socio-economic classes they least interact with. By identifying and acknowledging the differences between where the student is and how to bridge that gap, this practice can also help students identify their "palace," or the ethnic group and wealth class they identify. Throughout the 12-Step Program, students will use their palace as a starting point, and learn how to have uncomfortable conversations with groups outside their comfort zone.

The Sixth Hour focuses on entering the community of groups outside your palace. Our Iron Men group and the Women of Valor group both had the opportunity to experience this as a community. In April, the group went to Life Change & Wellness in Spencer, Oklahoma. Life Changes & Wellness is dedicated to enriching the community around them by creating a safe space through gardening, boxing, childcare and

Church. Mr. Lavelle Sims, the founder and owner, works to provide community members with the resources they need to grow and build their character.

On this warm April morning, our students took a day of their lives to be the hands, heart and feet of Jesus within the 3 acres in Spencer, Oklahoma. Our team worked to replace ceiling tiles, pick up trash and remodel rooms for the youth center. The group also had a chance to get a tour of the luscious, hand-kept garden. Through hard work, the gardeners and farmers get to reap the rewards from fresh greens to hand-picked fruit off of trees. Our students were able to learn more about the earth and how to be more eco-friendly throughout the process.

One of our Iron Men students, M, explains, "It was challenging to see people making a difference in their communities. Their mindset of doing what you can and not just complaining about what you cannot is a personal goal for me."

The goal of the Dream Clock program is to create more open and honest conversations surrounding diversity and inclusion for our MACU campus. Dr. Hill states that he looks at diversity as an "opportunity, not a problem". MACU is excited to announce that the entire campus will be able to participate in this Dream Clock program in the Fall of 2022. MACU looks forward to seeing the growth and broken barriers that will allow us to be more like Jesus in everyday interactions.

***2020 and 2021 Mission Opportunities were suspended due to COVID-19.**

JUNE 2019 EVERYBODY COUNTS:

MACU sent four students and staff to Asia on a MACU Missions Trip. The MACU team joined up with a larger team and organization that has been operating in Asia for over 25 years. The theme of the trip was "Everybody Counts." That was truly the team's prayer, that everyone they encountered knew they mattered. The team spent seven days working with children, teens, and young adults who have been abandoned because they were born with a disability. Because of social and economic constraints, families that have children with disabilities feel they have no choice, but to abandon their children on the side of the road, at the steps of a business, or drop them off at a Welfare Center stating that they will be back to pick the child up, but never return. MACU's team experienced the chance to be "love" to these abandoned children. We engaged in therapy play, fed, taught, built, laughed, danced, and learned with these children. We were honored to work with such a great organization that is leading a charge against abandonment. Our team is forever impacted by the experience of God's love for us and those that are abandoned and alone.

Those in attendance: Blake Carlson, Lele Pi, Savannah Balute, and Carolina Riszko.

MAY 2019 DREAM CENTER

MACU sent a team to Los Angeles CA. We partnered with the LA Dream Center. dreamcenter.org The team engaged in ministering and serving the large homeless population in Los Angeles California. The team was a part of the Dream Center Food Truck that not only provides meals for the underserved but specifically prays with them. They had specific opportunities to share the gospel through family and youth programming. The team connected with the residential recovery program, spent time delivering meals, distributing clothing and housing supplies and created kids activities.

Those attended: Matt Cossey, Morgan Graham, Kaitlyn Bloomfield, Hannah Price, Sydney Smith, and Alisha Wilson.

Statement from Student Handbook (2021, p.75)

Community Service perpetuates the mission of the University by allowing students to choose places to serve and applying their natural giftedness and what they learn in the classroom through Issues Based Curriculum. This service provides real world experience and a better understanding of the attitude of servanthood, which aids the student's personal spiritual growth and benefits the community at large. Students must be enrolled in community service by their second semester of their freshman year, and must complete six semesters before graduation. More detailed guidelines are below.

STUDENT LEARNING OUTCOMES AFTER COMPLETING COMMUNITY SERVICE

1. The student values Community Service through participation.
2. The student demonstrates the ability to work well with others.

*Note: These outcomes were revised through the process of the program review spring 2022 (HLC 4A)

1. Community Service assignments require a minimum of twelve (12) clock hours of service per semester for six (6) semesters for a total of six (6) credits.
2. Students must enroll in Community Service each semester they wish to complete a credit. All required forms will be located in the D2L course.
3. All Community Service projects are to be performed "non gratis," meaning students involved in a Community Service project cannot be paid for said project for that semester.
4. Community Service projects are to be active in nature, not passive. This means all Community Service projects are to be actively engaged in affecting people's lives and the world for Christ. Observation and shadowing does not count as Community Service.
5. Class-required activities cannot be counted as Community Service activities. The Dean of the College, and the chairperson of the school conducting practicum/internship may determine that the amount of time the student is required to be in practicum exceeds normal seat time of a daily classroom setting. If this determination is made, the class-required activity may then be counted as Community Service.
6. Community Service projects must be supervised and/or approved by the student's advisor.
7. Campus Ministries provides general opportunities throughout each semester, and can designate unique events to count toward Community Service hours.
8. Community Service is a graduation requirement, and the Community Service grade is reflected on the student's transcript as Satisfactory (S) or Unsatisfactory (U).

9. All Community Service hours and all requirements on D2L must be completed for the Community Service to be accepted.
10. All first-time freshmen students must be enrolled in, and/or start, Community Service during their second semester in attendance.
11. Transfer students must be enrolled in at least one (1) Community Service activity each semester until graduation.
12. Student athletes may count their NAIA team service projects as Community Service for all six (6) Community Service projects.
13. All NAIA Community Service projects must receive prior approval by the Office of Campus Ministries.
14. Students who are absent from any required departmental Community Service meeting may receive a grade of unsatisfactory for that semester.
15. Students who enroll in Community Service for the summer semester must complete their activities and the D2L component on or before September 1st of the following semester.

Marketing

Students are introduced to the Community Service expectations during Evangel Day, the Community Service Meeting the first Monday of the academic year at 10:00 am, and during the efforts of Think Summer.

Annual Program Cost and Fundraising Efforts

Fundraising for mission trips is orchestrated through the Office of Student Life.

2.2e Discipleship (HLC 3D)

Purpose

Campus ministries outreach is an intentional way to meet students where they are spiritually and mentally with the intent for additional support and services outreach.

History

Personal and organic mentorship and discipleship have been a part of the culture of MACU since the beginning and are a reflection of its mission and values. In the Fall of 2017 we took that organic part of our culture and made it into a program we call the "Discipleship Initiative" which pairs students with a discipleship mentor for the year in groups of 1-4 students.

Vision

Why Discipleship for MACU?

This commitment to another layer, a deeper layer of discipleship is a necessary part of our vision to "Dream Bigger and Do Greater"

Every student will Encounter the Gospel and Biblical worldview.
We invite every student to Engage in personal and spiritual growth.
Our goal is to Invest intentionally and personally in every student.

What is our goal? What is the desired result of our investment and influence?

† Rock Solid Foundation - Students are secure in their faith. “ I Believe and know what I Believe.” There is evidence of the work of the Holy Spirit.

† Healthy Growth - Consistent personal and public witness. There is fruit in character and in practice (prayer and Bible reading). They can and do share their faith. They are understanding scripture. There is an obvious desire for God and spiritual growth.

† Pursuing Calling – Spirit-led purpose and kingdom advancement. Vision for their future. Owning Influence. They are a discipler. There is an obvious reliance on God.

Number of Students Involved

2021-22: 133 students

2020-21: 117 students

2019-20: 125 students

Marketing

Application forms are available via campus fliers and chapel announcements, to sign up to be mentored or to be a leader throughout the year with emphasis made at the beginning of each new semester for incoming students and as well continuing students. There is a chapel each fall focusing specifically on discipleship vision and there is a large push for students to apply.

2.3 Program Structure and Framework

Campus Ministries is constantly striving to look for more ways to reach students and create additional avenues to get students connected. This work is viewed as a mission field for MACU students to encounter an unapologetically Christian environment.

Personnel responsibilities are outlined in job descriptions and policy/procedure training guides/handbooks. ([Appendix H](#))

The Director of Campus Ministry reports to the Dean of Students of Development and Engagement and is part of the Student Affairs team.

Campus Ministries employs one (1) full-time employee. The Director of Campus Ministries also known as Campus Pastor oversees all the initiatives and acts as a mentor and facilitator to the Resident Chaplains.

- Kevin Dugay, Director/Campus Pastor, January 2022-current (Resume [Appendix I](#), Mid-American article [Appendix J](#)) (HLC 3C)
- Matt Cossey, Director/Campus Pastor, Started 07/01/2017 -March 2022

PART 3. STUDENT LEARNING, DEVELOPMENT, AND SUCCESS

3.1 Program Contribution to Student Learning, Development, and Success

Campus Ministries is the nucleus to MACU's mission statement. Within the organization, Campus Ministries, home to Chapel opportunities, Devo's After Dark, Worship Nights, Retreats, Resident Chaplains, and Discipleship, as well as the partnerships with School of Ministry for Theology and Coffee and Community Service projects under the umbrella of Student Affairs.

3.2 Student Learning and Development Domains and Dimensions

By supporting learning, spiritual growth, and transformational experiences through a plethora of opportunities to engage, feel included, and welcomed regardless of the student's background of beliefs.

Throughout the programs offered, students are exposed to the campus pastor, professors, staff, and mentors that strive to exemplify Christ's love for people. These individuals are also available to walk through difficult times that students face year through prayer, support, discipleship, and following up. The culture of care to follow-up and help students feel at home at MACU enhances the student's overall spiritual encounter.

PART 4. ASSESSMENT

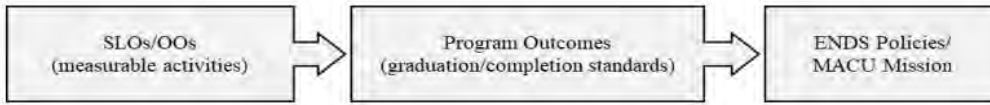
4.1 Establishing a Culture of Assessment (HLC 4B)

Assessment in matters of the heart must be intentional, sprinkled with a few quantitative analysis tools with a large dose of qualitative data. Student Learning Outcomes typically are quantifiable and show validity and reliability. Operational Outcomes are more appropriate for Student Affairs that cannot quantify individual learning, but attempt to capture impact in a qualitative manner. The outcome is not assuming correlation equals causation, but the hope the experiences provided may be transferable as we obtain additional narratives that reflect operational outcomes. The narratives of the student's experience is the most accurate way to discern and highlight when operational objectives are met.

Through the process of the program review the Dean of Student Development and Engagement recognized a need for advancements in the Campus Ministry culture of assessment. The program is to reach students to become followers of Christ, to have transformational growth as a student, as well as become a MACU alumni that serves in the local church and community. Assessing growth in these areas must be intentional and systematic. The Office of Campus Ministry was in transition Spring 2022. As a result, the operational outcomes are now being clearly defined to collect data and look for emerging themes that support the operational outcomes.

4.2 Program Goals, Outcomes, and Objectives

The tiered approach as set by the Office of Institutional Effectiveness is as follow: Operational Outcomes lead to Program Outcomes that support the Ends Policies.



Operational Outcomes

Connection	
	1a. Connection to campus ministries through social media
	1b. Connection to campus ministries through attending chapel
	1c. Connection to campus ministries through Devo's After Dark, Praise and Worship Night, and Theology & Coffee
	1d. Connection to campus ministries through discipleship
	1e. Connection to campus ministries through resident chaplains
Engagement	
	2a. Engagement in Discipleship, Bible Study, or Small Group
	2b. Engagement in community service opportunities
	2c. Engagement in campus opportunities connected to campus ministries
	2d. Engagement in service in the local church
	2e. Engagement in service projects and/or missions
Spiritual Growth	
	3a. Students having a heightened relationship with Jesus Christ
	3b. Students embracing an expanded concept of purpose
	3c. Embracing the concepts of servant leadership

Program Outcomes (HLC 3B)

- TRANSFORMATIONAL EXPERIENCE AS A STUDENT AT MACU
- OUTREACH IMPACTING THE LOCAL AND GLOBAL COMMUNITY
- SERVANT-LEADERSHIP

Ends Policies

1. Our students will have a greater ENCOUNTER with God;
2. Our students will have a greater ENGAGEMENT in learning;
3. Our students will have a greater EMPHASIS on local and global problems; and,
4. Our students will have a greater EXPRESSION of doing good.
5. ***4.3 Assessment Plan and Process (HLC 4B)***
6. Assessment processes for campus ministries are being formalized and enhanced through the development of Operational Goals and Program Goals (Spring 2022). For the purpose of the program review, we will utilize the anecdotal data collected regarding our offered programs Student Satisfaction Survey, qualitative feedback from students that have been involved in Campus Ministries as well as engagement evidence on social media and videos that have been collected and the Ends Policies goals were met, and they are highlighted in the President's Report as it related to Campus Ministries programming.

Each area presented will include a future plan of enhanced assessment.

OPERATIONAL OUTCOME: CONNECTION

CAS Student Satisfaction Inventory: MACU gauges student satisfaction each year using the Student Satisfaction Inventory. Based on these results and student comments, adjustment can be made to programming and services.

Assessment Plan

Timeline: Annually in February

Responsible Party: Office of Institutional Effectiveness

Explanation of Assessment Process: Students are surveyed in order to get feedback on the overall student experience as well as experiences in specific areas of the institution.

For the purpose of the Campus Ministries Program Review we have captured relative questions to supply data to support areas of growth or that need improvement.

Findings

Q13: The primary way I know about campus events is:

	2019	2020	2021	2022
Website	6%	4%	6.2%	12.10%
Social Media	35%	37%	49.5%	72.58%
Flyer	41%	52%	44.2%	38.71%
Chapel Announcements	58%	61%	66.3%	59.68%
TV Announcements	4%	4%	2.1%	2.42%
Text Alerts	65%	79%	74.7%	51.61%
Word of Mouth	48%	54%	26.3%	37.90%
Campus Calendar	10%	15%	11.6%	12.10%
I do not know when campus events are happening	8%	6%	10.5%	5.65%

Q13: Students connecting to campus and attending events is highly important to increase opportunities to impact experience. As a result, communication is key. Two areas campus ministry has impacted the 3 year results is the chapel announcements and social media. The greatest increase is the area of social media moving from 35% to 72.58% on students learn about events on campus.

<https://www.instagram.com/macucampusministries/?hl=en>

Q11: The office of campus ministries three year results of SSI regarding helpfulness has been on the rise from 2019-2022. In 2019 scoring 3.21 and increasing in score in 2022 to 3.40. We know that connection cannot approve if Campus Ministries staff are not perceived as helpful and approachable.

Social Media (Operational Outcome 1a; HLC 3D):

Verse of the Week: Verse of the week was launched Spring 2022 featuring Resident Chaplains:

[Verse of the Week: Resident Chaplain Aurian Early](#)

Accounts reached: 479

Impressions: 732

[Verse of the Week: Resident Chaplain Maddi Mullennix](#)

Accounts reached: 413

Impressions: 619

[Verse of the Week: Resident Chaplain Joshua Fernandez](#)

Accounts reached: 490

Impressions: 719

Verse of the Week: Resident Chaplain Lane Smith

Accounts reached: 519

Impressions: 829

Verse of the Week; Resident Chaplain Thiago Viana

Accounts reached: 776

Impressions: 1186

In five weeks the number of accounts reached and the number of impressions increased by 38%.

Daily Prayer: The Daily Prayer segment featured on Instagram is a reminder to start our day looking toward our heavenly father. This is a way to point our students back to their faith and a way to engage with them via social media every day. The number of followers that view the Daily Prayer exceeds 300 per day. ([Appendix N](#))

Q11: Staff in this office are helpful.				
	2019	2020	2021	2022
Athletic Department	3.33	3.43	3.67	3.55
Bursar Office	3.07	2.46	3.25	3.41
Café 1412	3.38	3.05	3.51	3.53
Campus Ministries	3.21	3.33	3.32	3.40
Campus Police	3.5	3.73	3.82	3.67
Financial Aid	3.23	3.22	3.40	3.50
Human Resources	3.29	3.36	3.51	3.61
Information Technology (IT)	3.43	3.6	3.54	3.57
Library	3.4	3.5	3.68	3.57
Payroll	3.23	3.24	3.56	3.59
Registrar	3.36	3.39	3.52	3.54
Student Life/ Residence Life	2.89	3.06	3.44	3.40
Student Success Center	3.4	3.7	3.78	3.62
Veterans Adviser	3.15	3.57	3.56	3.47

Prayer Walk Welcome Week 2021:

In 2021, MACU was designated as a Hispanic Serving Institution. As a result, campus ministries wanted to be sure all students felt welcomed as they began the semester. During one of the designated stops on the prayer walk, two students worked together to make the scripture and prayer bilingual as one RC spoke in Spanish, and one RC translated in English. [Prayer Walk Bilingual Stop](#)

OPERATIONAL OUTCOME: ENGAGEMENT

Resident Chaplain Qualitative Assessment:

Complete Narrative ([Appendix O](#))

Theology and Coffee (Operational Outcome 2c; HLC 2D)

The students love this connection to the School of Ministry and a time they feel open to ask questions. The students submit questions and the professors talk through them.

Professor Wendell Sutton reflects on the 2021 & 2022 Events (HLC 2D):

Many of the questions that were asked by students were submitted too late to be provided to us beforehand, so perhaps Pastor Kevin can provide those from the Spring Theology and Coffee and Pastor Matt for the Fall Theology and Coffee. A few questions that were provided for the Fall or Spring included the following: 1. Is it ok for men to have long hair? 2. My friend is gay, but also a Christian. He is following the Lord (even more than I), but he struggles to find his identity in this world. How do I love him well? What advice would you give him? 3. I do not know what I am doing this summer or my life. I don't know what God wants for me. Does he want something specific for me? How do you discern God's will - what does the Bible say about this? 4. What scripture is there to back free will and demote predestination? What is the true meaning of Romans 8:28-29 if it's not proving predestination? 5. My sister accepted Christ nearly 20 years ago; she is not following Jesus now, blaming me for her hatred of Christians. Was she saved? Can someone lose their salvation or is she simply lost? 6. How do we know the Bible is valid? 7. Why is there evil in the world? 8. What happens if I sin or continue sinning? Am I not saved anymore? 9. How do I know I am in the will of God? 10. Did God create evil?

The Theology and Coffee events allow students a safe place to ask biblical and theological questions anonymously. It allows School of Ministry faculty to share their training and diverse personal backgrounds and experiences in a panel discussion format. It is designed to stimulate critical thinking among students and faculty, and to explore and respond to topics that are of personal interest to students from a historic, orthodox Christian worldview and a Wesleyan theological perspective. At times, I may compare and contrast or even critique and challenge an opposing viewpoint, while striving to do so in a respectful manner and with pastoral sensitivity. I try to remember that behind every question is a questioner, who deserves to be treated with the utmost dignity and respect as a person created in the image of God.

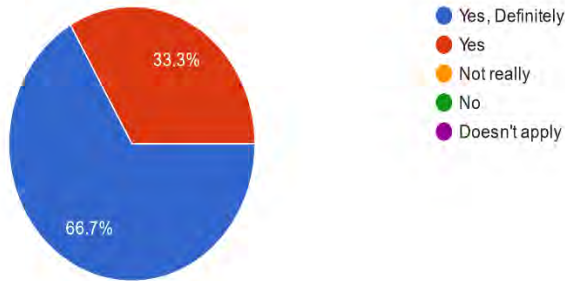
After each Theology and Coffee event, I had at least one student contact me and come by my office (with or without an appointment) to follow-up on whatever topic was of particular interest to them or to ask a different question or a question that we did not get to because of running out of time. I was not only able to spend one-on-one time in extended conversation and discussion with them, but was also able to recommend biblical and theological resources to assist them in personally exploring a particular topic in more depth.

Dream Center May 2022

Student reflection: "I grew a heart for the people we visited in government provided housing and Skid Row. I learned about their lives and was welcomed into their homes/tents. I grew a big heart for people in need and I want to do everything I can to help. I learned how to care for and love people, no matter what situation they are in."

Do you think that you are more equipped to affect positive community interactions?

6 responses



OPERATIONAL OUTCOME SPIRITUAL GROWTH

Student Satisfaction Survey:

Q14: Due to the nature of campus ministry spiritual growth is important to the mission and purpose of the office.

Q14: How well do these contribute to your spiritual growth?				
	2019	2020	2021	2022
Chapel	2.7	2.73	2.96	3.01
Community Service	2.36	2.56	2.70	2.81
Devos After Dark	2.71	2.92	3.10	3.01
Discipleship	2.77	3.03	3.26	3.22
MACU Classes	2.83	2.77	3.05	3.03
My Chaplain	2.37	2.75	2.88	2.88
On-campus Bible studies	2.52	2.64	2.80	2.95

Chapel (Operational Outcome 1b): From 2019 to 2022 chapel has been noted as a positive impact to spiritual growth with a steady increase from 2.7 in 2019 to 3.01 in 2022.

Community Service: In the last three years as reported on SSI, the impact of community service in relation to spiritual growth has shown a steady increase. From 2.36 to 2.81

Devo's After Dark: The SSI results show Devo's After Dark moving from 2.71-3.01 over the 3 year period (Photo evidence of the event, [Appendix D](#)).

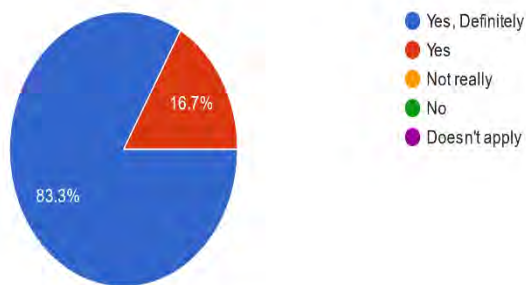
Discipleship: The Discipleship program was rated as the highest area contributing to spiritual growth. There was an increase from 2019-2021 from 2.77-3.26. In 2022 the results dropped to 3.22. Due to the pandemic impact of 2020 and 2021 discipleship may have seen an increase of impact related to the lack of connection in many outlets on campus, but discipleship involvement remains as an important connection to campus.

Resident Chaplain connection to spiritual growth as reported in SSI has moved from 2.37-2.88. This is also correlated with on campus Bible Studies showing an increase from 2.52 to 2.95.

Missions: Narrative provided May 2019:

Did you experience personal growth because of the missions experience?

6 responses



If yes, please describe how you grew.

- *I continue to be impressed to allow God to move in everyday situations and interactions.*
- *I grew in so many different ways. One way I grew was being comfortable with the uncomfortable. I was uncomfortable so many times on the trip, but I gave my complete trust to the Lord, and everything was okay.*
- *This trip definitely grew my relationship with others by being more intentional, and this trip grew me closer to the Lord by relying on him and allowing him to bring me comfort in the uncomfortable situations.*
- *Personally, I grew mentally and emotionally. Emotionally, I grew a heart for the people we visited when we did Adopt a Block and Skid Row. I learned about their lives, was welcomed into their homes and shared parts of my life with them. I grew a big heart for people in need and I want to do everything I can to help. I grew mentally because I learned how to care, love the people, want to help them and cope with leaving them behind in LA.*
- *One way I grew from my time at the dream center was in my conversation skills. I was able to work on my ability to walk up to someone and start a conversation with them.*

- *The Dream Center has impacted my life forever. I used to look at "homeless people" and just see them as someone who had no home because they were too lazy to get a job. Some of them fall into addiction, and they need help. Some of them are mentally ill, and they need help. Some of them genuinely tried their best, but they needed some help. They are experiencing homelessness, but they are not defined by their situation. Never again will I approach people assuming I have them figured out, because every person has a story and just needs some love and some help. Just like anyone else.*

Dream Center 2019: Kaitlyn Bloomberg

Two things I took away from this trip are:

1. It's not about me.

Before going on the trip it was easy for me to serve with pure selfish motives. I wanted people to see me and see that I was serving. I wanted to hear the thanks and appreciation. But as we served these families, as we brought groceries to a studio apartment that housed 8 people, the praise and thanks was given to God for providing. They thanked me, yes. But they knew that I was there because I had been sent by the Father. It's not about me. And it's not about you. It's about God, and his will, and his perfect plan. He can use you, but he can also use someone else if you start to let yourself get in the way. Praise God that he used me as a vessel to serve these families and show them the love of Jesus, even just a little bit. Praise God that it's not about me, and it's always about Him.

2. The grace of God is something I will never be able to fathom, and I'm okay with that.

I was surrounded by people who had messed up time and time again. Who had ruined their bodies, ripped apart their own families, did unspeakable things as they fell into drug addiction. But still God has grace for those who call upon him and confess that he is Lord. He has forgiveness, and shows mercy to those we would call undeserving. And that blows my mind. If this grace was something I could fathom, then I don't think it would be holy. I'm okay that it's beyond my understanding because that means it's bigger than me. His grace is just beautiful.

- *Overall this experience has opened my eyes to so many details that I was blind to! I was talking to everyone I came across and for me to see how shocked people are but also how happy too that someone like me said hi how are you or even what's your name. I had to understand things that didn't make sense to me and I had to push myself to speak up and talk to people.*

What story, person, or experience will you remember the most?

- *I will remember the devastation of homelessness, but also the hope of the men and women at the dream center. I will remember redemption stories of Eddie, Brian, Jacob, Thomas, Tran, Christine, Donnie, and others.*
- *One person that I will not forget is Thomas. I met Thomas on Skid Row, and he was very short with me and put up a shield. However, Thomas said that he would meet us at the park so he would see us later. Once we arrived at the park, I didn't see Thomas at first, but as we (the team) were leaving the park, Thomas was walking in. Once I saw him, I caught his attention, and he hugged me. That hug meant so much to me and I will forever remember that experience.*
- *I will remember Latoya the most. There was no tragic background that I know of, but I remember that it was the first day of Adopt a block. We were knocking on houses telling others about the dream center, getting rejected, etc. But this woman let us into her home and welcomed us with open arms. Then when her son got home she was so proud to tell us about the school he was getting into. It was a prestigious school, but he didn't want to wear the uniform. We tried to explain to him the bizarre idea of him turning down a school like that because they wear uniforms. It just goes to show how they're just like us. Some dehumanize the lower classes and its like wow they have lives just like we do and its time to treat them like people that live life and carry on just like we do.*
- *I will probably remember my experience with adopt a block the most, because I was able to see how the dream is changing people's lives.*
- *Skid row, we walked down a block and I was read faced already. Mr.Green (a security guard for the area) came out and hugged me as well as told me that he feeds them every day and all the details of the area. Then we went to the park and I sat by a stuck man. His name was Will and he was struggling with being old and his old girl*

- *Tracy and talked up a storm but I was able to talk to him about where I find my peace and my safety and my security in Jesus and not a “women” or a partner! Skid Row, I met Thomas he didn’t want to tell Grace and me how he was or talk to us cause he didn’t think we cared but we seat on the ground and talked to him and he opened up.*

Discipleship Impact Video (Operational Outcome 1d, Program Outcome 2):

<https://vimeo.com/635815659>

Spiritual Emphasis Week Spring 2022 (Operational Outcome 1b, 2c, 3a, 3b; Program Outcome 2):

Student Reflection Kalyn Cormier:

Spiritual emphasis week was one that changed my outlook on God and his love for me forever. It changed my perception on who I am, my identity in Christ and the plans God has for me in this world. So much transformation happened in those five days. I understood that my identity was found in Christ, but Crystal just broke it down for me and let me know that if I never play sports again, never earn my degree or do anything to impress my friends or family my peace is still found in the Lord. My love is still rooted in Him and that I am still enough! My identity is still rooted in Him and no one can take that away.

Speaker Reflection and Board of Trustee Crystal Colp (Appendix L):

Over the course of the week in my personal quiet time and preparation God spoke to me in ways that I still can't talk about without getting emotional. Sacred echo after sacred echo He repeated the messages over and over to my heart in different very profound and undeniable ways. He used my quiet time in the Nehemiah study, my notes and even my research to take me to a place of revelation. I have never in all of my life felt more completely filled by His presence and power as I did during the time I spent preparing and delivering the messages for MACU spiritual emphasis week.

I had moments of reflection with student after student following the week. Even some text messages from some of them here and there. Moments where God affirmed in them through their quiet times and conversations just what He wanted for their hearts. As I listened I couldn't help but think this week was special, it was needed and it was divinely orchestrated. I know beyond a shadow of a doubt The Holy Spirit moved in new, powerful ways. I was transformed by this time with MACU. My calling has never been more clear to me than it was during this week.

ENDS POLICIES

Ends Policies are reported to the Board of Trustees. The following information was extracted directly from President Fozard’s Ends Policies and Internal Monitoring Reports as it relates to Campus Ministries Programming.

4.1 Our students will have a greater ENCOUNTER with God that leads to a spiritual commitment to Christ, a commitment to Christian discipleship, and a commitment to Holy Spirit-filled living. (HLC 1C, 3C, 3D)

Prayer Walk – “The Prayer Walk” as reported by Campus Pastor, Matt Cossey, is something that has become a special tradition at the beginning of the fall semester. During this time, our Resident and Commuter Chaplains read scripture and lead a prayer over various aspects of the coming year while standing at various campus locations. Students gather initially on the patio between the residence halls where they pray over residential life. Then, they walk to Kennedy Hall, where they pray over all classes and faculty. They walk in silent prayer between places to fully dedicate the time to prayer. This continues into the Student Center to pray for student life and events, to the Gaulke Activity Center to pray over athletes and coaches, and they finish up in the Jasco Chapel to pray over spiritual life and growth throughout the year. The evening ends in a time of worship in the chapel.

Spiritual Emphasis Week

2020 Each semester, the university hosts a “Spiritual Emphasis Week” that is akin to spiritual revival meetings of the past. Instead of the Wednesday and Friday chapels, chapel is held Tuesday through Friday at 10:15 a.m. The fall semester’s chapel was held on September 15-18 with Pastor Todd Thiesen, Senior Pastor of Summit Church which is located next door to the university. Several of our students have found ministry opportunities at Summit, and Summit has demonstrated an intentional effort to care for MACU students.

Discipleship

2020: The following information does not include the weekly reports from residence halls chaplains who hold ongoing prayer and Bible studies, monthly student-generated worship services, bi-weekly chapels, nor the results from “Spiritual Emphasis Weeks.” This data and anecdotal information is directly related to weekly discipleship. We have selected only a few anecdotal testimonies that represent a variety of mentoring relationships.

Of course, the pandemic that led to the closure of the campus did affect overall numbers for the spring semester although many mentors continued to keep in contact with students being discipled. The encouraging statistic reflects those who have emerged as mentors: 15 students were discipling fellow students. We have had several local CBMC leaders and a few pastors who have been mentoring students who were not involved the previous years.

By the Numbers:

- Students being Discipled - 127 Total
- 80 student initiated sign-up
- 47 Business Scholarship recipients participate

Disciplers/Mentors:

- Staff & Faculty Leaders - 48
- Community Leaders - 7
- Student Leaders - 15

Decisions for Christ/Public professions of faith:

- Baptisms - 12
- Conversions - 7

Testimonies from Mentors:

From Dr. Enrique Cepeda: *One of my goals in discipleship is to be sure that my students have received the Lord as their own personal Savior. Bernardo is a senior this year, who has been one of my faithful disciples, and last September 2019 he received the Lord. Jairo, who also is a senior this year, was asked if he had received the Lord as his own personal Savior. He said to me that he had in the past and that his mother took him to church at a very early age. Yesterday, after the mentoring session, he asked me to pray for him because he wanted to be sure that he has received the Lord (there were tears) for which we "Praise the Lord!"*

From student leader Joseph Carter: *Jake is starting to explore what it means to be a follower of Christ and says he is coming to church next week for the first time! And he prayed for the first time. (My observation: Jake a year ago was highly resistant to MACU culture generally and to the gospel. Something changed for him in the fall of 2019 and he began asking questions about faith and ultimately sought out discipleship as a way to get these questions answered. Having discipleship available to him, and from a student leader, made it easier for him to pursue faith.)*

From Randi Carey: *Mikala has grown so much just in the last year. At this time, she is being faced with some decisions that she is needing to make and some of those are not easy ones. We talked about making-the-decision-before-having-to-make-the-decision. She knows what she has to do and has a place to get what needs to be done. She is growing in her faith and seeing that, just as the O.T. character Esther, some do not understand or want to understand God and put their faith in Him, but she is staying firm in her decisions and being intentional with friendships and conversations.*

From Amanda Harris: *Today we bought Bibles together. Felicity had been given a small New Testament from a past coach and had inherited her grandmother's Bible. She decided that she wanted one for herself. A "big kid" Bible that was hers alone. She's super excited to begin reading. This week, she learned how to pray. She had done so before but felt like it was only asking God to fix something when she seriously needed instead of praying like Jesus taught. We went through Session One of "The Beginning" but didn't make it all the way through because the conversation got real. She opened up about a past abusive relationship and we discussed how that had played a role in leading her to Jesus. She's now planning to pray this week daily and go through the reading plan in her new Bible. She's super excited. She will be baptized on October 27th by the coach who gave her the New Testament. She's planning to do so at their Church!*

From Ray Dillman: *Many of the discussions Sky and I have about the true story focuses on the difficulties people face when they are forced to leave their homes to escape death [in international cultures hostile to Christianity]. These discussions are a great example of the co-curricular learning MACU students receive outside of the classroom. (My observation, Sky spent 6 weeks in early fall 2019 in the Middle East. He has a heart for the salvation of Muslims.)*

From Stephanie Neely: *Kennedy is making strides forward. She is acknowledging areas of which she needs to work on and using God as her source of strength to overcome obstacles that have affected her at a young age. She owns her challenges, which makes it easier for her to receive teaching in personal areas. I am very proud of the progress we are making. I believe a friend, Vianey, is working toward being a new person in Christ. She has the desire and willingness to learn. She struggles with temptation. I had her complete a Spiritual Gift test. I was not surprised by Kennedy's gifts and areas that need work. She has picked a good profession to use her top two gifts.*

4.2 Our students will have a greater ENGAGEMENT in learning that prepares them to create, collaborate, and innovate in solving local and global problems.

MACU Missions program (HLC 1C)

Bahamas mission trip with Experience Mission: There were 2 students and 3 staff that had made a commitment to go. The primary goal was to assist churches in clean up and rebuild after the most recent hurricane.

L.A. Dream Center: This would be a return trip to the Center that addresses hunger and homelessness in the Los Angeles area. We had 2 staff and 5 students committed to going. The Dream Center is located in Los Angeles California. Our team would have been able to participate in many ministries including food distribution to foster families and in local neighborhoods, clothing donations, kids' ministries, block parties in local neighborhoods, an afternoon on Skid Row visiting with those experiencing homelessness, passing out food and water. We would have been able to join the Dream Center leadership for their Friday night ministry on skid row, as well.

Everybody Counts" – In June 2019, MACU sent four team members (2 Students, 2 Staff) to Asia on a humanitarian cultural exchange trip. The team partnered with an unnamed organization (unnamed at the request of the organization that operates legally, but still prefers to limit its references). The organization specializes in therapeutic and restorative measures for abandoned young people with disabilities. The team was assigned to work with children from newborn to 25 years of age. The team members assisted in the daily activities of care for the children and therapeutic play with them. The team saw firsthand a restorative process take place in the lives of young people that have experienced severe trauma. In addition, the team experienced a different culture. Food, language, religion, behaviors, songs, and dances were all a part of the cultural experience.

L.A. Dream Center – In May of 2019, MACU sent four students and two leaders on a MACU Missions Trip to the Dream Center in Los Angeles, California. While there, we connected with other groups and individuals there to serve from Australia, Switzerland, and stateside from Washington and Texas. We participated in various weekly Dream Center ministries including food distribution to foster families and in local neighborhoods, clothing donations, kids' ministries, block parties in local neighborhoods, an afternoon on skid row visiting with those experiencing homelessness, passing out food and water. We joined Dream Center leadership for their Friday night ministry on skid row, as well. We also had the opportunity to attend a prayer meeting with people living at the Dream Center and two worship services at the Angelus Temple with Pastor Matthew Barnett.

4.4. Our students will have a greater EXPRESSION of doing good that reflects the life and ministry of Jesus Christ.

Community Service

Welcome Week 2020: Approximately 80 students, faculty, and staff participated in a park clean up. We went to four parks in south Oklahoma City to pick up trash.

Adjusting to the COVID-19 Pandemic – Many of our planned service projects have been postponed. Even so, several students and staff have begun to be creative in ways to reach out to those in need.

There were at least 5 students that partnered with local schools to tutor students one-on-one in their classwork.

A group of students began a crafting corner on campus in which the plan is to knit scarves to present to a local homeless shelter. We are looking forward to the many ways that students will express God's love in a way we have not previously thought of.

Welcome Week 2019: Approximately 80 students, faculty, and staff worked four hours at the Regional Food Bank preparing food boxes. On Saturday afternoon, August 17, 2019, students and staff served at the local Regional Foodbank processing 18,827 pounds of food. This translated into boxing up 15,689 meals.

Community Service Projects – The following is a list of partner organizations and churches we work with through MACU’s Campus Ministries. Students can connect with these organizations at any time throughout the year as individuals, small groups, or teams. They can volunteer one time or serve weekly according to their schedules and desire.

Partner Churches

Summit Church Crossing Community Church Fresh Start Church of God
Shartel Church of God Grit Church

Partner Organizations

Regional Food Bank City Center OKC Dream Center
Positive Tomorrows Sparrow Project Oklahoma Hospice
Jubilee Partners Spero Project Youth For Christ
Feed the Children Western Hills
Shiloh Camps La Luz Organization

Ends Policies met in 2022, and has information that has not been recorded in the President’s Report or Internal Monitoring Report due to the timeline of the evidence occurring:

4.1 Spiritual Emphasis Week: Culp

4.2 LA Dream Center:

4.4 Dream Campus Day of Service: (HLC 1C, 3B)

Narrative provided by a Dream Campus mentor

On a sunny Saturday in April a team of about 25 faculty, staff, and students of MACU traveled to a small town in Oklahoma City called Spencer to be the hands, heart, and feet of Jesus. It was the Day of Service for the Iron Men and Women of Valor. The Iron Men and Women of Valor is a student organization designed to help develop young men and women to combine professional excellence with the integration of their faith and biblical principles in the workplace. It is the goal of the organization to teach students to be ethically relational with others.

The mission for the day was to assist with the building project for a nonprofit organization called Life Changes and Wellness, a dedicated group who services several communities in the area with clothing, food, counseling, and

mentorship. They have an onsite, library, daycare, and church. Upon arrival we were giving a tour of the church facility that houses the nonprofit. They provided an endless supply of aid that's impacting lives, but like any organization who's doing a great work, oftentimes on limited resources, they needed help.

During our tour, it was amazing to see how they have helped so many avoid prison time and even death by providing a place of safety and extracurricular activity for young men and women who were caught up in a lifestyle of gangs and violence. The church houses a boxing ring, and inside this space, youth have been trained in the art of boxing and able to redirect their attention to a healthy alternative of living that inevitably changed their lives.

After touring room after room and even enjoying a tour of the organization's farm, it was time for our work to begin. The building was out of shape due to the wear and tear over time, our tasks were to remove some old ceiling tiles and replace them with new ones, clean up the outside area from trash and debris, and help remodel a room for their youth to meet. At times, it was a stringent task, but we worked as a team, even creating some joyful and laughable memories in the process. We completed our tasks and with excellence. It was a great feeling to see what our efforts helped to create. Afterwards, we enjoyed some bonding time over some yummy barbeque. I'm sure I speak for all who were a part of such a beautiful project when I say, I'm looking forward to the next time.

PART 5. ACCESS, EQUITY, DIVERSITY, AND INCLUSION

5.1 Inclusive and Equitable Educational and Work Environments

MACU Campus Ministries serves all students without discrimination. The program is designed with grace in mind and strives to be a welcoming environment where students feel comfortable to request prayer, receive guidance, and find support. This is a priority in hiring both full-time and student staff and is evaluated regularly.

5.2 Organizational Aspects of Access, Equity, Diversity, and Inclusion

All MACU students have access to Campus Ministries. Specific programs are designed to meet the needs of specific types of learners; however, adjustments to these programs have been made based on student needs. Additional outreach efforts are being implemented to increase the service to all students.

5.3 Advocating for Access, Equity, Diversity, and Inclusion

Campus Ministries operate from the lens that regardless of background and experience that every person matters. The RC's were all trained Spring 2022 in Dr. Clarence Hill's work Dream Campus that teaches the principles of diversity, equity, and inclusion. The team seeks to provide love and service to every individual on campus regardless of race, ethnicity, or religion. (HLC 1C,

5.4 Implementing Access, Equity, Diversity, and Inclusion

Campus Ministries will be a critical part in the implementation of Dream Campus by having all Residents Chaplains and Campus Pastor participate in Dream Campus training. As Resident Chaplains look for ways to serve in the community, this work will be a springboard and propel service amongst various populations.

PART 6. LEADERSHIP, MANAGEMENT, AND SUPERVISION

6.1 Leadership

Campus Ministries is vital to the entire campus and the mission of Mid-America Christian University. President Fozard and the entire cabinet have taken a vested interest in all happenings of campus ministries. The President approves the chapel speaker recommendations and has guided the campus pastor in speakers for spiritual emphasis week. The President has been forthcoming as a leader in any areas that he thinks needs improvement including but not limited to: adjustments in singers, discipleship advancements, the length of chapel, the structure, and the necessary alterations needed due to the pandemic.

6.2 Management

The campus pastor manages and oversees all the day-to-day operations of campus ministries. He guides the resident chaplains, meets with them regularly, participates in committees across campus to stay abreast of campus needs. The campus pastor is an extremely hands on approach to leadership and management of the program.

6.3 Supervision

Campus Ministries reports to the Dean of Student Development and Engagement. It is a part of Student Affairs. This program reports up through the Executive Vice President of Mid-America Christian University.

6.4 Strategic Planning

Strategic planning for the Campus Ministries takes place during the summer and takes on two different forms: The calendar and events for the next school year and Wildly Important Goals (WIGs). (HLC 4B, 4C)

Campus Ministry develops 1-2 Wildly Important Goals (WIGs) each year as part of the institution's strategic planning process. The WIGs are developed annually and reported through the department's Strategic Planning Notebook to the Office of the President. The outcomes of these WIGs are due annually by May 31. ([Appendix K](#))

PART 7. HUMAN RESOURCES

7.1 Staffing and Support

The Director of Campus Ministry reports to the Dean of Students of Development and Engagement and is part of the Student Affairs team.

Campus Ministries employs one (1) full-time employee. The Director of Campus Ministries also known as Campus Pastor oversees all the initiatives and acts as a mentor and facilitator to the Resident Chaplains. (Job Description, Appendix

- Kevin Dugay, Director/Campus Pastor, January 2022-current (Resume [Appendix I](#)) (HLC 3C)

The Resident Chaplains (RC') apply for their position each spring. Through an interview process that includes the Director of Campus Ministries, the Director of Student Life, and the Dean of Student Development and Engagement the RC's are selected. They sign a contract to their obligation to this level of student leadership. They are trained during the summer prior to the launch of the academic year, and then required to attend planning and direction meetings with the Director of Campus Ministries. The students receive a scholarship of \$1000 per semester for their service as an RC.

7. Employment Practices

Campus Ministries seeks to fulfill positions with a diverse group of student leaders. The students must maintain good academic standing and live above reproach as representatives of the Campus Ministries abiding by the student covenant.

7.3 Personnel Training and Development

MACU provides annual training on Title IX and FERPA training for all staff members.

MACU also invests in employees to experience MCORE training for every employee. MCORE is a dynamic set of communication and self-identification professional development with the fundamental principle that an individual must know themselves to lead themselves.

As part of the Student Affairs division, the team participates in a leadership retreat with professional development infused annually. As well as a divisional meeting that incorporates professional development at least two times per year.

PART 8. COLLABORATION AND COMMUNICATION

8.1 Collaboration

In the past three years, Campus Ministries has been included in the collaboration with the following areas:

- Iron Men Women of Valor
- MCORE Giant Training
- Criterion 3 Writing Team, Higher Learning
- University URX Committee
- University Retention Committee
- Student Affairs Leadership Team

Aims to make advancements in collaboration on campus will include the School of Ministry and CAGS.

8.2 Communication

Communication follows the guidelines set forth by the university. Communication to the campus is done so through memos approved by the cabinet.

Student communication is distributed through Instagram, chapel announcements, word of mouth, and flyers (Appendix Q).

8.3 Procedures and Guidelines

Campus Ministries follows institutional policies and guidelines in regard to communication and social media. Examples of this include the following:

- Including the institution's confidentiality notice on each email
- Identifying ourselves in text messages to students and alumni
- Having all contracts reviewed by the CFO

PART 9. ETHICS, LAW, AND POLICY

Campus Ministries maintains ethical standards in its practices. The most significant policy relating to campus ministry is the obtaining of chapel credits in conjunction with executing the consequences of failing to meet that requirement.

PART 10. FINANCIAL RESOURCES (HLC 5B)

Campus Ministries is funded through MACU's annual budget. Budget requests are submitted annually in the fall semester for the next academic year. Budgeting requests are part of the Strategic Planning process, and must incorporate costs for normal operating procedures, and must include items that will keep the department active and current in meeting the needs of students.

PART 10. FINANCIAL RESOURCES (HLC 5B)

Campus Ministries is funded through MACU's annual budget. Budget requests are submitted annually in the fall semester for the next academic year. Budgeting requests are part of the Strategic Planning process, and must incorporate costs for normal operating procedures, and must include items that will keep the department active and current in meeting the needs of students.

PART 11. TECHNOLOGY

Campus Ministries utilizes the standard university technology. The department also works directly with the technology provided in JASCO chapel.

PART 12. FACILITIES AND INFRASTRUCTURE

12.1 Design of Facilities

On campus, the students meet twice a week for chapel services which are held in the Jasco Chapel. The Student Center is the most consistent space utilized for Devo's After Dark. The Campus Pastor office is located in Fozard Hall directly across from Café 1412.

12.2 Work Space

The majority of the work is done amongst the students in the areas they reside in, such as: CAFE 1412, the Residential Housing Student Center, Athletic Events, and Campus Activities.

Next Steps (HLC 4A, 4C,)

Systematic Data Retrieval: Through the process of the program review Campus Ministry will put into place intentional data retrieval timelines and implementations which include, but are not limited to:

- Pre and post surveys for events such as discipleship, community service, missions, and spiritual transformation week

Performance Reviews of the Resident Chaplains are conducive for open dialogue of growth, training, and for any applicable personal or professional areas in need of development.

Program Outcome Measurements: The program outcomes are big-picture transformational concepts. As a result, the measurement must come from obtaining narrative interviews, testimonies, and reflections. These narratives will be transcribed and added to Deedoose to ascertain emerging themes, and to look for relevant vignettes to add to the data-measuring, operational outcomes. (HLC 4B)

Campus Ministries Committee: The committee will provide guidance and assistance with outreach efforts, and be an extension of the program outcomes goals and initiatives. (HLC 5A)

Appendix A

Chapel Speaker Calendars

http://evangelnet.macu.edu/chapel_schedule.php

Chapel Schedule

MACU Chapel Schedule

Spring 2022

Date	Chapel
January	
Fri, Jan 14	President Fozard
Wed, Jan 19	Alicia Hill
Fri, Jan 21	Steve Chiles
Wed, Jan 26	Steve Seaton
Fri, Jan 28	Matt Cossey
February	
Wed, Feb 2	JoVaughn Wheat
Fri, Feb 4	Marq Youngblood
Mon, Feb 7	Devos after Dark
Wed, Feb 9	Will Gaines
Fri, Feb 11	Jayson John
Wed, Feb 16	Celebration of Cultures
Thu, Feb 17	Devos after Dark
Fri, Feb 18	JoVaughn Wheat
Tue, Feb 22	Prayer Breakfast
Wed, Feb 23	Todd Theissen
Fri, Feb 25	Henry Amador
Mon, Feb 28	Black History Month Event
March	
Tue, Mar 1	Crystal Colp (Spiritual Emphasis Week)
Wed, Mar 2	Crystal Colp (Spiritual Emphasis Week)
Thu, Mar 3	Crystal Colp (Spiritual Emphasis Week)
Thu, Mar 3	Devos after Dark
Fri, Mar 4	Crystal Colp (Spiritual Emphasis Week)
Wed, Mar 9	Board of Trustees
Fri, Mar 11	Cameron Kreager
Tue, Mar 22	Luke Morris
Fri, Mar 25	Kevin Dugay
Wed, Mar 30	Dr. Coleman Patterson
April	
Fri, Apr 1	Pam Barton
Wed, Apr 6	Brian Marlett
Thu, Apr 7	Devos after Dark
Fri, Apr 8	Salvador Hernandez
Wed, Apr 13	Bill Search
Thu, Apr 14	Night of Worship
Wed, Apr 20	Stephanie Greenwald
Thu, Apr 21	Theology & Coffee
Fri, Apr 22	Charlotte McPhearson
Wed, Apr 27	Academic Awards
Fri, Apr 29	Senior Sermon

Appendix B

Non-Judicial Appeals

NON-ACADEMIC JUDICIAL APPEALS

PURPOSE

When disciplinary appeals arise, MACU will follow the stated processes providing for the right of students to be informed of the charges against them, their opportunity to refute those charges, and the right for appeal of the decision based on those charges. It is the role of the appellate Student Affairs Committee as well as the Judiciary Committee to give students a place to be heard as well as to ensure that the policies, sanctions, and processes laid out in the Student Handbook are upheld.

PROCESS

Students wishing to appeal a decision will write a letter of appeal, addressed to the appellate committee, and submitted to the Office of Student Life. Students will have two business days from the date of the official decision by Student Life to appeal that decision. If the Chair of the appellate committee deems a hearing is appropriate (see qualifications below), the Office of Student Life will organize the hearing and notify the student via the student email account. There are two levels of appeal available for the student: (1st level) Student Affairs Committee and (2nd level) Judiciary Committee.

QUALIFICATIONS FOR APPEAL

At both levels of appeal, the chair of the appeals committee will review all appeal letters and necessary accompanying documentation to determine validity based on the criteria below. If the chair determines at least one of the three criteria below is met, the committee will hear the appeal. Failure to meet one of the criterion will result in the judicial decision being upheld.

1. There is significant new information that was not available at the time of the original disciplinary decision.
2. The disciplinary sanctions are arbitrary or unjustified and the student can provide reasonable evidence to substantiate that claim.
3. There was substantial prejudicial failure to follow written procedures.

APPEAL HEARING

STUDENT AFFAIRS COMMITTEE

The student may have the opportunity at the beginning of the hearing to present any additional information or make any clarifications to the appeal letter if needed or deemed appropriate by the Chair of the committee. The committee will also have the opportunity to ask any questions they wish. After the student's case is presented, if present, he or she will be asked to leave the meeting but be available by phone for any additional questions that may arise. The Director of Student Life or the Chief Officer of Student Affairs will remain in the room for the duration of the meeting but will not serve as a voting member of the committee. If the Student Affairs Committee is unable to meet, the Student Affairs Leadership Team will hear the appeal.

Attendance Charts:

Fall 2018: Devo's After Dark

Date	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
327	105	42	41	17	4	1
328	106	38	42	17	6	3
329	83	24	32	16	9	2
330	42	9	16	9	7	1

Spring 2019: Devo's After Dark

Date	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
331	62	24	21	12	3	2
332	55	18	19	9	5	4
333	67	20	22	12	11	2
367	56	19	18	13	3	3

Fall 2019: Devo's After Dark

Date	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
433	88	35	23	18	8	3
435	84	33	21	17	11	2
436	61	20	21	12	6	2
437	39	13	15	6	3	2

Spring 2020: Devo's After Dark

Date	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
440	67	26	18	16	7	0
441	66	22	19	14	10	1
443	88	38	21	17	10	2

Fall 2020: Devo's After Dark

Date	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
504	100	54	28	13	4	1
505	106	56	30	10	9	1
506	66	29	19	13	4	1
508	86	45	23	12	5	1

Spring 2021: Devo's After Dark

Date	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
517	89	42	23	15	2	7
518	64	27	20	4	8	5
519	101	37	32	16	6	10
521	88	38	25	9	8	

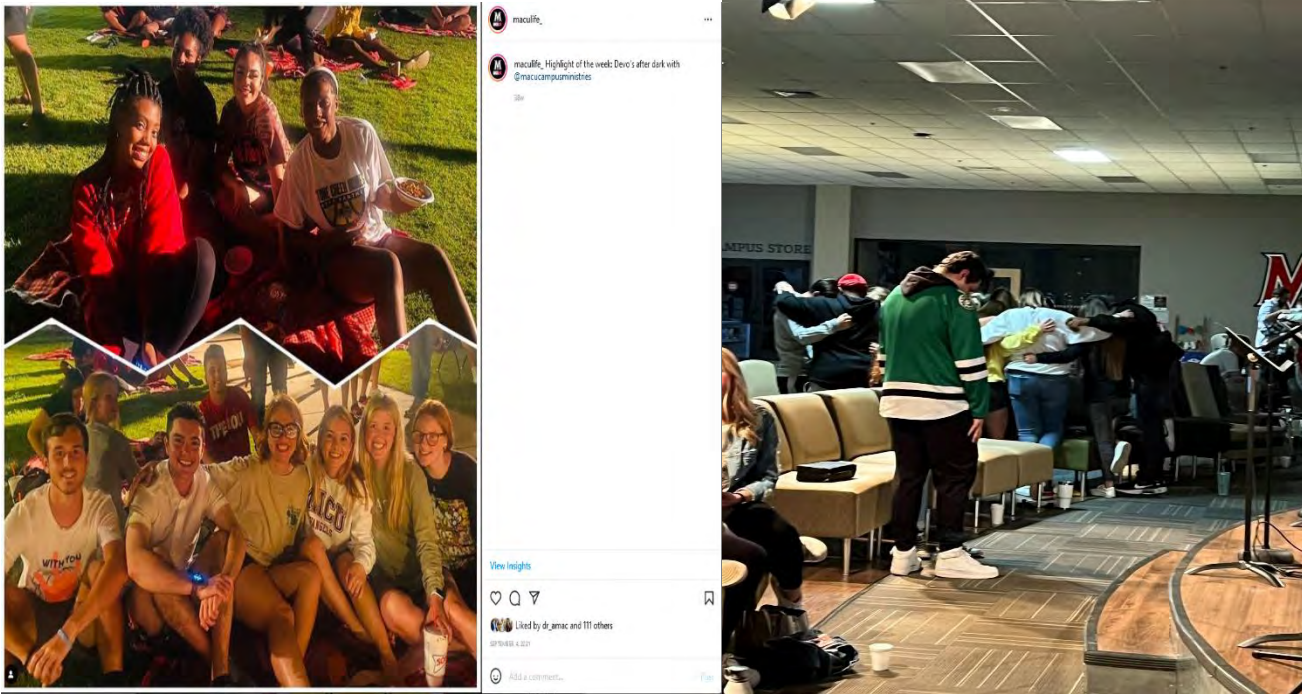
Fall 2021: Devo's After Dark

Date	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
553	102	46	30	14	8	4
554	140	65	42	22	8	3
555	124	57	32	21	10	4
556	49	19	13	10	5	2

Appendix D

Devo's After Dark

Visual Documentation



Appendix E

Attendance : Theology and Coffee and Praise & Worship

Spring 2019: Theology and Coffee/Worship Night

Date	Event	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
370	Worship	47	14	19	7	2	5

Fall 2019: Theology and Coffee/Worship Night

Date	Event	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
434	T & C	116	52	29	21	11	3
438	Worship	40	18	9	7	5	1
439	T & C	47	20	12	9	6	0

Spring 2020: Theology and Coffee

Date	Event	Freshmen	Sophomore	Junior	Senior	Other
442	T&C/Worship	24	13	15	4	3

Fall 2020: Theology and Coffee

Date	Event	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
509	Worship	38	17	11	6	3	1
507	T & C	34	14	14	4	2	0

Spring 2021: Theology and Coffee/Worship

Date	Event	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
520	T & C	46	15	15	8	5	0

Fall 2021: Theology and Coffee/Worship

Date	Event	Number in attendance	Freshmen	Sophomore	Junior	Senior	Other
557	T & C/Worship	79	29	19	20	7	4
558	T & C/Worship	56	16	17	16	4	3

Appendix F

Campus Memo: Spiritual Emphasis Week



CAMPUS MEMO

To: MACU Campus
Cc: EvangelNet
From: Dr. AMAC
Date: February 24, 2022
RE: Spiritual Emphasis Week March 1st-March 4th Crystal Colp

Spiritual emphasis week will be March 1st-March 4th with special guests Crystal Colp. Crystal along with her husband David, pastor First Church, a multisite Church of God congregation in St. Joseph, Michigan. Crystal is a MACU alumni and is a revered speaker and gifted writer. We will have Matt Cossey and Kevin Dugay teamed up with student leaders to provide the opening praise and worship. Chapel will begin at 10:05 am Tuesday-Friday.

Please approach the coming week in prayer. We want to see God move in the lives of the individuals on MACU's campus and everyone that joins us online.

Please note the class schedule time adjustments.

Spiritual Emphasis Week

CLASS SCHEDULE // MARCH 1-4

TUESDAY, MARCH 1

- 1ST CLASS: 8:00-8:50
- 2ND CLASS: 9:05-9:55
- CHAPEL: 10:05-10:55
- 3RD CLASS: 11:20-12:10
- 4TH CLASS: 12:30-1:20

ALL CLASSES FROM 1:00 PM ON ARE
NORMAL SCHEDULE

WEDNESDAY, MARCH 2

- REGULAR CLASS & CHAPEL SCHEDULE

THURSDAY, MARCH 3

- 1ST CLASS: 8:00-8:50
- 2ND CLASS: 9:05-9:55
- CHAPEL: 10:05-10:55
- 3RD CLASS: 11:20-12:10
- 4TH CLASS: 12:30-1:20

ALL CLASSES FROM 1:00 PM ON ARE
NORMAL SCHEDULE

FRIDAY, MARCH 4

- REGULAR CLASS & CHAPEL SCHEDULE



Appendix G

Resident Chaplain Agreement

Position Expectations/Requirements

Title: Chaplain

Supervisor: Campus Pastor

The Chaplains serve the campus by intentionally seeking to contribute to the spiritual life and growth of the MACU community.

Character (Integrity) Influence:

1 2 3 4 5

- Uphold the Student Handbook standards through personal commitment with an understanding that student leaders are held to a higher standard of written and implied policies.
- Respect and promote healthy male/female relationships and boundaries through collaboration with the Resident Assistants (RAs).
- Promote racial harmony by being aware of cultural differences and encouraging mutual respect and understanding among all people of different races, cultures, and nationalities.

Spiritual Influence:

1 2 3 4 5

- Understand that your **primary commitment** as a Chaplain is to genuinely and unconditionally care for your students, not to convert them.
- Commit to representing and glorifying Jesus Christ in action and speech, through a lifestyle which has been influenced and empowered by Scripture and the Holy Spirit.
- Develop and host a Bible study/small group for your students every week.
- As a student leader of MACU, which is a school that is biblically centered around Wesleyan-Arminian theology, you are required, and expected, to be open and prepared to share the Gospel and biblical encouragement strictly through the Wesleyan-Arminian understanding of [Prevenient Grace](#).
- Be available to talk and pray with your students.
- Serve on the Altar Crew during chapel: be available to pray with, and for, students at the altar.
- Attend Sunday worship regularly and encourage residents to do as well.
- Serve as a positive role model by being an active participant in the chapel program.

Academic Integrity and Influence:

1 2 3 4 5

- Represent and encourage the student's responsibility in academic success (i.e. class attendance, keeping up with assignments, getting support when needed).
- Be familiar with the University Catalog and academic policies in order to be a resource to residents and peers.
- Maintain a "student-first" mentality, but be sure that daily responsibilities do not supersede the commitment to academics.

Public Visibility and Influence:

1 2 3 4 5

- Actively participate in planning, setting up, and breaking down all Campus Ministries events.
- Avoid and confront any participation and acceptance of gossip on campus.
- Positively represent MACU and your peers through social media.
- Support your peers and encourage attendance at campus events such as chapel, activities, concerts, lectures and sporting events.
- Share social media content related to Campus Ministries, if applicable.

Additional Duties and Expectations:

- Attend weekly meetings with the Campus Pastor and the rest of the chaplains.
- Attend one-on-one meetings with the Campus Pastor every other week (Chaplains are responsible for setting up meetings with Campus Pastor).
- Attend Fall and Spring trainings.

- Stay up to date with WIGs (student outreach and retention goals).
- Limit additional work hours to 15-20 hours with Campus Pastor's approval.
- If a student is threatening their own safety or life, or the safety or life of another student, report to Campus PD immediately.

Statement of Understanding

By signing below, you agree to accept the Campus Ministries Chaplain position for the 2022-2023 year in exchange for a \$1,000.00/semester scholarship. You also acknowledge receipt and understanding of the above expectations as well as the understanding that failure to meet these expectations may result in the loss of the leadership position.

Student Signature

Date

Appendix H

Director of Campus Ministry Job Description



Job Description

Job Title: Director of Campus Ministries	
Division/Department: Student Affairs	Location: Main Campus
Reports to: Dean of Student Development and Engagement	Pos. No.: 204

Position Type: <input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Student Worker	FLSA Status: <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt	Hours worked Per Week: 40-50
--	---	--

POSITION SUMMARY:

To facilitate daily operations of the Campus Ministries Department by performing the following duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- **Create and implement the Strategic Plan for Campus Ministries, including daily interactions for on-campus students and outreach for online adult students**
- **Strategically support 2-5 high school initiatives for Young Life, FCA, and/or the See You at the Pole events.**
- **Coordinate chapel ceremonies twice a week.**
- **Produce video devotions for the College of Arts and Graduate Studies.**
- **Provide leadership to the campus' Spiritual Formation Plan.**
- **Connect with Church of God youth pastors to provide support and mentorship.**
- **Coordinate small groups to provide an opportunity for connection and spiritual formation.**
- **Support prospective student events for College of Arts and Science and College of Adult and Graduate Studies.**
- **Lead campus prayer events as necessary.**

- **Conduct various ministry activities, including school devotions, leadership training, and personal issues that occur during the semester.**
- **Coordinate mission service opportunities.**
- **Supervise and evaluate Resident Chaplains.**
- **Provide support for students in grief and crisis situations including hospital visits and funeral attendance.**
- **Plan and oversee campus ministry budget.**
- **Manage contract relationship with Chapel worship leaders as needed.**
- **Coordinate spiritual formation opportunities for faculty and staff as needed.**
- **Host impactful campus events to lead students to Christ or deepen their personal relationship with God.**
- **Other duties may be assigned.**

SUPERVISORY RESPONSIBILITIES:

Directly supervise Resident Chaplains. Carry out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

Bachelor's degree (B. A.) from a four-year college or university; and two years of Ministry experience and/or training; or equivalent combination of education and experience.

CERTIFICATES, LICENSES, REGISTRATIONS:

Ordained Minister License



PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk; sit; use hands to finger, handle, or feel; reach with hands and arms and talk or hear. The employee must occasionally lift and/or move up to 25 pounds.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate.

Prepared By: Alicia M. McCullar	Approved By: Bobbie Spurgeon-Harris
Prepared Date: 12/02/2021	Approved Date: 12/06/2021

Kevin Dugay Resume

Rev. Kevin Dugay
Associate Pastor
Licensed Minister Assemblies of God
(201) 286-8903 kev.dugay@gmail.com

OBJECTIVE

My heart is to lead people - whether they have sat in a pew their whole lives or never before - to the presence and the glory of the living God with grace, truth, and humility through His Word and His Spirit.

SKILLS

Computer (Online Graphic Design, Google Applications, ProPresenter, Worship Extreme), Music (Vocals, Guitar, Piano, Bass, Leading Worship), Teaching, Preaching (Expository Approach)

EXPERIENCE

ASSOCIATE PASTOR *CARNEY FIRST ASSEMBLY*

MAY 2020 - JULY 2022

- Along with all responsibilities of Youth Group Worship Leader and Worship Pastor, I assisted the senior pastor in carrying out ministry tasks such as:
 - Preached during his absence
 - Coordinated contact between senior pastor and businesses, companies and people as it related to events, resources, and services led by the church
 - Oversaw and ran social media presence
 - Taught Sunday School
 - Led and taught for a faith-centered support group called Living Free on Sunday evenings

WORSHIP PASTOR *CARNEY FIRST ASSEMBLY*

OCTOBER 2016 - PRESENT

- Overseer of all music and media operations of the church
- Primary worship leader on Sunday mornings
- Chose songs for Sunday worship and led rehearsals
- Assisted senior pastor with weddings, funerals, and hospital visits

YOUTH GROUP WORSHIP LEADER *CARNEY FIRST ASSEMBLY*

JULY 2016 - PRESENT

- Co-youth pastor alongside the primary youth pastor, my wife
- Led teenagers into corporate worship on Wednesday nights
- Trained a group of students to play instruments, sing, and work as a band
- Preached to and mentored students

EDUCATION

MID-AMERICA CHRISTIAN UNIVERSITY *B.S. in Ministry Leadership with emphasis in Music*

JANUARY 2018 - MAY 2020

- Studied the fundamentals of systematic theology, exegesis of the Bible, inductive Bible Study method, spiritual formation, sermon construction and presentation, and effective leadership
- Studied the fundamentals of music theory, aural skills, piano skills, singing skills, and vocal pedagogy
- Often led worship for chapel services

OKLAHOMA STATE UNIVERSITY *Health Science Major*

AUG 2016 - DEC 2017

AWARDS

2020 James Earl Massey Preaching Award *Mid-America Christian University*

REFERENCES

REV. DARREL BO GIBBS

SENIOR PASTOR OF CARNEY FIRST ASSEMBLY OF GOD

(405) 401-4740 pastorgibbs@sbcglobal.net

DR. CLIFF SANDERS

CHAIR OF SCHOOL OF MINISTRY OF MID-AMERICA CHRISTIAN UNIVERSITY

(405) 760-4939 cliff.sanders@macu.edu

JUSTIN KEY

PROFESSOR AT MID-AMERICA CHRISTIAN UNIVERSITY

(405) 479-0032 justin.key@macu.edu

ABRIDGED TESTIMONY

For almost the entirety of my life, I had no desire for Christ. I was a professional actor and a singer-songwriter residing in New Jersey from the age of 10 until I committed to pursuing a relationship with Jesus Christ at 22 years old. I spent most of my life in film, television, and on the musical theatre stage between New York City and Los Angeles pursuing glory for myself. Since giving my life to Christ, I seek to serve Him and desire nothing more than to bring others to His beautiful and loving presence for an eternal relationship.

Appendix J
Mid-American Article
New Campus Pastor

New Campus Pastor

By Whitney Knight

Six years ago, Kevin Dugay moved to Oklahoma to begin a new life in Christ. He enrolled at MACU as a Music and Worship Ministry major, setting him on a path to use his love and passion for the performing arts for the glory of God.

And now, that path has led him right back to MACU. This spring, Dugay was hired as MACU's next Campus Pastor.

"It feels like coming home," he said. "MACU made an incredible impact on my faith walk, an incredible impact on my life. It changed my life in a really great way."

"MACU made an incredible impact on my faith walk, an incredible impact on my life. It changed my life in a really great way."

MACU's former campus pastor, Matt Cossey, stepped down this year to pursue a full-time position as Lead Worship Pastor at The Bridge in Mustang. He texted Dugay about his decision and asked if he and his wife, Linda, would pray about the opportunity.

"I prayed for a whole month because I wanted it, but I wanted to make sure that God wanted me to do it," Dugay said. "Any time there's an opportunity in ministry, the first thing I do is pray. No matter the paycheck or location or the ministry, I just want to be where God is calling me to be."



Dugay said it's been a wild ride filled with a lot of prayer – but there is nowhere else he would rather be than back home on the MACU campus.

"I can't imagine another scenario where I would have been better equipped to do this if I hadn't gone to school here," he said. "I push MACU to everyone I know because I truly believe in it. My professors developed me as a person of high competence but also high character."

He said he doesn't want to just be a good speaker or a good worship leader – he wants to represent Jesus.

"If there's anything I want students to take away as Kevin Dugay as campus pastor, it's that they left knowing that this was an invitation to a relationship with God. I want people to see Jesus in me and I definitely feel like the university prepared me for that."

Stay Connected with Campus Ministries

Share your prayer needs:
www.macu.edu/campus-ministries

Join us for weekly devotionals on
Instagram: [@macucampusministries](https://www.instagram.com/macucampusministries)

WWW.MACU.EDU | MID-AMERICAN 9

Appendix K

Wildly Important Goal Example

Accomplishment of SPU W.I.G.s (Complete this sheet as year-end evaluation in May)				
W.I.G. #1	Resources Used	Summary of Evaluation Results	How were results used to make improvements?	Percentage Achieved
Schedule and hold 4-6 week Discipleship Training with local CBMC Chapter within the 2020-21 school year. Supported by 3-5 email encouragements/vision reminders.	CBMC Area Director Adrian Savedra facilitated the training and utilized CBMC training materials. For reminders, I used previous presentation slides that leaders have seen to remind them of key ideals in our discipleship program.	Approximately 15-30 discipleship leaders joined zoom meeting for 5 weeks beginning February 4, 2021 through March 4, 2021. The smaller number of 12 were consistent each week. The other leaders were less consistent. 10-15 leaders never joined a meeting. 15 leaders came to at least 2 of the 5 meetings. All leaders received encouragement emails.	The training reinforced the vision of our discipleship program and as well provided a space for questions and discussion that strengthened and deepened the confidence and preparedness of leaders who were present.	At least 4 encouragement emails were sent. Approximately 30-40% of discipleship leaders attended training. So overall percentage achieved: 65% since more people did not participate.
W.I.G. #2	Resources Used	Summary of Evaluation Results	How were results used to make improvements	Percentage Achieved

Appendix L
Spiritual Emphasis Week
Letter and Reflection from Crystal Colp

Dr. AMAC,

I find it hard to put my experience of speaking at MACU spiritual emphasis week into words. Months before Spiritual Emphasis week I had a long conversation with then Campus Pastor, Matt Cossey. I asked him to tell me what he felt the student body needed most. We had a conversation about his heart for the students and where he felt the student body was spiritually and how they needed to be encouraged. Immediately after this phone call, I wrote down a scripture that I felt drawn to. But God!

A few weeks later during a staff planning session, God directed my heart elsewhere. I began to pour over the story of Blind Bartimaeus. I read, researched, prayed, and took notes. But, found myself still struggling. I felt an enormous responsibility to the student body. I felt a weightiness I have never felt before. I felt as if this time was ordained for something but I couldn't quite grasp it in my spirit.

As I packed for my trip to MACU I "randomly" picked up a study on the book of Nehemiah for my own personal quiet time. My first night in the hotel, I poured over my notes and still felt hesitation in my spirit. I felt inadequate and my mind was scattered so I set aside my notes and got on my knees. I got face down on the hotel floor and asked The Holy Spirit to speak and boy did He!

Over the course of the week in my personal quiet time and preparation God spoke to me in ways that I still can't talk about without getting emotional. Sacred echo after sacred echo He repeated the messages over and over to my heart in different very profound and undeniable ways. He used my quiet time in the Nehemiah study, my notes and even my research to take me to a place of revelation. I have never in all of my life felt more completely filled by His presence and power as I did during the time I spent preparing and delivering the messages for MACU spiritual emphasis week.

I had moments of reflection with student after student following the week. Even some text messages from some of them here and there. Moments where God affirmed in them through their quiet times and conversations just what He wanted for their hearts. As I listened I couldn't help but think this week was special, it was needed and it was divinely orchestrated. I know beyond a shadow of a doubt The Holy Spirit moved in new, powerful ways. I was transformed by this time with MACU. My calling has never been more clear to me than it was during this week.

With every message, I believe His call became ever clearer for us all. It was His call, they were His words, it was all Him and the messages were as much for me as they were for the student body. In that place of surrender is where I believe the power came from. When Jesus asked Bartimaeus, "What do you want?" He was asking MACU and me! When Bartimaeus ran to Jesus, it was our invitation to run not to walk into His presence. In the place of waiting on Him I believe He challenged us all to mind our posture and wait with anticipation. And, in the spirit of Bartimaeus I feel as if The Holy Spirit was giving us all the boldness to let go of everything holding us back and the faith to FLY, FLY, FLY even when we can't see what comes next.

It was a week where I felt as if we all together found the beauty of dwelling in the presence of God, hearing His voice, responding with boldness, and proclaiming transformation in Jesus name! I am honored, humbled and beyond grateful for this week with MACU. I was transformed and I pray the transformational power of The Holy Spirit continues His work in and around MACU!

With anticipation of what God still wants to do through us all,

Crystal Colp

PASTOR OF ADULT DISCIPLESHIP

First Church

p: (269) 983-1524 x056

w: myfirstchurch.com e: crystal.c@myfirstchurch.com



Appendix M

Social Media Daily Prayer Campus Ministries

PRAY WITH US:

FATHER,
LIFE MOVES FAST. THERE ARE SO MANY DEMANDS AND EXPECTATIONS. EVERY YEAR SEEMS TO FLY BY QUICKER. LORD, HELP ME TO APPRECIATE EVERY BLESSING THAT YOU SEND ME. EVERY SUNSET, EVERY LAUGH, EVERY BITE OF FOOD, EVERY SECOND OF REST, EVERY BREATH... LORD, I AM ABUNDANTLY BLESSED. HELP ME TO SEE MY BLESSINGS.
AMEN

M

PRAY WITH US:

FATHER,
I STRUGGLE TO FOLLOW YOU SOMETIMES. MY HEART IS INCLINED TO DO THINGS FOR QUICK PLEASURE OR FOR PRIDEFUL REASONS. GOD, I CANNOT FOLLOW YOU WITHOUT YOUR HELP. BY YOUR SPIRIT, LEAD ME TO WALK IN THE STEPS YOU HAVE SET OUT FOR ME. I AM SO FAR FROM PERFECT... BUT YOU ARE PERFECT.

AMEN

M

PRAY WITH US:

FATHER,
I SPEND WAY TOO MUCH TIME ON MY PHONE. IT CAN BE SO ADDICTING AND A LOT OF TIMES, I TAKE IN A LOT OF CONTENT THAT IS PROBABLY NOT BEST FOR MY RELATIONSHIP WITH YOU. SOMETIMES IT MAKES ME FRUSTRATED, IRRITATED, TEMPTS ME, AND SOMETIMES IT JUST TAKES TIME AWAY FROM PEOPLE AND THINGS THAT MATTER MORE. HELP ME TO NOT MAKE MY PHONE AN IDOL IN MY LIFE.

AMEN

M

PRAY WITH US:

JESUS,
YOUR WORD SAYS THAT YOU ARE MY SHEPHERD AND THAT "I SHALL NOT WANT" (PSALM 23), YET I FIND MYSELF WITH DISCONTENTMENT CONSTANTLY. I STILL SEEM TO STRIVE FOR MORE AFFIRMATION FROM OTHERS, MORE BELONGINGS, MORE MONEY, MORE OPPORTUNITIES FOR SELF-GAIN, MORE ENTERTAINMENT, MORE, MORE, MORE... LORD, BY YOUR SPIRIT, CONFRONT MY GREED. CONFRONT THE DESIRES THAT I HAVE THAT KEEP ME FROM FINDING CONTENTMENT IN YOU.

AMEN

M

PRAY WITH US:

JESUS,
YOU OFFER PEACE AT ANY TIME. YOU ARE THE GOOD SHEPHERD AND YOU ARE ALWAYS INVITING ME OUT OF STRESSFUL SITUATIONS IN MY LIFE. JESUS, LEAD ME TO A CALM PLACE. A PLACE THAT IS GOOD FOR MY SOUL, WITH PEOPLE WHO WILL ENCOURAGE ME IN GRACE AND TRUTH. I PRAY YOU ALWAYS LEAD ME AWAY FROM RELATIONSHIPS, SITUATIONS, AND PLACES THAT YOU WOULD THINK WOULD BE A BAD PLACE FOR MY SOUL.

AMEN

M

Appendix N
Resident Chaplain Narrative Account

As far as it goes for me being a chaplain, I LOVED it. It was hard at times, but in the end I look back and I loved it. It helped shape my college experience and my spiritual life in some very formative years.

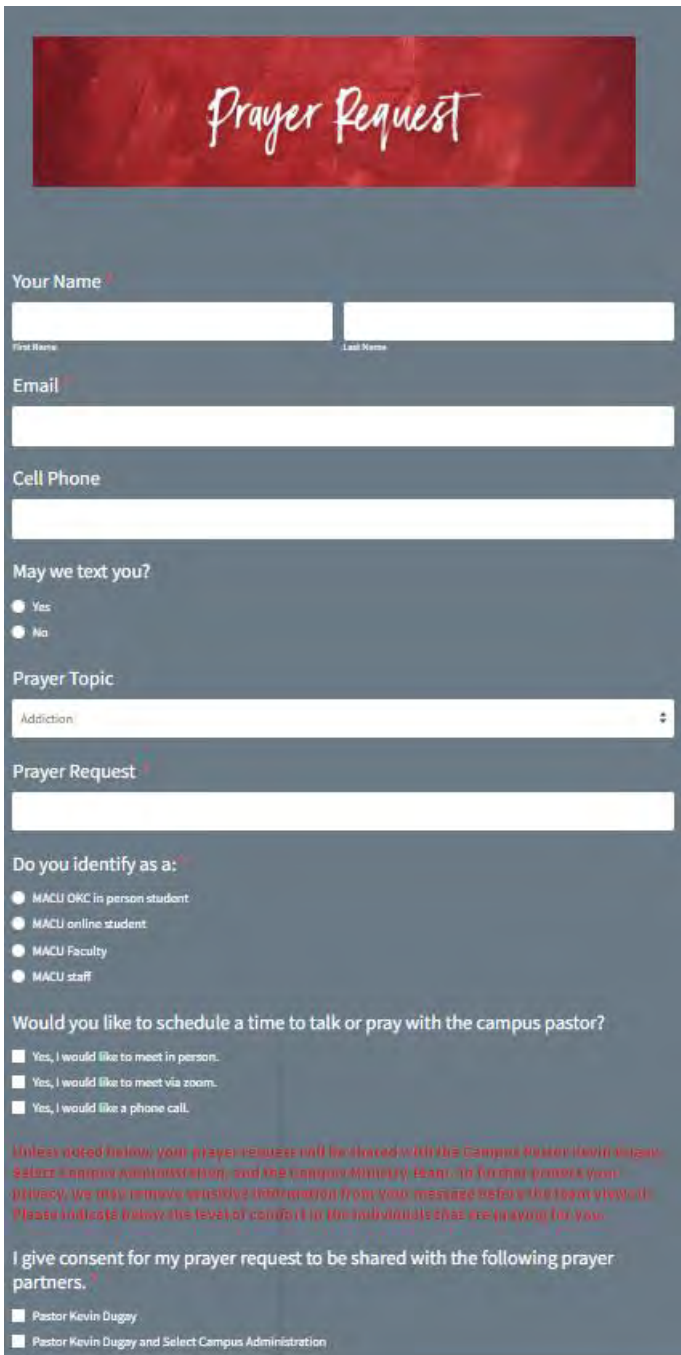
I'm sure that you know what the chaplain program kind of looks like, but it is ever-changing in trying to find what works best through trial and error. We used to do 7 different Bible studies each week. Each study was for one floor of the dorms and then there was one for commuters too. The Bible studies were not attended well individually, but as a whole it seemed to have good numbers. For most churches a good youth group is about 10% of what the congregation is. If there are 120 students in the men's dorms and 12 attend a different Bible study each week, then that 10% mark is reached. So, in line with thinking about those numbers we decided one year to do away with individual hall Bible studies and do more events to get everyone together more often. This year they do less events. However, the Bible studies are not specific to floors but to gender. So instead of 4 guys at three different Bible studies there are 12 at one which is much more encouraging to the chaplains. Like I said there is a lot of trial and error in figuring out what works best to fit the spiritual needs of the students while still making a lasting impact.

There also used to be only one chaplain, then there became two (one girl/one boy), and now there are 7 or 8 chaplains to serve in facilitating Bible studies and Campus Ministries events. Ideally, the chaplains will meet weekly with the Campus Ministries Office (i.e. campus pastor, campus ministries assistant, and any other student workers). In this meeting everyone would give input on what should happen at each event and then take account of what is going on in the Bible studies. Every chaplain is supposed to help with setting up the events and contribute to the Bible studies so that most of the load doesn't fall on the campus pastor to do so. Each year the amount of participation is different. Some chaplains work well together to achieve the goals and other years they only show up to the meetings and events, and that's all. (That is one thing that I wasn't a huge fan of.)

Now the part of chaplaincy that changed me for the better was the discipling aspect of it. Each chaplain is required to disciple and then to be disciplined, as the Bible says it should be. Me being made to disciple someone was one of the craziest and best things that happened to me at MACU. I did not want to do it, but Matt made me and I am so glad that I did. I was scared because I had my own plans and didn't think that I had much to offer another college student that was around my age. I was WRONG! Discipling someone less mature in the faith gave me the opportunity to put into practice what I, myself, had learned from others discipling me. I gained so much from discipling such as: courage, a great new relationship with a friend, a more attentive ear to listen to the Lord and what He was telling me, an outlet where I could test ideas, a place where I could cry with someone in their pain, and the list goes on. The last thing I'll say about discipling is that, you as the discipler learn so much more than you feel like the disciplee learns from you. But there was one thing that influenced my life more than that, and that was meeting with Matt every week. Having a mentor gives you a listening ear for new ideas, a place to find guidance, and a new friend as well. Matt and I went from complete stranger to friends, to church family, to discipler and disciplee, to coworkers in the same church body. There aren't too many people that have a greater impact on my life than my campus pastor. That's what I think is so awesome about the campus pastor and the Campus Ministries Office. They are there to love God and love people.

In the end there are numbers to consider when seeing what people will actually attend, but ultimately we are helping in the fight of winning souls. Chaplains get to be spiritual advocates for those around them. They get to learn how to work with a team of people that is often different than they are. They learn how to get closer to people and the Lord and that is why I love the Chaplain program and Campus ministries office.

Appendix O Prayer Request



Prayer Request

Your Name *

First Name Last Name

Email *

Cell Phone

May we text you?

Yes

No

Prayer Topic

Prayer Request

Do you identify as a: *

MACU OKC in person student

MACU online student

MACU Faculty

MACU staff

Would you like to schedule a time to talk or pray with the campus pastor?

Yes, I would like to meet in person.

Yes, I would like to meet via zoom.

Yes, I would like a phone call.

Unless noted below, your prayer request will be shared with the Campus Pastor Kevin Duggy, Select Campus Administration, and the Campus Ministry Team. In order to protect your privacy, we may remove sensitive information from your message before the team views it. Please indicate below the level of content in the individuals that are praying for you.

I give consent for my prayer request to be shared with the following prayer partners. *

Pastor Kevin Duggy

Pastor Kevin Duggy and Select Campus Administration

Appendix P
Opt-In Emails



Your Name *

First Name Last Name

Email *

Cell Phone

May we text you?

Yes

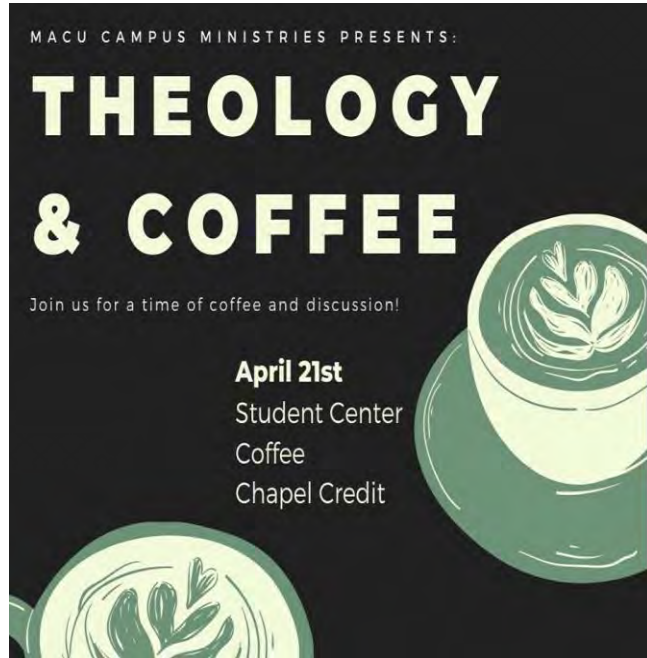
No

Do you identify as a: *

- MACU OKC in person student
- MACU online student
- MACU Faculty
- MACU staff
- MACU alumni
- Pastor
- Friend of MACU
- Other:

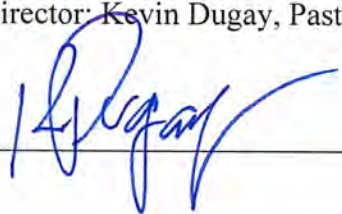
Submit Form

Appendix Q
Campus Ministries Communication Flyers



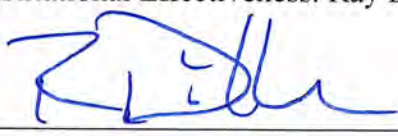
Program Reviewers Signature Page
Campus Ministries, June 2022

Program Director: Kevin Dugay, Pastor

Signature 

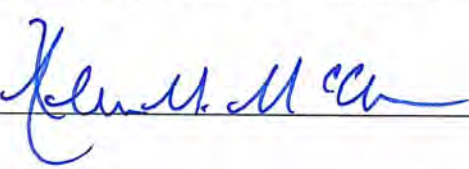
date signed 6/21/22

Director of Institutional Effectiveness: Ray Dillman, Ph.D

Signature 

date signed 6.21.2022

Dean of Student Development and Engagement: Alicia McCullar, Ph.D.

Signature 

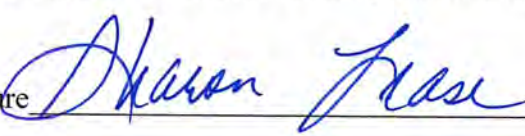
date signed 6.21.22

Executive Vice President: Bobbie Spurgeon-Harris, Ed.D

Signature 

date signed 6-21-22

Vice-President of Academic Affairs, Sharon Lease, Ed.D.

Signature 

date signed 6.21.22