

SHAPING OUR FUTURE

December 2022 Progress Report

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Our current strategic focus is on five categories of initiatives.

1. Institutional Growth
2. Constituent Engagement
3. Sustainable Infrastructure
4. Organizational Strength
5. Academic Life

This report summarizes progress on specific initiatives during Summer/Fall 2022. This is the third report for Shaping Our Future, with reports planned for each December and May. Summer/Fall 2022 strategic work focused on two initiatives coming from two of the five goal categories. Additionally, progress is reported on one other initiative that had already been addressed in prior reports.

Sustainable Infrastructure

We are stewards of our history, and that includes our campus. We will systematically care for our facilities. We will also work to modernize our infrastructure for future effectiveness.

Develop “Big Picture” Facilities Plans

A plan has been developed to address a range of needs. The plan [report](#), available internally, includes planned initiatives as well as progress reports on those initiatives.

Organizational Strength

In addition to our facility resources, we also steward our organizational resources. We will learn new ways to serve our employees meaningfully. We will build on our strengths to prepare for continued holistic organizational health.

Promote and Support Employee Flourishing

We again administered the employee survey in Spring 2022. Areas of particular strength appear to be the GBSC community and spiritual life/culture. Institutional Research staff identified lower-scoring areas for review in Summer 2022. In Fall 2022 we administered a follow-up survey to understand better some of these lower-scoring areas (analysis is still in progress). Also, the Housing Allocation Committee worked in Fall 2022 to respond to

survey results, announcing several process improvements to employees, which has received a positive response.

In the near future we are participating in the Best Christian Workplaces survey. This will provide detailed results with normed comparisons from the Bible college sector. Ideally this will provide information to inform specific initiatives for the next plan.

Also, we hired an HR staff contractor so employee support can have more focus instead of being just one function of a busy office.

Academic Life

Our mission calls us to a focus on education. We will enhance our existing educational offerings to maintain and increase quality. We will also follow our timeless mission by developing new learning opportunities that meet present constituent needs and that enable students to serve the 21st-century Church.

Identify Factors that Increase Student Enjoyment of Campus Life

This initiative has been reported in a previous report and is updated here.

Two questions regarding enjoyment of campus life were added to the SP22 Student Life Survey.

1. What was your favorite part about campus life this year?
2. What was your least favorite part about campus life this year?

In reviewing the answers, a few things rose to the surface.

1. 56% of respondents to the first question mentioned the campus community – either specifically or things that make up the community on campus (social life, mentors, people, interactive events). This can be a difficult strength to package and market, but our students are tremendously impacted by the sense of community that has been created on our campus. It is important to note that the importance of the campus community also showed up in data collected by an individual contracted to interview our students as part of a project related to student retention and flourishing.
2. 15% of students mentioned chapel or revival services as their favorite part of campus life, which points to the important impact that worshipping as a campus family has on our students.
3. Of the 43 responses to the question about their least favorite part of campus life, 11 (26%) gave answers like “none,” “not sure,” “I don’t know,” “n/a,” or “Nothing!”

4. The other common denominator among answers (14%) mentioned campus rules in some way. As a Bible college in the conservative holiness tradition, we are aware that our rules are strict and demand a level of commitment, and we are very open about our requirements. Our handbook can be accessed online, and information about expectations is sent to students before their arrival.

GBSC is committed to the success of its student body and will continue to engage in events and activities that add to a sense of community on campus. Chapels and other special services will also continue to serve a prominent role in campus life.