

Lilly Report—July, 2003

Whitworth College “Discerning Vocation: Community, Context, and Commitment”

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Executive Summary:

We believe that the Lilly grant at Whitworth College has made an enormous impact on our campus community. During the first eighteen months of the grant, we have found numerous ways to help faculty, staff, and students reflect theologically on vocational issues. The college’s administration is fully committed to the vision behind this grant and is preparing to sustain the most important and effective programs after the initial funding ends. We succeeded in creating a number of successful faculty development programs; increased the number of faculty and spiritual mentors; the grant sponsored significant research and scholarship. Significant numbers of students directly benefited from a number of Lilly-sponsored programs. Our Career Services area has embraced the concept of vocation; we sponsored or co-sponsored approximately fifteen public lectures or classroom presentations around issues of vocations. Partnerships with Gonzaga University and a number of local churches and seminaries were strengthened.

This report will provide a detailed summary of virtually all of the grant activities as well as an attempt to assess each of those activities. We can report that our overall grant design is working well at Whitworth. Our faculty have been particularly responsive to the programs that we have offered, and students have shown initiative in helping create new ways of reflecting on vocation.

We will say more toward the end of our report about what we have learned, but in general they can be summarized as follows:

- 1) **Weak theological backgrounds of students, staff, and faculty.** We believe that the first year revealed a general ignorance of theological knowledge regarding issues associated with vocation.
- 2) **Ministry more valued than secular work among our students.** We believe that the first year revealed that among our students, ministry in the church or mission field is regarded as a higher calling or a more spiritual calling than work in a secular field.
- 3) **Conflicting cultural assumptions regarding issues of faith and work.** We believe that one of the most interesting discoveries during the year surfaced during the Faith and Work Conference. The conference revealed that the religious communities and the business communities often have different assumptions about how to perceive the interaction between these two realms.
- 4) **Administrative challenges.** We believe that administration of the grant activities presents considerable challenges.

We are trying to address these four areas as well as learn how to be more effective with the programs that we initiated.

Going into the 2003-2004 academic year, we are well positioned to make continued progress toward implementing the vision behind the grant. Specifically, we have brought what we believe are outstanding individuals to Whitworth for this purpose. These include our:

- Associate chaplain, Ms. Andrea Saccoccio
- Professor of Religion, Dr. Karin Heller
- Assistant Professor of Church Music, Mr. Ben Brody

We are grateful for the commitment of the Lilly Endowment to Whitworth College's efforts to develop our vision concerning vocation. We anticipate great things for the coming year.

Program Aims and Purposes

1. What are the program's aims and purposes? How were the aims and purposes sharpened, changed or enhanced during the first year of planning and activity?

The Lilly grant at Whitworth College is meant to change the way in which faculty, staff, students, and alums think about vocation. Specifically we are intending to facilitate the connection between theological reflection and vocation. We have focused our approach around three concepts: community, context, and commitment. We believe that Whitworth College, a Presbyterian institution, can draw from the Reformed tradition which emphasizes the importance of discerning one's vocation in a community as well as discerning one's calling contextually where one actually experiences how vocation functions. And finally, we believe that the Reformed tradition's most distinctive element is that vocational discernment should involve a larger commitment to transform the world through the application of Christian ethics and Christian values to personal ethics and public policy. That framework has proved to be helpful in explaining the theological framework from which to view the concept of vocation. At the same time, we have affirmed the ecumenical character of Whitworth College's faculty, staff, and student body. We continue to lift up other theological traditions as appropriate ways to consider vocation.

Our main aim for the program has been to extend the reach of the Lilly grant into as many areas of Whitworth College as possible. We want to institutionalize the grant by having as many faculty, staff, and students make connections between theological reflection and vocational decision-making.

As we reflect on what we have accomplished and tried to accomplish during the first eighteen months, we believe that the following areas are important organizational categories:

Faculty and Staff Development: our focus is on helping Whitworth faculty and staff develop skill sets and conceptual frameworks to improve their vocational counseling, spiritual mentoring, scholarship on vocation, and additions to the Whitworth curriculum

Curricular Development: our focus is on integrating vocational content into as many parts of the Whitworth curriculum as possible

Career Services: our focus is to move our Career service focus to more intentional integration of theological reflection with vocational discernment

Student Programs: our focus is on specific programs that allow students to consider vocational choices in a variety of contexts

Public Awareness: our focus is on a continuing series of public lectures, programs, and conferences that raise the level of awareness and discourse regarding theological reflection and vocation.

Partnerships: our focus is to develop stronger connections with the Spokane religious community, appropriate religious institutions nation-wide, and alumni connections

Building Institutional Capacity:

The college used grant funds to make key appointments in order to implement the grant programs as well as move toward permanently sustaining the key programs after the funding is over. **Most importantly, the college is committed to keeping all of these positions funded after the grant period ends.**

- July, 2002 Coordinator for the Lilly programs and the Weyerhaeuser Center for Christian Faith and Learning, Ms. Michelle Seefried
- July, 2002 Web Site Manager and Communication Specialist, Ms. Rose Sliger
- September, 2002 Associate Chaplain, Ms. Andrea Saccoccio,
- September, 2003 Assistant Professor of church music, Mr. Ben Brody
- September, 2003 Professor of Religion, Dr. Karin Heller.
- One additional note: in January, 2003, a major gifts officer, Mr. Bob Hutchinson was hired for the purpose of helping raise funds to sustain Lilly grant initiatives. Currently he is being funded by other sources, however, in January, 2004, Lilly funds will be used to pay his salary.

Grant Activities

1. What grant activities were accomplished in the first year? What barriers were experienced in initiating the program? What adjustments were made in carrying forth the program activities?

As one would expect, the principal barriers toward implementation were trying to add programming to an already full plate for students and faculty. And second, we experienced challenges trying to be effective and efficient relative to the administration of the many programs proposed in the grant.

I. Faculty and Staff Development

We believe that faculty and staff development around vocational issues is the most crucial element in providing a foundation for permanent change in the ethos of Whitworth College. It is essential that faculty and staff develop their own vision for calling and vocation as well as skill sets for the development of curriculum as well as improved spiritual and vocational mentoring. Fundamental to faculty and staff development is the nurturing of confidence in their own theological worldview.

1) Faculty Development Days

The purpose of these days is to provide a common foundation the college's faculty. In this case the programs were intended to develop awareness as well as new skills sets in the area of vocational decision-making and spiritual mentoring

One of the first attempts to introduce the concept of vocation to the faculty occurred on **March 8, 2002** when the grant helped sponsor **Parker Palmer for Faculty Development Day**. **Palmer's presentation was entitled "Vocation as Calling: The Intellectual, Emotional, and Spiritual Work of Higher Education."** Dr. Palmer's second presentation was titled, "Mentoring Students on discerning vocation and Commitments." Faculty discussion followed each presentation. Dr. Palmer also spoke to the teacher education students and was sponsored through the School of Education. Approximately 90 Whitworth faculty attended the event. It was an excellent beginning for the grant, and it provided an opportunity to communicate very broadly the hopes and dreams for this project.

A second faculty development day also focused on themes related to the Lilly grant. On **October 25, 2002**, approximately 95 Whitworth faculty listened to presentations focused on different approaches to spiritual mentoring. The two outside presenters were **Dr. Kathy Light**, Dean of the School of Nursing and Health Professions at the University of the Incarnate Word, and **Father Valerian Odermann**, a Benedictine monk and priest of Assumption Abbey in Richardton, North Dakota, is also Professor of Theology and Chaplain at the University of Mary in Bismarck, North Dakota. Father Odermann specializes in mentoring and will speak on the Benedictine model for spiritual mentoring.

Assessment:

These two faculty development days provided broad exposure for the Lilly grant and have proved to be useful references for a variety of other activities. As a result of these two days, faculty throughout the institution were made aware of the general purposes of the grant and the specific ways in which they, as faculty, might develop more skill sets relative to spiritual and vocational mentoring.

2) Faculty Workshop on Student Career Planning –

In an effort to develop the vocational and career planning knowledge and skills for our faculty, the Lilly grant helped sponsor a faculty workshop entitled, “Making Choices: A Faculty Workshop on Student Career Planning” on May 28, 2003. Eighteen Whitworth faculty participated in the workshop which utilized Dr. Ginny Whitehouse’s “Vocations Workbook” as a primary text. Whitehouse’s workbook is one of the most important accomplishments of the Lilly grant (see report under faculty scholarship). The workshop was coordinated by Ginny Whitehouse, and Whitworth career services directors Sandy Nowack and Gordon Jacobson.

Several workshop participants reported that this was the one of the best workshops that they had attended at Whitworth. All reported that they found the information in helping their students plan for their future careers and vocations extremely useful.

Assessment:

What went well: The associate dean for academic affairs, Gordon Jackson, began with a presentation on faith and vocation which framed the day's discussion in both concrete and theoretical ways; the structure of the workshop facilitated healthy dialogue; faculty greatly appreciated the opportunity to talk with recent alums about their relationship between their internships and their current careers; faculty appreciated the practical information provided concerning on-campus resources and the tools available to students throughout their academic career; faculty felt empowered to take a proactive role in advising their current students and students making transitions several years after graduation.

Ideas for next time: increased small group activity, most likely with debriefing questions and a more extensively planned small group time at lunch; Career Center will provide an e-brochure of center programming; consider including Bill Robinson somewhere in the day for 15 minutes as it fits into his schedule so that he can speak to the institutional commitment to experiential learning and life after college; identify departments who did not participate and encourage them to attend next summer.

Additional plans: follow-up with departments who did participate in the workshop and see who plans on using the Work Book and how, specifically religion and modern languages which have had limited internships previously and sociology and psychology which have large-class practica.

3) Faculty/Staff Reading Groups

In the original grant proposal, we indicated that “Faculty and staff reading groups will be offered during each of the five years of the grant, for the purpose of exploring Reformed as well as other religious traditions’ understanding of vocation. In addition, project directors will work with the director of Faculty Development, Dr. Arlin Migliazzo, to integrate readings and discussion into the existing new faculty orientation program.”

During 2002-2003, two faculty/staff reading groups were funded by the Lilly Grant

- 1) The English Department read *Making the Most of college: Students Speak Their Minds* by Dr. Richard J. Light, and used the book as a springboard for examining its department and the college as a whole in reference to vocation. Eight faculty participated in this group.
- 2) A second faculty/staff reading group in spring 2003 focused on Os Guinness’ *The Call*. Organized into two sections, this group explores how calling is discovered, how that calling affects career, and how the response to calling and career allows people to join in the Great Commission. Twenty faculty and staff participated in these reading groups.

Assessment:

Overall we feel pleased about the numbers of faculty and staff who have been exposed to the conceptual vocabulary and the importance of connecting theological reflection and vocational decision-making. We are planning on additional faculty/staff reading groups during the 2003-2004 academic year.

4) Mentoring Program

In the original grant proposal, we emphasized the importance of developing a more intentional spiritual mentoring program for our students with the hope that vocational decision making would be enhanced. The grant stated, “The purpose of this program is to equip selected faculty/staff to effectively mentor students on a more intentional basis to emphasize themes of Christian spiritual development and vocation. This will be accomplished through annual retreats for faculty and staff members and through weekly faculty/staff group mentoring.”

We used grant funds to secure a course release for Dr. Ron Pyle to lead our mentoring program. He spent part of the summer interviewing people in supervisory roles. His intent was to explain the mentoring program and to ask for names of persons that they believe would do well as mentors. From their feedback, Ron generated a contact list of persons to invite to the mentoring orientation meeting. He also sent an email to all faculty and staff inviting them to the orientation meeting.

Orientation meeting: On September 12, 2002 we held an orientation meeting to introduce the mentoring program and provide three hours of initial training in mentoring. Approximately 50 support staff, student life personnel, administrators, physical plant staff, and faculty attended the session. After the orientation session, Ron gave attendees approximately two weeks to decide whether or not to commit to the mentoring program.

Committed mentors: We currently have 23 mentors who have committed to working with students this academic year. Ron doesn't yet have an exact count, but would estimate that approximately 75 students are currently being mentored through the program.

On-going training: Rather than having an annual retreat, we have elected to conduct the on-going mentoring training through monthly mentoring lunches. At these sessions, we share mentoring experiences, questions, and resources. In addition Ron provides training in areas specific to mentoring. For example, at the November lunch we discussed the concept of call as it relates to vocational issues facing our students. To facilitate these discussions Ron provides printed materials to the mentors. We have had training lunches on September 17, October 15, November 12, and January 16, 2003.

Assessment:

Ron Pyle, our faculty director for mentoring, is pleased with the number of mentors and the cross-section of the campus represented as mentors. He thinks the breadth of campus positions represented makes an important statement about mentoring being a campus-wide mission. The dimension of the program with which he is least pleased is the training lunches. While the content of the training is strong, conflicting schedules and responsibilities has made it difficult for some of the mentors to attend. Overall, Ron believes we are accomplishing the stated purpose of the mentoring portion of the grant. Plans are currently in place to expand the number of faculty and staff participating as mentors.

Budget Note:

In this category, we have not expended what we originally budgeted. This is primarily due to the fact that we had fewer mentors than originally planned and that we did not take them all on a retreat as originally planned. We will continued to evaluate whether to keep this amount in the budgeted line item or whether we will ask permission to spend it on something else.

II. Curricular Development

The grant also included funds for a variety of curricular development. Our belief is that in order to institutionalize the goals of the grant that we need to raise faculty consciousness, provide training for vocational counseling and spiritual mentoring, and integrate as much of this as possible into the college's curriculum. During the past year, several curricular changes took place

1) Special Collaboration with First Presbyterian Spokane: Dr. Julia Stronks, professor of political studies at Whitworth, led this unique class at First Presbyterian Church. Entitled, “The City, the Gospel, and Civic Responsibility,” the course comprised 20 Whitworth students and 20 members of First Presbyterian Church. They met over supper each week at the church to read, discuss, and reflect on how a Christian is called to a life of civic commitment.

Assessment:

According to the pastor of First Presbyterian, “the class went over very well from the congregational perspective: strong presentations, good interaction with the students, and a real interest in offering the class again if possible. As a direct result of the class we sent four church members to the Christian Community Development Conference in November and are in the process of reshaping our whole urban mission vision in response. The class attendance figure was 30-35: half students, half members of the congregation.” Dr. Stronks was exceptionally enthused about the course and will be offering a follow-up in the Spring, semester, 2004. Students responded very well to the unique learning environment in which they partnered with a member of the congregation. We believe this is one of the unique educational offerings in the country.

2) New Tracts for Certification for Ministry Program: Prior to the grant, Whitworth College, under the leadership of Drs Jerry Sittser and Terry McGonigal, had begun to develop a certification for ministry program. The purpose of this program was to prepare Whitworth students for entry-level positions in churches and other organizations upon their graduation from Whitworth.

The Lilly grant was designed to fund the development of new tracts for this program. Through this grant, the college is expanding the Certification for Ministry program. Funds from the grant not only help develop the curriculum, but also provide greater opportunities to stay in touch with certification for ministry students once they have graduated from Whitworth.

Through the Lilly grant, we have been able to expand the number of certification for ministry tracts. We have already outlined a curriculum for six of the eight new tracts.

- Children’s Ministry
- Youth Ministry
- Young Life Ministry
- Urban Ministry
- Missions
- Campus Ministry

- Church Music
- Ministry in the Arts

Assessment:

Progress is being made in implementing these additional tracts. This coming year will provide more data relative to its success. The new faculty member in Church Music is charged with developing the new tract. We feel that these programs are among the most significant at Whitworth regarding the development of vocation within the context of the church.

3) Whitworth Faculty Scholarship on Vocation

Another important strategy for institutionalizing the grant is to foster scholarship on issues of vocation by Whitworth faculty. We feel that we have been very successful in this regard. Dr. Virginia Whitehouse, associate professor in the Communication Studies Department, developed a vocations workbook which will be implemented into the college's internship program. The notebook compiles feedback from alumni, students, faculty and staff in an attempt to prepare students for workplace culture and vocational reflection. The *Vocations Workbook* provides students with guided journal questions, and both faith-based and secular readings that will help them make stronger connections amongst their beliefs, vocational choices, and daily work. The *Vocations Workbook* is designed for students seeking a capstone experience to their academic study where they can apply classroom knowledge to the "real world." A special section is included for students still struggling to identify career options, providing them with a step-by-step approach before they search for an internship. The workbook begins with an exploration of faith and vocation, with selections from *Discovering God's Will* by Jerry Sittser and *The Call* by Os Guinness. Our students come from a wide range of faith backgrounds and the reading-response questions are written with their varying experiences in mind. They are encouraged to move beyond "Sunday school" answers, to explore in depth what their own vocational call looks like, and to identify role models in the professions they will soon enter.

Assessment:

Dr. Whitehouse's book is one of the most exciting and unexpected outcomes of the first year of the grant. This book has already been utilized in a faculty workshop on vocation and people from around the country are inquiring about its availability. We are exploring the possibility of publication with various publishers.

Dr. Michael LeRoy, of the Politics, History and International Studies Department, is currently at work on a book focusing on the issues of vocation and public life. *Acts of Faith in Public Life: Christian Vocation and Calling in a Post-Christian World* explores young people's disconnection between public life and religious faith. The book also includes profiles about the career and vocation of a Christian in public life.

Assessment:

Dr. LeRoy continues to make progress on this book and is looking at December, 2003 as a completion date for the manuscript. He made a presentation at Whitworth's Faculty Scholarship Forum on his research and tentative conclusions regarding vocation.

4) Exploration of new curriculum

The grant proposal included funds for the exploration of additional programs at the graduate level that might enhance student's opportunities for serving the church and/or the secular world from a Christian perspective. **We will include the feasibility studies as an attachment to this report.**

Dr. Scott Rodin, former president of Eastern Baptist Theological Seminary, was contracted to deliver two feasibility studies: the first one focused on a possible **Master's Program in Christian Studies**, and a second one focused on a **Master's degree in Christian Non-Profit Management**. In the fall of 2002, Dr. Rodin wrote a first draft of courses that would be included in a curriculum based on input from the faculty and college administrators. Dr. Rodin also conducted market research to determine the level of need, potential market, marketing issues, pricing strategies, and curriculum delivery options. During this time, Dr. Rodin hosted a series of small focus groups with students, local pastors, and other people to ascertain their interest in a masters program and get their input on what kind of program would meet their needs.

Assessment:

Currently the two feasibility studies are being analyzed in the context of the college's overall strategic planning efforts. The college is developing a new five-year strategic plan during the 2003-2004 academic year. These two studies will provide critical documentation regarding the larger issue of whether Whitworth should add graduate programs to its curriculum. We were pleased with the work the Dr. Rodin provided.

5) Academic Initiatives

The grant proposal included mini-grants of \$2,500 for six academic departments each year to fund activities related to theological reflection and vocation. Overall, this strategy proved successful in helping communicate that the Lilly grant was not simply a "Religion Department" grant. The integration of theological reflection and vocation occurred in an uneven fashion, and we will continue to help facilitate that connection wherever possible.

- **English Department**

A new internship opportunity for upperclassmen was developed in the English Department. The internship allowed the selected student, Hillary Grigel, to work

with a prestigious organization outside of the Spokane area in an environment he/she is considering for a vocation.

- **Mathematics Department**

The department used the grant to sponsor seminars, conference and colloquium travel, faith and mathematics discussions, and the creation of a website for mathematics majors.

In October 2002, Dr. Sandra Cooper, Professor of Mathematics spoke on the topic of "Women in Mathematics, Science and Engineering". She discussed the issue of under-representation of women in mathematics, science and engineering and suggested improvements for this situation.

During the summer of 2003, a student, funded by the Lilly grant, is tracking down alumni from the Mathematics Department and gathering information concerning their career trajectories in order to share with prospective majors.

- **Student Life**

Programs in campus residence halls addressed vocational questions in large and small groups with interactive discussions, panel, and exercises. Brad McKerihan, a resident director, facilitated a round-table discussion with Gordon Jackson, the associate dean for academic affairs, on "God's Will for Your Life". Brad also initiated a program called "Quarter-Life Crisis" where he met with seniors (mostly) and discussed/presented information on what life is like post-college. Taking information from statistics about Whitworth students, discussions focused on what the Whitworth graduate might face regarding spirituality (finding a church, what faith looks like in the "real" world), finances (how do I make it without mom and dad and loans), and career (do I have a calling? What are office politics like?). Approximately 30 to 40 students participated in these programs.

- **Women's Studies**

Dr. Pamela Corpron Parker, director of the Women's Studies program at Whitworth used the grant for travel and on-site research to develop the Thailand Studies trip for my Women's Studies/Humanities course, as well as for Gordon Watanabe's education course and Kyle Usrey's International Business course. The courses will be debuting Jan. 2004, with 24 student-travelers confirmed; we anticipate future trips in 2006 and 2008. These courses will include a strong vocational component. In addition to building relationships with faculty and staff at Payap University, I also contacted Whitworth alumni in Bangkok and Chiang Mai, interviewed current and retired missionaries with the Church of Christ in Thailand (CCT), and visited several NGOs providing humanitarian services to at-risk women and children, as well as displaced persons along Thailand's borders. I purchased numerous books available through Thai publishers for Whitworth's library and my own personal research. I also began preliminary research on 19th-century missionary narratives at the CCT archives housed at the McGilvery Seminary in Chiang Mai.

- **Department of Philosophy**

The department of Philosophy was originally awarded a grant but was unable to implement their plans for the 2003 year. They intend to make use of the funds during the coming year.

Assessment:

We are very pleased with the creativity as well as the ownership that academic departments and the student life division took during this first year. The departments seemed very pleased with the outcome and students responded well. We will continue to offer these academic initiatives; during the 2003-04 academic year, the History and Political Studies Department, the Sociology Department, the Athletic Training Education Program, and the Department of Philosophy are all approved for initiatives related to vocation.

- **School of Education**

The School of Education faculty and staff met at the Mukogawa Center on Wednesday, May 21, 2002 for an all day retreat. There were 15 faculty and 9 staff members in attendance. The first two hours of that day were spent with Dr. Jerry Sittser discussing the issues of “calling and vocation.” All faculty and staff were previously provided with a copy of Dr. Sittser’s book, *Discovering God’s Will*. The purpose of this presentation and discussion was to provide a stronger background of understanding for faculty and staff about calling and vocation as we implement the goals for the “Discerning Vocation” project. Dr. Sittser presented information about the topic of vocation from a historical perspective and discussed three forces (Secularization, Professionalization, and Complexity of our Society) that impact calling and vocation.

Assessment:

We are pleased with the ways in which the School of Education has used Lilly funds to engage the issue of vocation on a number of levels. During the retreat, faculty discussed the challenge of helping students discern their call into the teaching profession. There was unanimous agreement that this was time well spent and that the information will be extremely helpful to us in this project.

- **School of Global Commerce**

The School of Global Commerce used Lilly money to bring in a variety of speakers from the business community to address issues of calling and vocation. Under the leadership of Dean Kyle Usrey, the faculty participated in a summer retreat on the topic of vocation. Dean Usrey put together a reader of various articles and eleven faculty and staff met for a week to discuss calling and vocation in the business world. Dean Usrey was very enthused about the results and expects these discussions to make an impact on their curriculum and in the ways they advise students in the department concerning vocation.

Assessment:

We are pleased with the ways in which the dean of the School of Global Commerce has embraced the vision of the Lilly grant. He is working on a number of fronts to reshape the curriculum and the advising of business students in order to include more theological reflection on vocation.

Budget Note: In the overall area of academic initiatives, we are underspending to this particular point. We have been in contact with the deans of the schools of Education and Global Commerce, and they have assured us that they will make use of the budgeted amount. So for the moment, we will keep the budgeted amount for academic initiatives the same, but we will continue to review this area.

III. Career Development –

The Lilly grant was designed to assist Whitworth's career services move toward more intentional vocational counseling within the context of theological reflection. We believe that this is an important strategy for institutionalizing the objectives of the grant.

1) Career Services Staff Workshop

The purpose of this program is to provide Career Services staff at Whitworth College with training opportunities and resources to assist in the incorporation of faith and vocation issues into the present career planning model. These resources include reading materials for the staff and Career Services resource center, annual planning retreats for the Career Services staff targeted towards integration of annual departmental offerings with issues for faith and work, and an annual, mid-year workshop for Career Services/Whitworth staff.

The grant provided the Career Services staff with funding for training in summer 2002 through Type Resources, Inc., in order to offer Whitworth students qualitative assistance in the process of matching their personality preferences with their vocational call. In addition, the grant provided funding for the Career Services staff to participate in a summer reading group focused on vocation and calling, including *The Fabric of this World*, *The Other Six Days*, *Entrepreneurs of Life*, and *A Spiritual Audit of Corporate America*.

Career Services has also assisted with the production of Whitworth's new Vocations Workbook, and helped disseminate that workbook at a workshop on May 28, 2003.

Assessment:

This part of the grant went exceptionally well from the standpoint of establishing the framework for a shift in thinking about vocation and career services. The Career Services staff is vital relative to shift in philosophy toward vocation among

Whitworth students. We will use this foundation to take additional steps toward integrating theological reflection on vocation through the programs offered by Career Services.

2) Career Services Internship Program

The purpose of this program is to develop an internship program with reflection on calling and vocational discernment through: 1) mid-semester intern discussion groups facilitated by a member of the Career Services staff or alumni/community mentor. 2) creation of an on-line intern discussion group moderated by a member of the Career Services staff, focusing on issues of calling and vocational commitment and 3) an end of the semester dinner offering an opportunity for interns, alumni/community mentors and site supervisors to engage in conversation regarding the internship experience and how recognized talents in the professional world integrate with personal values and vocation planning.

The grant provided funding for the Career Services staff to receive training and certification in the Meyers-Briggs assessment of personality in order to counsel students regarding personality, vocation and career choice. The Career Services staff has developed an internet pre- and post-skills and abilities test for interns to assess their learning. In the exit interview, a part of the internship requirement, added questions focused on vocation, gifts and abilities, and how the internship led to any career choices. In fall 2002, Career Services conducted a survey of careers, goals and objectives of religion majors. In addition, a February 2003 internship information fair allowed past interns to dialogue with potential interns regarding their experiences.

Assessment:

As mentioned above, this phase of the grant is important for its ability to connect internship experiences with vocational discernment.

IV. Student Programs

1) Ministry Internship Program --

The purpose of this program is to provide funds for Whitworth student interns to serve in small urban and rural congregations during the summer. This program is designed to give Whitworth students, especially those considering ordained pastoral ministry, an opportunity to experience ministry in the small church context in which many of them will eventually serve.

In the summer of 2002, four Whitworth students were placed in small church settings in the greater Spokane area. The four churches were: Knox Presbyterian, Mission Community, Manito, and Northwood. All of these churches were small urban and suburban congregations. The four students were exposed to all facets of small church ministry. Students met regularly with pastoral mentors and had opportunities to reflect on their ministry experience and the nature of ministry in the 21st Century. In some

cases, students read books and articles related to ministry and had opportunities to assess their ministry skills and calling for this kind of service.

Assessment:

We have four more students working as summer interns in 2003. We are particularly enthused about this program for our students. Both pastors and students have expressed excitement about the many ways in which this program has helped the respective churches as well as provided students with an opportunity to explore their gifts and call into the ministry.

2) Lilly Research Fellows

The Lilly Research Fellows program is designed to get students directly involved in the life of individual congregations and play a useful role in helping churches recover their own stories. Students work closely with pastors and staff from a specific congregation to effectively help the church “tell its own story” in addition to aiding Whitworth College in playing an important role in analyzing the changing context of religion in the region.

Four students were involved as Lilly Research Fellows in the summer of 2002. They collected church records in addition to oral histories of the churches. Churches who have donated their records to the Pacific Northwest Protestant Collection include Calvary Baptist Church, Salem Lutheran Church, Emmanuel Presbyterian Church, and First Presbyterian Church.

Assessment:

One student reflected on his experience this way: “The project involved gathering historical materials, poring over those as well as other archived materials, and distilling it all into a presentation for the congregation. I expected to become learned in the history of Emmanuel Presbyterian, gaining greater familiarity and understanding of the congregation. However, I never anticipated that through looking into the past the Lord would show me valuable insight about myself. Since I'm interested in a career in ministry, the insights I gained from the church's historical operations, activities and changes--especially when I have the same congregation to make reference to now--are all priceless. More surprisingly, I learned valuable skills in organization and structure, new and important facts about my own work habits, and about myself--how I'm "wired" to operate. So, last summer's research work at Emmanuel Presbyterian turned out to be something much more than a summer job, something that paid in a coin more valuable than gold. It was a blessed chance to come closely alongside the joyous soul of a church, to experience it and to come away enriched in both knowledge and person.”

We have five research fellows working this summer at a Friends Church, two Presbyterian churches, a Nazarene church, and one who is working on the history of the Inland Northwest Presbytery.

3) Presbyterian Scholars Program

The purpose of this program is to provide leadership training and experiences for Presbyterian scholarship students related to service in, to, and through the church. These students will, in turn, provide programming focusing on key theological issues associated with the Reformed and evangelical traditions for additional students who receive some support from individual Presbyterian churches.

Assessment:

We did not succeed in getting this program off the ground in the 2002-2003 academic year. We have been discussing other possibilities for accomplishing these objectives.

Budget Note:

As mentioned above, we did not succeed in getting this program off the ground, but we will be making an another attempt this year and therefore are keeping the budgeted amount in this line.

4) “Being Called” Service-Learning Initiative

The purpose of this program is to connect service learning and vocation. 20 undergraduate students with sophomore standing are recruited and guided through activities intended to strengthen their vocational discernment in relation to service-learning. Elements include participation in retreats, on-going dinner conversations in peer/faculty groups, service-learning experiences, annual interviews, regular entries in a personal *Being Called* journal, and reflection essays.

The “Being Called” program was split into two groups for the 2002-2003 year. Each group was led by a faculty member. Informal meetings were a part of the activities for the year, but the program did not create much written reflection from the students.

Assessment:

Students reported that the experience was very beneficial. Dr. Rick Horner found the students to be very interested in talking about their vocation in the context of service learning. We had difficulty getting as many students involved in this program as we hoped. It was also difficult to meet regularly because of the challenge of coordinating schedules. We plan on reorganizing this program for the coming year by working with the spiritual mentoring program as well as the service-learning coordinator for the college.

Budget Note:

It is likely that we will seek permission to reallocate this budgeted amount. We are trying to fold this program and these objectives into our overall spiritual mentoring program. As a consequence, we will not likely need to spend all of the allocated funds.

5) Ministry Coordinators travel to conference

The purpose of this program is to enhance and strengthen the Ministry Coordinators program through the infusion of vocational themes into training. The Ministry Coordinator's program will have been strengthened with additional training with a vocational theme and MC's will be able to apply this training to programming in the dorms and in individual Bible study groups.

Assessment:

For year 2002 MC conference travel did not occur because of the cancellation of the planned conference. In 2003, Andrea Saccoccio, associate chaplain, plans to take not only Ministry Coordinators, but other student leadership, to Urbana, Illinois in December 2003.

6) The Weekend Retreat

The goal of this program in conjunction with the Lilly grant is to provide materials and speakers that will enhance and strengthen programming for the Weekend retreat, specifically related to students' understandings of the connection between commitment to Jesus Christ, Christian spirituality and vocation.

Assessment:

At the 2002 Weekend Retreat, Kevin Parker ('96) spoke on the transition from college to his first career and the concept of life-long calling. Kevin was at Columbine High School during the shootings, and now is in business and pursuing political office. In addition to speaking to the group, Kevin spoke with the Being Called students about their individual callings and gave them feedback. 150 students attended the 2002 retreat. We are planning on a similar program for the fall, 2003.

7) Theme Dorm / Calvin House

The purpose of the theme dorm is to develop a theme dormitory on campus that will focus on issues of spirituality, theological reflection, and vocation. In this dorm students will create an environment conducive to the practice of spiritual disciplines on a daily basis, and will invite other members of the community to join them on a regular basis. The purpose of the John Calvin house is to provide an intention community for students to explore their own call to ministry/seminary, and will host regular gathering to explore vocational themes.

Assessment:

The theme dorm did not occur in 2002-2003, but Harry Neff, a resident director, has organized the program for fall 2003. Approximately twelve students will live together in a dorm, share meals, and read together a number of books focused on alternative Christian living. It will be entitled "The Life," and students will have the opportunity of earning one academic credit.

The Calvin House was led by senior Adam Anderson. They conducted monthly conversations related to vocation and ministry and programming for campus. The

house will continue in 2003-2004, and staff are trying to create a partner theme house for female students thinking about ministry.

Budget Note:

Since we were unable to get the theme dorm off the ground for the 2002-2003 year, we underspent this item. However, we will be launching a new theme dorm for this upcoming academic year and therefore will keep the funds in the budgeted line.

8) Younger Scholars

The purpose of this program is to encourage talented undergraduate students to consider going to graduate school, as well as to help them understand their vocation as a Christian scholar. The purpose of Lilly funding is to continue and strengthen this program, specifically through the creation of additional time for Faculty Director planning and programming (3 credit hours). Approximately 8-10 students per year will conduct research with a faculty mentor, with the aim of 50% going directly to graduate school.

Assessment:

For year 2002-2003, this program consisted of 4 students who conducted research with a faculty mentor and presented that research at Whitworth's Undergraduate Research Conference. Plans are currently being made to enhance this program and develop a more intentional vocation emphasis.

9) Graduate Assistantship for First Presbyterian Church, Spokane

The purpose of this program is to develop a Whitworth College/First Presbyterian Church (FPC) urban project designed to involve Whitworth students in a residential ministry in the heart of Spokane. Accommodations are made available in downtown Spokane for the purpose of housing several Whitworth students during the course of a semester in order to inspire and equip students with a vision for serving Christ in the city through a local congregation. The pastors and staff of FPC provide significant internship opportunities that allow Whitworth students to experience the various aspects of ministry in an urban context. Whitworth will employ a graduate assistant who will work on site supervising students in this residential living program

Assessment:

Whitworth College is still in conversation with First Presbyterian about how best to make this program happen, especially in light of the challenges of finding adequate and safe accommodations for students downtown. There has been some discussion about the possibility of refocusing this program.

Budget note:

We did not spend the budgeted amount and will carefully evaluate this item in light of recommendations to be received shortly concerning the possibility of a certificate in urban ministry.

10) Senior Class Luncheon

The Senior Class coordinator organized the first-ever luncheon for the senior class around the theme of vocation. Dale Soden spoke about the Lilly grant and the concept of vocation; three alums from the past ten years spoke to those in attendance regarding their own vocational journey and the ways in which a Whitworth education had prepared them for the work world.

Assessment:

This program is an example of some of the creative thinking done by students. The Senior Class Coordinator put this luncheon together and approximately 40 seniors attended the luncheon, and it was deemed successful enough to want to plan on doing it again next year.

11) Essay Contest

The Senior Class coordinator also organized an essay contest for the senior class. The focus of the essay was on how they believed that the mission of Whitworth College to “Honor God, Follow Christ, and Serve Humanity,” had influenced their decisions relative to what they wanted to do with their life. The Lilly grant provided funds for the essay contest.

Assessment:

This too is an example of creative thinking done by students under the umbrella of vocational reflection. This essay contest proved to be a successful way of communicating the various ways in which the Lilly grant supported reflection on vocational decision-making.

12) Books on Vocation for Freshman Students

We used grant funds to provide the book, *College Faith: 150 Christian Leaders and Educators Share Faith Stories from Their Student Days* to all Freshman students for the purpose of raising their awareness relative to the grant and to the issue of vocation.

Assessment:

We did not devise a mechanism to determine whether Freshmen read or used the book. Anecdotally, we heard that students that the book was good (Whitworth’s president, Bill Robinson is one of the featured stories).

V. Public Awareness of vocation, ethics, and theology:

An important component of Whitworth’s Lilly grant is the development of public awareness relative to vocation, ethics, and theology. The Reformed Tradition strongly emphasizes the relationship between vocation, ethics, and politics. We seek to raise

consciousness in a variety of ways, but conferences and public lectures are important strategies.

1) Faith and Work Conference

As planned in the grant, Whitworth collaborated with Gonzaga University to hold a conference on issues related to Faith and Work between April 9-11, 2003.

A public lecture at Whitworth, entitled, “Church on Sunday, Work on Monday: The Challenge of Fusing Christian Values with Business Life,” was given by Dr. Laura Nash, a senior research fellow at the Harvard Business School. Approximately 75 people were in attendance.

A second public lecture at Gonzaga University entitled, “Spirituality of Work: An Oxymoron?” was given by Gregory Pierce, author of *Spirituality @ Work* and co-publisher of ACTA Publications, which specializes in books on integrating the Christian faith with daily life. Approximately 40 people attended the lecture.

The conference featured a Pastor's Luncheon and Workshop led by Professor Jack Fortin, from Luther Theological Seminary in St. Paul. Fortin leads the seminary's Center for Life-Long Learning. 30 pastors from various denominations discussed how best to make the congregation into a catalyst for taking one's faith into the workplace.

The conference ended with a breakfast discussion with several of Spokane's executives and the president of Whitworth, Bill Robinson. The discussion focused on what should a CEO strive for in terms of faith in the workplace. Approximately 20 members of the Spokane business community were in attendance.

Assessment:

This conference was very successful in terms of the presentations made the collaborations developed. We believe that Whitworth should continue to develop more public programs around issues of faith and the workplace.

2) Lectures and presentations on vocation, ethics, and public policy

The purpose of this program is to develop lecture series' on ethical decision-making, theological reflection and public policy issues in order to expose Whitworth students to issues of critical thinking, public policy and ethical decision making, in order to equip them for entering professions with critical thinking skills. Students intending to enter the professions of health care, law, or business will have had the opportunity to attend lectures designed to assist them in making ethical decisions once in the workforce and reflect upon the issues discussed. Students will also have been engaged through lecture series on issues of public policy and citizenship with additional reflection

September 30, 2002

Marianne Mishima spoke in class regarding vocational choices and cultural identity. Ms. Mishima is a former news anchor for Spokane's news channel KXLY 4 and is a member of the Cultures and Community Board. Approximately 25 students heard Ms. Mishima.

October 1, 2002

Dr. Suzanne Brown-Fleming, "Religious Responses to the Holocaust: The Role of the Churches" Dr. Brown-Fleming, Program Officer of the Center for Advanced Holocaust Studies at the US Holocaust Memorial Museum, examined the Catholic and Evangelical (Protestant) churches' responses to the Holocaust. [About 90-100 people attended the lecture.](#)

October 7, 2002,

Dr. Duncan Ferguson, "The Vocation of the Teacher in the Presbyterian College." Formerly the academic vice-president at Whitworth in the 1970s, Ferguson is one of the nation's leaders in Presbyterian education. Most recently he headed the Office of Higher Education of the Presbyterian Church (U.S.A.) and served as president of the Association of Presbyterian Colleges and Universities. He is currently the Director for the Center for Spiritual Life at Eckerd College.

October 8, 2002,

Dr. Sandra Cooper, lectured on the topic, "Women in Mathematics, Science and Engineering: Why Do the Low Numbers Persist?" Dr. Sandra Cooper is Professor of Mathematics at Washington State University. She will speak on the issue of under-representation of women in mathematics, science and engineering and suggest improvements for this situation. This event was one of several sponsored by the Math/Computer Science Department's Lilly academic initiative program. Approximately 70 students attended this lecture

October 15, 2002,

A panel of female clergy in the Spokane area spoke on the topic: *Women in Ministry*. Organized by the Women's Studies Program and faculty member, Carol Smucker, the panel addressed a number of issues related to the challenges of women going into the ministry. Approximately 60 people attended the panel discussion.

October 31, 2002,

Dr. Rev. Naim Ateek spoke on the topic, "*Living Under Occupation*." Dr. Ateek is Director of SABEEL at the Tantur Ecumenical Institute for Theological Studies in Jerusalem. SABEEL works to promote international awareness regarding the identity, presence, and witness of Palestinian Christians in the Holy Land. Approximately 80 people attended the lecture

October 31, 2002

Dr. Christine Sine, "Medical Ethics in the Year 2002: What Will We Face?" Christine, a medical doctor, serves as a consultant for Mustard Seed Associates and is an adjunct professor at Fuller Theological Seminary, Seattle. She and her husband, Tom, have co-authored *Living on Purpose: Finding God's Best for Your Life* (2002), a guide to helping overachievers discover God's best for their lives.

February 6, 2003

Tom and Christine Sine, returned to Whitworth authors and spoke on “Following in Jesus' Footsteps.” The Sines emphasize the importance of developing individual mission statements that reflect vocational issues.

February 20, 2003,

Dave Arnott, Professor of Management in the College of Business, Dallas Baptist University, who spoke in chapel and at a luncheon on the issue of Christianity and Capitalism. Approximately 100 people attended the lecture and luncheon.

March 31, 2003,

August Turak, lectured on “*Spirituality, Vocation and Business.*” Before becoming a software entrepreneur in 1993, Mr. Turak was an executive with MTV, The Arts and Entertainment Network, United Press International, and Adelphia Communications. Refreshments will be served. Approximately 20 people attended the lecture.

April 9-11, 2003

Faith and Work conference – see description above

April, 11, 2003

Katherine Leary, former corporate executive and now pastor in New York, spoke to approximately 10 students on faith and vocation in the business world.

May 1, 2003

Dr. Mark Valeri, delivered a lecture on “Forgiveness as Christian Practice in Early America: From the Puritans to Jonathan Edwards.” *Dr. Valeri is* Professor of Church History at Union Theological Seminary in Richmond, Virginia. Approximately 90 people attended the lecture.

Assessment:

Overall the lectures, classroom presentations, and panel discussions proved to be an effective way of raising public consciousness regarding theology, ethics, and vocation. We are committed at Whitworth, a Presbyterian College, to continue to emphasize the Reformed Tradition’s history of connecting ethical action with vocation.

VI. Partnerships with churches, colleges, and other organizations

Our proposal included several initiatives designed to strengthen our relationships with churches, colleges and seminaries for several purposes. Our ability to place students in internships depends on developing strong relationships with local congregations. Our collaborations with Gonzaga have allowed us to present public programs more effectively to the Spokane community.

1) Pastors’ Reading Groups on Vocation

The purpose of the Pastors' Reading Groups is to help pastors explore vocation and ministry through the reading and discussing of books related to these themes. These reading groups are designed to provide intellectual stimulation, personal enrichment, and warm fellowship as pastors engage in significant conversation regarding the nature and purpose of the church in the 21st Century.

Assessment:

The Lilly grant has allowed this program to be expanded to serve a growing number of pastors. In the spring of 2002, twenty-two pastors gathered together one morning a month to read and discuss the book *Missional Church: The Sending of the Church in North America* by Darrell Guder. In the fall of 2002, twenty-eight pastors and lay leaders gathered together (in two groups) to read and discuss the book, *ChurchNext: Quantum Changes in How We do Ministry* by Eddie Gibbs. The grant enabled us to offer the books and a light breakfast to all of the participants at no charge. In the spring, 2003, 10 pastors read the biography, *The Reverend Mark Matthews: Activist in the Progressive Era*, written by Dale Soden. We will continue to offer more pastors' reading groups during the 2003-4 academic year.

2) Urban Certificate

The purpose of this program is to offer a certificate in theological education for pastors and lay persons in the greater Spokane area, focusing on urban ministry. This program allows Whitworth students, local pastors, and lay persons to become more involved in urban ministry and helps develop a better understanding of service vocations in the city. The Association for Urban Studies (AUS), located in Seattle, and Whitworth intend to prepare indigenous urban leaders who are motivated by a God-centered worldview and who are equipped to bring transformation to the churches, communities, and cities of the Pacific Northwest.

Assessment:

Through the Lilly grant, Whitworth is employing Dr. Peter Dual to study the needs of the urban churches, especially African American churches, with the goal of recommending how Whitworth might best serve the needs of downtown churches. Dr. Dual is CEO and Senior Research Scholar for the Emmanuel Center of the Bethel AME Church, Spokane. We expect to develop a certificate in urban ministry on the basis of recommendations by Dr. Dual.

3) Lay Certificate Programs

The purpose of this initiative is to develop the existing Certificate in Lay Ministry and Certificate in Leadership and Church Management programs and make them more assessable, particularly to recent graduates of the college. One way to make these programs more assessable is to offer them in select Presbyterian churches in other parts of Washington State that send significant numbers of students to Whitworth College and/or employ Whitworth students as staff or summer interns.

Whitworth offered successful programs in 2002-2003 in both Leadership and Church Management as well as Lay Ministry. Approximately 12 clergy and lay leaders participated in the former program, and 20 lay leaders participated in the latter.

The Lilly Grant employed Dr. Michael Tidwell, Assistant Professor of Communications, to conduct research on how well the Certificate in Leadership and Management program was meeting the needs of the participants.

Assessment:

We are currently evaluating that research and recommendations provided by Dr. Michael Tidwell regarding the Certificate in Church Leadership and Management program.

Budget Note:

We did not spend the funds as originally planned; we are leaving this item in the budget for the coming year until we are able to evaluate Dr. Tidwell's analysis.

4) Alumni Initiatives

This program is designed to provide formal ongoing faculty connections for new Whitworth alumni as they make the crucial transition into either graduate programs or the workforce. Through the alumni website and faculty e-mailings, new Whitworth alumni will continue to be mentored on vocational issues.

Assessment:

We employed a student to conduct research on alumni attitudes regarding their education and the ways in which it prepared them for life after Whitworth. This research provided the basis for an experimental course taught by our college president, Bill Robinson. President Robinson taught twenty students in the fall of 2002 and the course included a number of guest speakers who addressed the issue of vocation in their life. While the president's schedule does not permit him to teach it this year, we are exploring other options because of the enthusiastic response of the students.

5) Travel to Princeton and Fuller to meet with Whitworth alums

This is a combination of the alumni initiative program and the collaboration with theological seminaries initiative. The purpose of travel to seminaries is to provide support for Whitworth seminary students through interactions with Whitworth faculty and through interactions with other Whitworth seminary students.

Assessment:

During fall, Whitworth's president, Bill Robinson, met with Whitworth alums who are attending Princeton Seminary. We are planning on a similar event this year, and additional plans will be made regarding Fuller Theological Seminary.

6) To strengthen collaborative relationships with key theological seminaries.

This strategy will provide funds for a lecture each semester from one of the following seminaries: Princeton Theological Seminary, Fuller Theological Seminary, San Francisco Theological Seminary, Pacific Lutheran Theological Seminary, Columbia Theological Seminary, and Austin Seminary. Guest speakers from these seminaries will be invaluable in helping the Whitworth community understand the current context of professional ministry and the institutional church.

Jerry Sittser and Dottie Mohrlang are working on a program for tracking Certification for Ministry alums. President Bill Robinson is on the Board of Princeton Seminary and met with alums there on his visits. Terry will be meeting with alums at Fuller in 2003. The Lilly grant funded two lecturers from seminaries, Mark Valeri (Union Theological Seminary in Richmond and Jack Fortin (Luther Theological Seminary in St. Paul), to speak at the college in spring 2003.

Assessment:

During this first year of the grant, several connections were established. Perhaps most promising is the connection with Luther Seminary where discussions about a more formal partnership will occur later in the summer of 2003.

What is the program's work plan (set of activities and timeframe) for the next two years?

Our work plan will continue to focus on the above-mentioned areas. The general effort will be to focus on the following:

Faculty/Staff Development:

Additional faculty and staff reading groups on vocationally related areas; additional faculty and staff development on spiritual mentoring with an emphasis on vocation; additional faculty and staff development on career counseling with a vocational emphasis. The presidents cabinet will be reading Lee Hardy's *Fabric of this World: Inquiries into Calling, Career Choice, and the Design of Human Work*.

Curriculum Development:

We are working more closely with the Freshman Seminar program, and two courses that are required of all Whitworth students—Core 150 (the History of the Judaeo-Christian tradition); and Core 350 (ethics and public policy) We are working to incorporate readings and discussion that focus on vocational issues.

Development of the new tracks in the Certification for Ministry program will be a major emphasis over the next eighteen months. New faculty in the department of Religion as well as the new hire in the Music Ministry program are expected to make a significant impact.

Through the academic initiative program we will continue to try and incorporate vocational issues at the capstone level in all of the academic departments. Special emphasis will continue to be given to the Schools of Education and Global Commerce.

The college will be relying on the feasibility studies to make significant decisions regarding whether to launch a Masters program in Religious Studies and/or a Masters program in Christian Non-Profit Management.

Career Services:

We will continued to work with Career Services staff on other ways to incorporate vocational issues into the internship program.

- The Career Service staff is planning to produce a brochure for all Whitworth freshmen explaining the purpose of their department.
- Plans are under way for strengthening the Graduate School and Seminary Day this fall when recruiters will be on campus.
- More contact with alums will be made in an effort to understand more fully as well as address more effectively issues that emerge once one has graduated.
- More training will be provided the staff in order to strengthen their ability to assess career aptitude as well as vocational interests.
- An evaluation of Professor Whitehouse's vocational book will be conducted.

Student Programs:

Special emphasis this year will be given to the theme dorm, spiritual mentoring, weekend retreat, programs incorporating service learning and vocational reflection, and the ministry and research interns in the local churches. Renewed effort will be given to the Presbyterian Scholar program, the Pew Younger Scholar program, and the Presidential leadership program.

Andrea Saccoccio will be revamping the small group bible study organization on campus. As many as 60 bible study groups will be formed in the fall, and the new associate chaplain will be facilitating greater accountability as well as helping leaders introduce vocational themes.

Public Programs:

We are scheduling another full slate of public lectures and classroom presentations for the purpose of raising vocational awareness.

Partnerships:

Our primary partnerships are focused on the churches in the greater Spokane area, several seminaries across the country, and Whitworth alums. We will continue to cultivate our connections with local churches through pastors reading groups, and certificate programs in lay ministry as well as leadership and church management. During the summer of 2004, the Whitworth Institute of Ministry which attracts annually between 200-300 participants will focus on Faith in the Marketplace. We will continue to have seminary representatives on our campus as well as visit several seminaries. And our efforts to

track Whitworth alums and their vocational choices as well as bring Whitworth alums back to campus to share their experiences will be intensified.

Who are the key people involved in the project thus far? What is their role and how have they been oriented to the project?

Our planning team generally met on a weekly basis throughout the year in an effort to keep the programs on track. The team consisted of Terry McGonigal co-director, Dale Soden co-director, Michelle Seefried, program assistant, Rose Sliger web manager, Tim Dolan assistant director of the Institute for Clergy and Lay Leadership, and Andrea Saccoccio, associate chaplain. We attempted to hold ourselves accountable to various timelines for the implementation of the programs. We found the weekly meetings productive and will continue to meet weekly during the course of the year.

Other key people have been:

- President Bill Robinson who continues to play an important role in communicating the importance of the Lilly Grant to our various constituents and is also vital to the process of supporting the integration of staff and faculty hired through the Lilly Grant into the regular operation of the college.
- Vice-president for Academic Affairs, Tammy Reid. Dr. Reid is very supportive of the purposes of the grant and is also vital in approving the integration of Lilly programs and staff into the regular operation of the college.
- Vice-president for Student Life, Kathy Storm. Dr. Storm's support is critical because she oversees, careers services, service learning, and dormitory life in general. Her support is vital relative to the many ways in which Lilly programs are integrated into the life of the college.
- Dean of the School of Education, Dennis Sterner, and Dean of the School of Global Commerce, Kyle Usrey. Both oversee our largest majors and the Lilly grant has intentionally targeted those two schools for vocational emphasis.
- Dr. Jerry Sittser in the Religion Department. Dr. Sittser provides leadership for the Certification for Ministry program which is an important area for vocational emphasis.

What partnerships have been built with constituents outside the college? What means were used to build these partnerships? What are these partnerships designed to accomplish?

The grant has facilitated partnerships with Gonzaga University through the Faith and Work Conference. We hope to continue to collaborate on public lectures and programs as well as encourage faculty exchange on the topics of Faith and Work.

The grant has strengthened partnerships with Spokane-area churches. The pastors reading groups, the ministry and research internships, the certificate programs in ministry, and the exploration of additional programs in urban ministry as well as

graduate studies in religion have broadened the reach of Whitworth College into the community. This process is vital from the standpoint of providing more of our students the opportunity to serve the church through various ministries and research. We believe that this is extremely important from the standpoint of helping students discern their call into the ministry.

The grant has strengthened partnerships with seminaries including Princeton, Union Theological Seminary in Richmond, and Luther Theological Seminary in St. Paul. These partnerships should also make it possible for Whitworth students to have better information about various seminaries that might be a good fit for them.

What have been the significant learnings around the main issues and themes of the program during the first year? Were there any surprises?

- 1) **Weak theological backgrounds of students, staff, and faculty.** We believe that the first year revealed a general ignorance of theological knowledge regarding issues associated with vocation. This was particularly true of students but also surprisingly true of faculty and staff. Whitworth College is Presbyterian and requires all of its faculty and staff to be professing Christians. We are ecumenical in make-up but influenced significantly by the Reformed and Evangelical traditions. Our students are approximately 85% Christian in identity. However, it has become increasingly clear that knowledge of the Reformed, Catholic, Lutheran, Wesleyan, Mennonite, Holiness, Baptist traditions is generally weak. We are finding that while faculty and staff are generally grounded in Biblical knowledge, that an awareness of many of the specifics of the theological traditions are lacking. **We are committed to becoming even more intentional in our faculty and staff development programs about providing theological resources from the various traditions reflected in our faculty and staff. Faculty and staff reading groups will center on more theological material; career services development will continue to work on more theological connections; and our spiritual mentoring program will feature more theological material. We were surprised a bit by the general lack of knowledge about the theological traditions.**

- 2) **Ministry is more valued than secular work among our students.** We believe that the first year revealed that among our students, ministry in the church or mission field is regarded as a higher calling or a more spiritual calling than work in a secular field. In other words, even though the majority of Whitworth students come out of a Protestant background, it is clear that their religious cultures have nurtured this sense of distinction between ministry and secular work. On the one hand this helps account for Whitworth's strong record of placing students in seminaries such as Princeton and Fuller. We also have a significant number of students going on to other fields of Christian ministry directly from college. On the other hand, we believe that a Reformed view of vocation underscores the sense in which all work, if done for the purpose of honoring God and loving

others is of equal value in the Kingdom. **The intensity of this cultural phenomenon caught us a bit by surprise. It underscores the importance of working with all academic departments and not just the Religion department. We will continue to strategize relative to how we might continue to shape the broader assumptions about calling, work, and vocation in the world.**

- 3) **Conflicting cultural assumptions regarding issues of faith and work.** One of the most interesting discoveries during the year surfaced during the Faith and Work Conference. Dr. Laura Nash illustrated the difference between the religious community and the business community in her comment that when she asks pastors what they think the Bible means when it commands us to “Clothe the naked and feed the poor” she finds generally that pastors emphasize voluntary contributions to charitable organizations. When she asks business people what they think the Bible means, she finds that they talk about job creation. In that simple example, Dr. Nash helped reveal something that is often unstated at Whitworth College and that is the general distrust between the business faculty and the department of religion or in general the humanities and social sciences. **We are discussing how to best bring these two cultures into more conversation on our campus and in the Spokane community. We believe that there is much work to be done relative to the integration of values of faith and the work world. Vocational discernment needs to be sensitive to those differences. Our commitment is to working with our School of Global Commerce as well as the Spokane religious and business communities during the upcoming year for the purpose of further exploration of these distinctive cultures. We were surprised by the sharpness of the cleavage between these two cultures.**

- 3) **Administrative challenges.** We have learned that the administration of the grant activities presents considerable challenges. We have decided to continue with the present configuration for at least another year, but by all accounts internally, the scope of this grant in terms of the numbers of programs, events, faculty and staff hires, as well as the tracking of finances and evaluation is more demanding than we anticipated. **We purposely kept the administrative overhead as limited as we thought we could manage, and we are questioning the wisdom of that decision over the long haul. This has not been so much of a surprise as it has been a fear from the outset. We will continue to monitor our efficiency and effectiveness through this academic year.**

What is the program’s evaluation strategy? How do program staff plan to learn from what takes place, assess the quality of the work, track the program’s impact on participants, and make adjustments during the course of the program?

Our main strategy for assessment has been to ask for personal reflections and evaluations from as many students as possible who are participating in the programs in some form or another. These include reflections from our interns

We have also been attempting to quantify the numbers of individuals who participate in the various programs sponsored by the grant.

We are attempting to document specific curricular changes that are made as a result of the grant, as well as the various partnerships that are developed through the grant.

The administrative staff and planning team will have a retreat later in the summer in order to review more carefully what we have learned and what we want to do differently during the coming year.

Note about Lilly interest money:

The college has decided to designate the interest earned off of the Lilly grant for the Weyerhaeuser Center for Christian Faith and Learning. This money will be utilized to pay Center staff and Center programs.