



STUDENT ACHIEVEMENT DATA PROGRAM AND GRADUATE OUTCOMES (2020-2023)

Summit offers the B.A. in Religion degree with eight majors. The following data indicates how a selected number of students in each program have achieved desirable outcomes in their programs and overall institutional goals for their education. The statistics and data are mainly based on graduates from the 2020 to 2023 cohorts. Summary comments for each program indicate current job placement information for many of the graduates.

How are these results determined? Each course at Summit has clear objectives presented on course syllabi. Outcomes for learning are described and measured according to rubrics that are attached to most assignments which are carefully graded by instructors.

Program Directors and Faculty review students in the light of overall achievements in courses as well as in student life engagement, leadership opportunities, ministry service, credential application interviews and Bible exams. Instruments and methods of evaluation include these categories:

ASSIGNMENTS AND PRODUCTS: Assessment data is collected from direct and indirect forms of assignments. Measures of student achievements are realized through—

- **ACADEMIC RESEARCH ESSAYS:** Students demonstrate their skill by producing well-written academic essays that include solid research [evidenced in bibliography and proper referencing].
 - Written competency in English grammar, sentence structure.
 - Vocabulary and skill development in essays and written assignments.
 - Research ability: Use of research materials: texts, books, journal articles.
 - Quality bibliography and notation style; etc.
- **REFLECTION PAPERS:** Students are required to demonstrate skill and capacity in critical and theological reflection of their ministry practice experiences as a way to derive meaningful learning and insights about competency in ministry:
 - Christian service (in church and local community outreach).
 - On campus leadership.
 - Internship reports and summaries; Journaling; Surveys.
 - Devotional commentary; Reading reports.

- **INTERPRETATION PAPERS AND EXAMS:** Students are to demonstrate skill and understanding in the application of interpretation by interpreting biblical and historical texts; by interpreting and integrating academic knowledge into practical outcomes.
 - Critical analysis assignments: Textbook reviews; Journal article or movie reviews.
 - Examinations [Comprehension; Factual knowledge; Memory; Competency]
 - Exegetical and expositional commentary papers.
- **PERFORMANCE:** Students show skill and competence in applying knowledge through demonstration, practice, and communication [media use; public speaking; ministry performance; leadership, etc.].
 - Presentations: Public communication skills; Sermons/speeches [clarity and logic].
 - Interview and reporting skills; Participation in discussion and debate.

These are the primary forms of assessment products that are used for the data included in the following course outcome results.

Note: The tables on the following pages indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

PASTORAL THEOLOGY PROGRAM

This has been the primary program for Summit since its inception in 1982. F. Fulford gave direction to the Pastoral Theology program from 1997 to 2016. Although retired, he still visits Summit to support the director as a co-instructor and mentor. Doug Frederick was appointed as the director in 2016 and has extensive pastoral experience from several church pastorates in BC, Alberta, and Singapore.

His understanding of Canadian culture, global work experience and the ability to connect pastorally with students is an asset to his teaching ministry. He serves half-time as the Pastoral Theology director and part-time as the associate pastor at CLA Langley, BC. His primary work at CLA is Pastor of Recovery Church ministries.

Course requirements and syllabi adjustments are regularly made to keep up with global realities and changing cultural, pastoral needs represented in Canada. Guest lecturers supplement course delivery to ensure that students are exposed to current realities, strategies, diversity, and denominational needs [BCYD denominational leaders; pastors/leaders; professionals].

The Pastoral Theology program grew to one of its highest numbers in 2015 with about 62 students enrolled. The BCYD has vested interests in the program since it is one of the main pipelines for pastors in BCYD. District officers are invited for specialized topics and have access to office space on the campus for interaction with students.

The assessment of graduates from each program considers three major outcome areas. Program learning outcomes based on core course achievements, program benchmarks, and the achievement of institutional outcomes.

ASSESSMENT MEANS

Course Embedded Assignments:

Philosophy of Ministry and Pastoral Theology paper; Book Reports; Presentations; Church Plant Project; Leadership Development Project; Essays.

Capstone/Internship Projects and Reports:

Reflection pieces; Internship Evaluations; General Portfolio Products; Sermons

Core Courses:

Leadership Development; Foundations of Counselling; Youth Communication; Expository Preaching; Urban Mission and Church Planting; Pastoral Theology; Local Church Leadership; Pastoral Ministry Internship

FALL ENROLMENTS IN THE PASTORAL THEOLOGY PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
25	31	41	37	55	62	56	49	54	49	45	40	35	26

GRADUATES FROM THE PASTORAL THEOLOGY PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
8	7	6	9	5	10	16	14	9	8	10	9	9	12

ASSESSMENT ACHIEVEMENT CRITERIA

- A+ Mastery of course content; superior research, critical analysis skills with exceptional writing proficiency; demonstrate originality and applies concepts.
- A High standard of course achievement; excellent research, analysis and writing ability; able to critically evaluate concepts.
- A- Above average work; admirable research, writing and achievement of assignment objectives; limited ability to synthesize and critically evaluate concepts.
- B Average work with good core knowledge; Good research and writing, with some assignment objectives achieved.
- C Moderate work, basic coverage of assignment outcomes achieved; limited comprehension and analysis of major data.
- D Below average, lacking major components of assignment requirements; little evidence of overall course components and concepts.

PROGRAM LEARNING OUTCOMES

Upon completion of the four-year Pastoral Theology program the student shall be able to:

- a. Demonstrate development of a thoughtful personal philosophy of ministry rooted in Biblical theology and cognizant of contemporary culture.
- b. Demonstrate an understanding of God's specific call and an awareness of the gifts, strengths, weaknesses and vulnerabilities they bring to pastoral ministry.
- c. Demonstrate an understanding of the Scriptures as well as the many practical and theoretical aspects of vocational Christian ministry.
- d. Demonstrate a basic level of competence in the practical leadership, interpersonal and communication skills expected of pastors.
- e. Demonstrate an exemplary godly lifestyle and an ongoing dependence on Holy Spirit fullness.

ACHIEVEMENT OF PROGRAM OUTCOMES

Since 2020, more than 37 students completed the B.A. or Diploma requirements for the Pastoral Theology programs.

The GPA range is 2.25-4.26. The average GPA for a selection of 37 students is 3.47. 3 students excelled with above 4.0.

Most of the graduates rated very high in their program learning outcomes.

Note: The tables below indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

37 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	5 x a	12 x a	12 x a	7 x a	1 x a	
	6 x b	11 x b	10 x b	8 x b	2 x b	
	7 x c	21 x c	8 x c	1 x c		
	18 x d	11 x d	5 x d	2 x d		1 x d
	1 x e	34 x e	2 x e			

BENCHMARKS (FOR PROGRAM SUCCESS)

- Demonstrates passion for pastoral care ministry that is rooted in Bible and theology.
- Exhibits an aptitude for pastoral leadership, communication and interpersonal relationship skills.
- Demonstrates Biblical, doctrinal and theological understanding for vocational pastoral ministry.
- Shows comprehension for the call to ministry and the skill set required for effective service.
- Evidences positive Christian values/worldview, spiritual disciplines and lifestyle commitments.

ACHIEVEMENT OF PROGRAM BENCHMARKS

37 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
		26 x a	11 x a			
		25 x b	8 x b	4 x b		
		37 x c				
		33 x d	4 x d			
		37 x e				

INSTITUTIONAL LEARNING OUTCOMES

The mission, objectives, and values of Summit are intentional so that its activities lead to the following Institutional Outcomes for Summit graduates. In addition to collecting data from assessment instruments, the stated Learning Outcomes are measured using the following methods:

a. Growth in Biblical Literacy

Summit endeavors to increase each student's understanding of the Bible and Christian doctrine.

- Biblical literacy testing upon entry and at graduation.
- Course grading of essays and exams for Bible and Theological knowledge.
- Preaching and teaching assignments.
- Overall GPA attainment.

b. Spirit-Empowered Ministry

As a college that prepares quite a few of its students for ministry (professional or volunteer) within the Pentecostal Assemblies of Canada (PAOC), our desire is for students to understand and practice a vibrant Pentecostal spirituality.

- Student Ministries involvement, formation and development.
- Spiritual inventory survey results.
- Church ministry participation and experience.
- Denominational license application, exam and interview process.
- Internship feedback, supervisor evaluation, reports and experience.

c. Wholistic Learning

Together with the College's goals for Biblical and theological literacy, graduates should reflect clear thinking and writing skills, as well as a high level of competency in their chosen program.

- Academic Course achievements; Assignment Product Assessment.
- Development in writing skills (Course essay and Portfolio work).
- Reading comprehension and critical reflective thought development.
- Overall GPA attainment.

d. Mature Biblical Discipleship and Leadership

A student should be a growing disciple of Jesus Christ, with a renewed mind, whose life and relationships reflect the nature of our Lord. A growing disciple of Christ will practice spiritual disciplines and follow both the Great Commission and Great Commandment.

- Growth in spiritual disciplines. Mentoring relationships.

- Fostering mature relationships with others.
- Observation and practice of Biblical, ethical standards.
- Participation in leadership, and ministry opportunities.
- Response to ministry and global service opportunities.

e. Integrate, Understand and Engage Culture

Graduates will be called upon to live out their faith in cultures where the Christian faith is increasingly marginalized. They must understand the characteristics of a Christian worldview and be able to practically apply that knowledge to how they live.

- Comprehends and communicates a Christian worldview.
- Understand and appreciate diverse cultural perspectives.
- Exhibit a growing appreciation for cultural diversity.
- Evidence an ability to address cultural issues [presentations].

ACHIEVEMENT OF INSTITUTIONAL OBJECTIVES

37 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
		33 x a	4 x a			
		37 x b				
		36 x c	1 x c			
		37 x d				
		32 x e	5 x e			

WORK PLACEMENTS AFTER GRADUATION

Most of the Pastoral Theology students from the past four years are currently serving as Pastors. The majority of these twenty pastoral staff placements are in PAOC churches in the BCYD but a few serve in other denominational churches. One is a chaplain, two are furthering their education, two are in private business, nine are engaged in secular work, and four are in Christian organizational work. Most of those who are not in pastoral roles are engaged in volunteer ministry in local churches.

YOUTH LEADERSHIP PROGRAM

This program was initiated in 1999 and directed by Dr. C. Strutt who served up to 2010 and saw 46 graduates during that period. In 2010 Summit hired Andrew Evans who had 13 years of pastoral youth ministry experience, a B.Th. and M.A. degree. He continued post-graduate studies in addition to teaching and completed his D.Min. degree in youth ministry at Gordon Conwell Theological Seminary [2016].

During the past few years Dr. Evans has expanded the certificate offerings in Youth Ministry at the undergraduate and graduate levels. Additionally, he has prepared the curriculum for the M.A. in Youth Ministry. Course requirements and syllabi adjustments are regularly made to keep up with global realities and changing cultural, pastoral needs represented in Canada. Guest lecturers supplement course delivery to ensure that students are exposed to current realities, strategies, diversity, and denominational needs [BCYD denominational leaders; youth pastors/leaders; professionals].

Andrew is involved with the district's youth ministries and serves as a consultant, teacher and mentor in youth events. He has worked with the district leadership to improve training and equipping opportunities for youth workers. He teaches in seminars on Intentional Youth Discipleship, SOGI and Media Literacy among other topics. He is active on several college committees as well as in his local church. Since he became director in 2010 there have been 68 graduates from the program. During the last few years Andrew developed and delivered several courses in youth leadership at the graduate level and oversees the M.A. in Youth Ministry degree offerings.

The BCYD has vested interests in the program since it is one of the main pipelines for pastors in BC. district officers are invited for specialized topics and have access to office space on the campus for interaction with students.

The assessment of graduates from each program considers three major areas. Program learning outcomes are based on core course achievements, program benchmarks, and the achievement of institutional outcomes.

ASSESSMENT MEANS

Course Embedded Assignments:

Theology of Youth Ministry; Best Papers; Book Reports; Presentations; Strategic Youth Ministry Project; Youth Discipleship Model; Leadership Development Project; Volunteer Development Plan

Capstone/Internship Projects and Reports:

Reflection pieces; Internship Evaluations; General Portfolio Products; Sermons with Peer feedback

Core Courses:

Leadership Development; Contemporary Youth Issues; Adolescent Development; Youth Communication; Career Youth Leadership; Youth Leadership Internship; Local Church Leadership; Foundations of Counselling.

FALL ENROLMENTS IN THE YOUTH LEADERSHIP PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
23	24	21	13	15	11	13	23	22	22	22	22	16	19

GRADUATES FROM THE YOUTH LEADERSHIP PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
1	6	7	7	7	10	5	4	4	5	1	2	7	2

ASSESSMENT ACHIEVEMENT CRITERIA

- A+ Mastery of course content; superior research, critical analysis skills with exceptional writing proficiency; demonstrate originality and applies concepts.
- A High standard of course achievement; excellent research, analysis and writing ability; able to critically evaluate concepts.
- A- Above average work; admirable research, writing and achievement of assignment objectives; limited ability to synthesize and critically evaluate concepts.
- B Average work with good core knowledge; good research and writing, with some assignment objectives achieved.
- C Moderate work, basic coverage of assignment outcomes achieved; limited comprehension and analysis of major data.
- D Below average, lacking major components of assignment requirements; little evidence of overall course components and concepts.

YOUTH LEADERSHIP PROGRAM LEARNING OUTCOMES

Upon completion of this four-year program the student shall be able to:

- a. Integrate essential knowledge and skills needed for youth related vocations.
- b. Articulate a Biblical philosophy and strategy of youth ministry and leadership.
- c. Understand contemporary issues, trends and needs of students and their families.
- d. Communicate effectively with varying audience levels.
- e. Model effective leadership skills in terms of both programs and relationships for ministry.
- f. Equip youth for global Great Commission discipleship.
- g. Nurture the practice of ministry in the power of the Spirit.

ACHIEVEMENT OF PROGRAM OUTCOMES

Since 2020, more than twelve students completed the B.A. requirements for the Youth Leadership program.

The GPA range is from 2.25-4.19. The average GPA for twelve students is 3.16. Three students excelled with above 4.0.

Most of the graduates rated very high in their practical program learning outcomes. A few struggled with the academic rigor of the program.

Note: The tables below indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

12 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	2 x a	7 x a	1 x a			
	4 x b	2 x b	3 x b		3 x b	
	3 x c	5 x c	3 x c	1 x c		
	1 x d	3 x d	3 x d	3 x d	1 x d	
	3 x e	1 x e	1 x e	3 x e	3 x e	
	3 x f	1 x f	3 x f	5 x f		
	2 x g	1 x g	5 x g	2 x g	2 x g	

YOUTH LEADERSHIP BENCHMARKS (FOR PROGRAM SUCCESS)

- a. Demonstrates understanding for current youth related problems.
- b. Able to articulate strategic approaches to youth ministry rooted in scripture.
- c. Passionate for youth and family connections with ministry that serves across generations.
- d. Exhibits abilities in communication, pastoral leadership, innovation, and interpersonal relationships.
- e. Exhibits positive Christian values/worldview, spiritual disciplines, and lifestyle commitments.
- f. Capable to disciple and encourage outreach ministry empowered by the Spirit.

ACHIEVEMENT OF PROGRAM BENCHMARKS

12 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	3 x a	5 x a	3 x a	1 x a		
	4 x b	2 x b	3 x b		3 x b	
	4 x c	4 x c	3 x c	1 x c		
	2 x d		4 x d	2 x d	3 x d	
	2 x e	2 x e	5 x e	1 x e	2 x e	
	2 x f	3 x f	4 x f	2 x f	1 x f	

INSTITUTIONAL LEARNING OUTCOMES

The mission, objectives, and values of Summit are intentional so that its activities lead to the following Institutional Outcomes for Summit graduates. In addition to collecting data from assessment instruments, the stated Learning Outcomes are measured using the following methods:

a. Growth in Biblical Literacy

Summit endeavors to increase each student's understanding of the Bible and Christian doctrine.

- Biblical literacy testing upon entry and at graduation.
- Course grading of essays and exams for Bible and Theological knowledge.
- Preaching and Teaching assignments.
- Overall GPA attainment.

b. Spirit-Empowered Ministry

As a college that prepares quite a few of its students for ministry (professional or volunteer) within the Pentecostal Assemblies of Canada (PAOC), our desire is for students to understand and practice a vibrant Pentecostal spirituality.

- Student Ministries involvement, formation and development.
- Spiritual inventory survey results.
- Church ministry participation and experience.
- Denominational license application, exam and interview process.
- Internship feedback, supervisor evaluation, reports and experience.

c. Wholistic Learning

Together with the College's goals for Biblical and theological literacy, graduates should reflect clear thinking and writing skills, as well as a high level of competency in their chosen program.

- Academic Course achievements; Assignment Product Assessment.

- Development in writing skills (Course essay and Portfolio work).
- Reading comprehension and critical reflective thought development.
- Overall GPA attainment.

d. Mature Biblical Discipleship and Leadership

A student should be a growing disciple of Jesus Christ, with a renewed mind, whose life and relationships reflect the nature of our Lord. A growing disciple of Christ will practice spiritual disciplines and follow both the Great Commission and Great Commandment.

- Growth in spiritual disciplines. Mentoring relationships.
- Fostering mature relationships with others.
- Observation and practice of Biblical, ethical standards.
- Participation in leadership, and ministry opportunities.
- Response to ministry and global service opportunities.

e. Integrate, Understand and Engage Culture

Graduates will be called upon to live out their faith in cultures where the Christian faith is increasingly marginalized. They must understand the characteristics of a Christian worldview and be able to practically apply that knowledge to how they live.

- Comprehends and communicates a Christian worldview.
- Understand and appreciate diverse cultural perspectives.
- Exhibit a growing appreciation for cultural diversity.
- Evidence an ability to address cultural issues [presentations].

ACHIEVEMENT OF INSTITUTIONAL OBJECTIVES

12 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	3 x a	1 x a	3 x a	4 x a	1 x a	
	2 x b	4 x b	1 x b	3 x b	1 x b	1 x b
	6 x c		2 x c	2 x c	2 x c	
	1 x d	3 x d	2 x d	4 x d	2 x d	
	2 x e	5 x e	3 x e	2 x e		

WORK PLACEMENTS AFTER GRADUATION

Eight of the twelve Youth Leadership graduates from the past four years are currently serving as Pastors in youth ministries. The majority of these pastoral staff placements are in PAOC churches in the BCYD. One is a chaplain in university ministry (UCM), three are working in private business, or secular work but are actively involved in volunteer ministry in local churches.

CHILD AND FAMILY LEADERSHIP PROGRAM

This program was initiated in 1995 and was named Church Ministries until significant changes were made in 2019 after a program review. The Child and Family Leadership program focus remains on ministry to children, but there is an overall emphasis on family leadership ministry. Courses were revised, and Kim Quigley was appointed as director of the program. Rev. Quigley has more than 16 years of pastoral experience and holds a diploma in social services, a B.A. and a M.Div. degree. Kim is enrolled in doctoral studies.

Course requirements and syllabi adjustments are regularly made to keep up with global realities and changing cultural, and pastoral needs represented in Canada. Guest lecturers supplement course delivery to ensure that students are exposed to current realities, strategies, diversity, and denominational needs. Guests include BCYD denominational leaders, youth and children's pastors and other professionals.

The assessment of graduates from each program considers three major outcome areas. Program learning outcomes based on core course achievements, program benchmarks, and the achievement of institutional outcomes.

ASSESSMENT MEANS

Course Embedded Assignments:

Philosophy of Child and Family Ministry Paper; Best Papers; Book Reports; Presentations.

Capstone/Internship Projects and Reports:

Reflection pieces; Internship Evaluations; General Portfolio Products; Curriculum Development Project; Practical Theology Assignment.

Core Courses:

Principles of Teaching; Youth Communication; Resource/Program Development; Developmental Psychology; Contemporary Child and Family Issues; Marriage and Family Counselling; Child and Family Leadership; Child and Family Leadership Internship.

FALL ENROLMENTS IN THE PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
5	5	2	2	2	3	3	3	2	2	6	8	8	10

GRADUATES FROM THE CHILD AND FAMILY LEADERSHIP PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2	1	3	3	3	3	0	2	0	0	0	1	3	2

ACADEMIC ASSESSMENT ACHIEVEMENT CRITERIA

- A+ Mastery of course content; superior research, critical analysis skills with exceptional writing proficiency; demonstrate originality and applies concepts.
- A High standard of course achievement; excellent research, analysis and writing ability; able to critically evaluate concepts.
- A- Above average work; admirable research, writing and achievement of assignment objectives; limited ability to synthesize and critically evaluate concepts.
- B Average work with good core knowledge; good research and writing, with some assignment objectives achieved.
- C Moderate work, basic coverage of assignment outcomes achieved; limited comprehension and analysis of major data.
- D Below average, lacking major components of assignment requirements; little evidence of overall course components and concepts.

PROGRAM LEARNING OUTCOMES

Upon completion of this program, the student shall be able to:

- a. Demonstrate an understanding of the importance of ministry to children and families in the local church.
- b. Demonstrate an understanding of the theories, practices, and methods of teaching, outreach, and discipleship at all levels.
- c. Develop effective practices and methods of teaching, discipleship, and community outreach.
- d. Identify the contemporary issues, trends, and needs of people in society, especially as it relates to children and families.
- e. Articulate a Biblical philosophy and strategy for ministry to children and families.
- f. Communicate effectively with audiences.
- g. Nurture the practice of ministry in the power of the Spirit.

ACHIEVEMENT OF PROGRAM OUTCOMES

Since 2021, six students completed programs. three received certificates and three completed the B.A. requirements.

The GPA range is 2.93-4.11. The average GPA for five students is 3.66. Two BA students excelled with above 4.0.

Two certificate earners mastered most learning outcomes and achieved high grades. Two B.A. graduates mastered most program learning outcomes.

Note: The tables below indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

3 Certificates and 3 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	5 x a				1 x a	
	3 x b	1 x b		1 x b		1 x b
	2 x c	3 x c				1 x c
	2 x d	1 x d	1 x d	1 x d	1 x d	
	2 x e		2 x e	2 x e		
	3 x f	2 x f		1 x f		
	2 x g	2 x g	1 x g		1 x g	

PROGRAM BENCHMARKS

- a. Demonstrates passion for children and family ministry that is rooted in Bible.
- b. Able to apply theory and practice for educating, discipling and community outreach.
- c. Exhibits an aptitude for societal and family matters with an ability to lead and communicate effectively.
- d. Demonstrates Biblical, doctrinal and theological understanding for family ministry.
- e. Evidences positive Christian values/worldview, spiritual disciplines and lifestyle commitments.

ACHIEVEMENT OF PROGRAM BENCHMARKS

3 Certificates and 3 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	2 x a	3 x a		1 x a		
	1 x b	3 x b		1 x b	1 x b	
	4 x c	1 x c			1 x c	
	5 x d		1 x d			
	3 x e	3 x e				

INSTITUTIONAL LEARNING OUTCOMES

The mission, objectives, and values of Summit are intentional so that its activities lead to the following Institutional Outcomes for Summit graduates. In addition to collecting data from assessment instruments, the stated Learning Outcomes are measured using the following methods:

a. Growth in Biblical Literacy

Summit endeavors to increase each student's understanding of the Bible and Christian doctrine.

- Biblical literacy testing upon entry and at graduation.
- Course grading of essays and exams for Bible and Theological knowledge.
- Preaching and Teaching assignments.
- Overall GPA attainment.

b. Spirit-Empowered Ministry

As a college that prepares quite a few of its students for ministry (professional or volunteer) within the Pentecostal Assemblies of Canada (PAOC), our desire is for students to understand and practice a vibrant Pentecostal spirituality.

- Student Ministries involvement, formation, and development.
- Spiritual inventory survey results.
- Church ministry participation and experience.
- Denominational license application, exam, and interview process.
- Internship feedback, supervisor evaluation, reports, and experience.

c. Wholistic Learning

Together with the College's goals for Biblical and theological literacy, graduates should reflect clear thinking and writing skills, as well as a high level of competency in their chosen program.

- Academic Course achievements; Assignment Product Assessment.
- Development in writing skills (Course essay and Portfolio work).
- Reading comprehension and critical reflective thought development.
- Overall GPA attainment.

d. Mature Biblical Discipleship and Leadership

A student should be a growing disciple of Jesus Christ, with a renewed mind, whose life and relationships reflect the nature of our Lord. A growing disciple of Christ will practice spiritual disciplines and follow both the Great Commission and Great Commandment.

- Growth in spiritual disciplines. Mentoring relationships.
- Fostering mature relationships with others.
- Observation and practice of Biblical, ethical standards.
- Participation in leadership, and ministry opportunities.
- Response to ministry and global service opportunities.

e. Integrate, Understand and Engage Culture

Graduates will be called upon to live out their faith in cultures where the Christian faith is increasingly marginalized. They must understand the characteristics of a Christian worldview and be able to practically apply that knowledge to how they live.

- Comprehends and communicates a Christian worldview.
- Understand and appreciate diverse cultural perspectives.
- Exhibit a growing appreciation for cultural diversity.
- Evidence an ability to address cultural issues [presentations].

ACHIEVEMENT OF INSTITUTIONAL OBJECTIVES

3 Certificates and 3 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	2 x a	1 x a	2 x a		1 x a	
	1 x b	3 x b		2 x b		
	1 x c		1 x c	1 x c		1 x c
	2 x d	2 x d	2 x d			
	4 x e	1 x e		1 x e		

WORK PLACEMENTS AFTER GRADUATION

Currently five of the certificate or B.A. graduates are using their program training in full-time employment in social services, church ministry or institutional work.

Two are teachers and two serve in pastoral/administrative work. One serves voluntarily in church ministry.

COUNSELLING FOUNDATIONS PROGRAM

The Counselling Foundations program began in 2002. Since 2010 the program is under the direction of Dr. Melody Deeley who has taught counselling courses since its inception. She has extensive training and experience as a Registered Clinical Counsellor with earned B.Th., M.A., degrees and a D.Min. in counselling [2015]. Dr. Deeley teaches the core counselling courses but adjunct and guest teachers assist with some of the clinical and statistical subjects. The program has typically had the second highest enrollment numbers next to Pastoral Leadership.

Course requirements and adjustments are regularly made to keep up with social realities and changing cultural views represented in Canada. Guest lecturers supplement course delivery to ensure that students are exposed to current realities, strategies, diversity, and denominational needs.

The assessment of graduates from each program considers three major outcome areas. Program learning outcomes based on core course achievements, program benchmarks, and the achievement of institutional outcomes.

ASSESSMENT MEANS

Course Embedded Assignments:

Essays; research; reports; topical presentations; counselling and psychology papers.

Capstone/Internship Projects and Reports

Reflection pieces; Internship/Ministry Debriefing; Triads; Practice; Portfolio products: Philosophy of Counselling essay; Theology of Suffering paper, etc.

Core Courses:

Introduction to Psychology; Foundations of Counselling I and Foundations of Counselling II; Developmental Psychology; Personality Theories; Marriage and Family Counselling; Statistics and Social Science; Abnormal Psychology; Counselling Internship; Brain and Behaviour.

FALL ENROLMENTS IN THE COUNSELLING FOUNDATIONS PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
54	52	49	41	37	32	41	40	35	37	37	37	35	30

GRADUATES FROM THE COUNSELLING FOUNDATIONS PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
9	11	11	7	10	12	8	8	10	4	7	6	8	7

ASSESSMENT ACHIEVEMENT CRITERIA

- A+ Mastery of course content; superior research, critical analysis skills with exceptional writing proficiency; demonstrate originality and applies concepts.
- A High standard of course achievement; excellent research, analysis and writing ability; able to critically evaluate concepts.
- A- Above average work; admirable research, writing and achievement of assignment objectives; limited ability to synthesize and critically evaluate concepts.
- B Average work with good core knowledge; good research and writing, with some assignment objectives achieved.
- C Moderate work, basic coverage of assignment outcomes achieved; limited comprehension and analysis of major data.
- D Below average, lacking major components of assignment requirements; little evidence of overall course components and concepts.

LEARNING OUTCOMES

Upon completion of this program the student shall be able to:

- a. Integrate faith with counselling philosophy and practice.
- b. Demonstrate an understanding of scripture as it relates to the issues that arise while working in the counselling profession.
- c. Demonstrate knowledge of the current models of psychotherapies and Christian counselling.
- d. Demonstrate a deeper understanding of people, the various experiences they face and the issues that tend to disrupt human life.
- e. Demonstrate an appreciation of the diversity of humankind.
- f. Observe the value and potential that Christ has placed within each person.
- g. Demonstrate Spirit-led discernment and skill in pastoral counseling.
- h. Enter a Master's degree program in counselling.

ACHIEVEMENT OF PROGRAM OUTCOMES

Since 2021, 21 students completed the B.A. requirements for the Counselling Foundations program.

The GPA range is 2.47-4.19. The average GPA for 21 students is 3.44. Three BA students excelled with above 4.0. Eight graduates achieve high proficiency with GPAs between 3.50 and 3.99.

Six B.A. graduates mastered most learning outcomes and achieved very high grades.

Note: The tables below indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

21 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	6 x a	5 x a	4 x a	3 x a	2 x a	1 x a
	6 x b	6 x b	4 x b	3 x b	2 x b	
	6 x c	5 x c	4 x c	3 x c	2 x c	1 x c
	6 x d	5 x d	4 x d	6 x d		
	6 x e	5 x e	5 x e	2 x e		
	6 x f	6 x f	6 x f	3 x f		
	6 x g	6 x g	3 x g	3 x g	3 x g	
	12 x h	4 x h	3 x h	2 x h		

BENCHMARKS (FOR PROGRAM SUCCESS)

- a. Demonstrates an understanding of counselling philosophy, practice and contemporary models of therapy.
- b. Exhibits compassion for people's needs and a passion to assist them through diverse challenges.
- c. Understands how Scriptural principles and narratives provide wisdom and guidelines for living.
- d. Able to apply theory and practice for practical counselling services with effective communication skills.
- e. Evidences positive Christian values/worldview, spiritual disciplines and lifestyle commitments.
- f. Feel adequately prepared for graduate studies.

ACHIEVEMENT OF PROGRAM BENCHMARKS

21 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	3 x a	7 x a	6 x a	4 x a	1 x a	
	5 x b	5 x b	6 x b	4 x b	1 x b	
	6 x c	5 x c	4 x c	3 x c	1 x c	
	6 x d	5 x d	4 x d	5 x d	1 x d	
	8 x e	4 x e	4 x e	4 x e	1 x e	
	10 x f	5 x f	4 x f	2 x f		

INSTITUTIONAL LEARNING OUTCOMES

The mission, objectives, and values of Summit are intentional so that its activities lead to the following Institutional Outcomes for Summit graduates. In addition to collecting data from assessment instruments, the stated Learning Outcomes are measured using the following methods:

a. Growth in Biblical Literacy

Summit endeavors to increase each student's understanding of the Bible and Christian doctrine.

- Biblical literacy testing upon entry and at graduation.
- Course grading of essays and exams for Bible and Theological knowledge.
- Preaching and Teaching assignments.
- Overall GPA attainment.

b. Spirit-Empowered Ministry

As a college that prepares quite a few of its students for ministry (professional or volunteer) within the Pentecostal Assemblies of Canada (PAOC), our desire is for students to understand and practice a vibrant Pentecostal spirituality.

- Student Ministries involvement, formation, and development.
- Spiritual inventory survey results.
- Church ministry participation and experience.
- Denominational license application, exam, and interview process.
- Internship feedback, supervisor evaluation, reports and experience.

c. Wholistic Learning

Together with the College's goals for Biblical and theological literacy, graduates should reflect clear thinking and writing skills, as well as a high level of competency in their chosen program.

- Academic Course achievements; Assignment Product Assessment.
- Development in writing skills (Course essay and Portfolio work).
- Reading comprehension and critical reflective thought development.
- Overall GPA attainment.

d. Mature Biblical Discipleship and Leadership

A student should be a growing disciple of Jesus Christ, with a renewed mind, whose life and relationships reflect the nature of our Lord. A growing disciple of Christ will practice spiritual disciplines and follow both the Great Commission and Great Commandment.

- Growth in spiritual disciplines. Mentoring relationships.

- Fostering mature relationships with others.
- Observation and practice of Biblical, ethical standards.
- Participation in leadership, and ministry opportunities.
- Response to ministry and global service opportunities.

e. Integrate, Understand and Engage Culture

Graduates will be called upon to live out their faith in cultures where the Christian faith is increasingly marginalized. They must understand the characteristics of a Christian worldview and be able to practically apply that knowledge to how they live.

- Comprehends and communicates a Christian worldview.
- Understand and appreciate diverse cultural perspectives.
- Exhibit a growing appreciation for cultural diversity.
- Evidence an ability to address cultural issues [presentations].

ACHIEVEMENT OF INSTITUTIONAL OBJECTIVES

21 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	10 x a	7 x a	4 x a			
	6 x b	7 x b	5 x b	3 x b		
	10 x c	5 x c	5 x c	1 x c		
	8 x d	7 x d	3 x d	3 x d		
	9 x e	6 x e	3 x e	3 x e		

WORK PLACEMENTS AFTER GRADUATION

Currently five of the graduates are working in Pastoral ministries, four work in full-time social service.

Twelve are either engaged in graduate studies which focus on counselling work and practice or are beginning studies in the Fall of 2023.

Typically, grads doing graduate work also work part-time in social or counselling ministries.

MUSIC LEADERSHIP PROGRAM

The Music programs at Summit have had several transitions and reviews since 1983, partly due to the changes occurring in church worship services, contemporary culture, and distinctive student expectations. Several certificates are offered with music, worship and audio emphases. Dr. Brent Gibson has taught courses since 2011 and was appointed director in 2015. He has extensive experience in church music ministry, studio recording and teaching. His academic training includes B.A., M.A., and D.Min. degrees that emphasize music theory and Christian worship studies.

The programs also emphasize music proficiency skills. Voice and music lessons for several instruments are offered by the college.

Course requirements and syllabi adjustments are regularly made to keep up with global realities and changing cultural, pastoral needs represented in Canada. The program is intentional in its focus on preparing leaders for a wholistic music ministry in contemporary church contexts. The need for music/worship leaders in churches has increased in the past few years and many denominations are currently seeking to fill positions in churches.

The assessment of graduates from each program considers three major outcome areas. Program learning outcomes based on core course achievements, program benchmarks, and the achievement of institutional outcomes.

ASSESSMENT MEANS

Course Embedded Assignments:

Philosophy of Worship paper; Best Papers; Book Reports; Presentations;
Video/Audio Recordings demonstrating musical or leadership proficiencies;
Primary Instrument Competency Evaluation

Capstone/Internship Projects and Reports:

Reflection pieces; Internship Evaluations; General Portfolio Products;
Ministry/Service Design Project; Personal Song Compositions or Arrangements

Core Courses:

Musicianship I and Musicianship II; Biblical Foundations and Contemporary Issues of Worship; History of Music; Corporate Worship Leadership and Administration; Music Internship; Instrumental Methods and Music Arranging for Worship; Private Lessons [Primary Instrument]; Chapel Ministry Group; Church Audio and Media; Keyboard; Vocal Methods for Leading and Coaching; Private Voice Lessons.

FALL ENROLMENTS IN THE MUSIC LEADERSHIP PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
13	9	13	9	10	12	12	10	11	14	15	16	14	20

GRADUATES FROM THE MUSIC LEADERSHIP PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
4	3	1	4		1	1	3	1	4	2	1	2	4
Certificates		3	7		1		4		1	1	2	3	1

ASSESSMENT ACHIEVEMENT CRITERIA

- A+ Mastery of course content; superior research, critical analysis skills with exceptional writing proficiency; demonstrate originality and applies concepts.
- A High standard of course achievement; excellent research, analysis and writing ability; able to critically evaluate concepts.
- A- Above average work; admirable research, writing and achievement of assignment objectives; limited ability to synthesize and critically evaluate concepts.
- B Average work with good core knowledge; good research and writing, with some assignment objectives achieved.
- C Moderate work, basic coverage of assignment outcomes achieved; limited comprehension and analysis of major data.
- D Below average, lacking major components of assignment requirements; little evidence of overall course components and concepts.

MUSIC LEADERSHIP PROGRAM LEARNING OUTCOMES

Upon completion of this four-year program the student shall be able to:

- a. Understand and assimilate the Scriptural purposes and uses of music in corporate worship, discipleship, education, and evangelism.
- b. Demonstrate the musical, spiritual and leadership skills necessary to plan and lead worship services based on Biblical principles with sensitivity to the Holy Spirit.
- c. Serve in respect of unique local church cultural contexts.
- d. Show evidence of appreciation for church music in its various historical and contemporary forms.

- e. Knowledgeably interact with and apply various musical genres.
- f. Effectively supervise, direct and mentor a variety of music groups, sound /audio teams, media/tech personnel as team members.
- g. Effectively carry out administrative tasks relating to church ministries or other work contexts.
- h. Exhibit an acceptable level of musical, technological and leadership competency.
- i. Recognize the importance of the presence and power of the Holy Spirit in personal and corporate worship, as well as in community outreach.

ACHIEVEMENT OF PROGRAM OUTCOMES

Since 2020, 12 students completed programs. Three received certificates and nine completed the B.A. requirements.

The GPA range is 2.03-4.21. The average GPA for the 12 students is 3.54. Four students excelled with above 4.0.

Three certificate earners mastered most learning outcomes and achieved high grades.

Three B.A. graduates mastered every program learning outcome.

Note: The tables below indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

9 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	4 x a	1 x a	1 x a	2 x a	1 x a	
	7 x b		1 x b			1 x b
	5 x c	1 x c	3 x c			
	5 x d		2 x d	2 x d		
	7 x e	1 x e			1 x e	
	8 x f			1 x f		
	5 x g	1 x g	3 x g			
	3 x h	3 x h	1 x h	1 x h	1 x h	
	4 x i	1 x i	1 x i	2 x i	1 x i	

MUSIC LEADERSHIP BENCHMARKS (FOR PROGRAM SUCCESS)

- a. Demonstrates understanding of contemporary church worship music and skill in leading music teams for corporate services.
- b. Able to plan, design and lead worship with sensitivity to the Holy Spirit and diverse congregations.
- c. Exhibits abilities in communication, administration, pastoral leadership, innovation, and interpersonal relationships.
- d. Appreciates diverse musical genres and a variety of historical Christian liturgies.
- e. Exhibits positive Christian values/worldview, spiritual disciplines and lifestyle commitments.
- f. Capable of effectively supervising personnel involved with music, and audio sound systems.

ACHIEVEMENT OF PROGRAM BENCHMARKS

9 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	8 x a					
	6 x b	1 x b	1 x b	1 x b		
	8 x c		1 x c			
	5 x d		2 x d	1 x d	1 x d	
	2 x e	3 x e		3 x e		1 x e
	5 x f		3 x f	1 x f		

INSTITUTIONAL LEARNING OUTCOMES

The mission, objectives, and values of Summit are intentional so that its activities lead to the following Institutional Outcomes for Summit graduates. In addition to collecting data from assessment instruments, the stated Learning Outcomes are measured using the following methods:

a. Growth in Biblical Literacy

Summit endeavors to increase each student’s understanding of the Bible and Christian doctrine.

- Biblical literacy testing upon entry and at graduation.
- Course grading of essays and exams for biblical and theological knowledge.
- Preaching and teaching assignments.
- Overall GPA attainment.

b. Spirit-Empowered Ministry

As a college that prepares quite a few of its students for ministry (professional or volunteer) within the Pentecostal Assemblies of Canada (PAOC), our desire is for students to understand and practice a vibrant Pentecostal spirituality.

- Student Ministries involvement, formation and development.
- Spiritual inventory survey results.
- Church ministry participation and experience.
- Denominational license application, exam and interview process.
- Internship feedback, supervisor evaluation, reports and experience.

c. Wholistic Learning

Together with the College's goals for Biblical and theological literacy, graduates should reflect clear thinking and writing skills, as well as a high level of competency in their chosen program.

- Academic Course achievements; Assignment Product Assessment.
- Development in writing skills (Course essay and Portfolio work).
- Reading comprehension and critical reflective thought development.
- Overall GPA attainment.

d. Mature Biblical Discipleship and Leadership

A student should be a growing disciple of Jesus Christ, with a renewed mind, whose life and relationships reflect the nature of our Lord. A growing disciple of Christ will practice spiritual disciplines and follow both the Great Commission and Great Commandment.

- Growth in spiritual disciplines. Mentoring relationships.
- Fostering mature relationships with others.
- Observation and practice of Biblical, ethical standards.
- Participation in leadership, and ministry opportunities.
- Response to ministry and global service opportunities.

e. Integrate, Understand and Engage Culture

Graduates will be called upon to live out their faith in cultures where the Christian faith is increasingly marginalized. They must understand the characteristics of a Christian worldview and be able to practically apply that knowledge to how they live.

- Comprehends and communicates a Christian worldview.
- Understand and appreciate diverse cultural perspectives.
- Exhibit a growing appreciation for cultural diversity.

- Evidence an ability to address cultural issues [presentations].

ACHIEVEMENT OF INSTITUTIONAL OBJECTIVES

9 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate
	1 x a	3 x a	2 x a	2 x a	1 x a
	5 x b	2 x b	1 x b	1 x b	
	1 x c	4 x c	2 x c	1 x c	1 x c
	1 x d	4 x d	1 x d	2 x d	1 x d
	1 x e	3 x e	3 x e	2 x e	

WORK PLACEMENTS AFTER GRADUATION

All twelve of the certificate or B.A. graduate students are using their music training in some level of church ministry.

For five graduates this includes full-time employment in an aspect of music leadership, performance, or teaching.

Others serve as volunteers in church ministry. Four are pursuing further education and three are in graduate level programs.

NON-PROFIT GLOBAL LEADERSHIP PROGRAM

The Director for the program since its inception in 2012 is Kory Sorensen. His experience in Non-Profit Organizations, board governance, Human Resources, administration, and church contexts brings essential skills into the classroom. His academic standing includes a number of degrees [B.Th., B.A., M.B.A.] and he has also done doctoral work on resourcing and governance for leadership. NPGL courses are also taught by Josh Reynolds.

Course requirements and syllabi adjustments are regularly made to keep up with global realities and changing cultural, pastoral /administrative needs represented in Canada. Guest lecturers supplement course delivery to ensure that students are exposed to current realities, strategies, cultural diversity, and denominational needs. The program also offers students an opportunity to study community development issues in the country of Uganda.

The assessment of graduates from each program considers three major outcome areas. Program learning outcomes based on core course achievements, program benchmarks, and the achievement of institutional outcomes.

ASSESSMENT MEANS

Course Embedded Assignments:

Best Papers; Book Reports; Presentations; Main NPGL Projects and Papers

Capstone/Internship Projects and Reports:

Reflection pieces; Internship Evaluations; General Portfolio Products; Vision Summary for NPGL-related Ministry; Personal Cultural Analysis; Best NPGL Papers; Foreign Trip Experience

Core Courses:

Introduction to Administrative Leadership; Business Foundations; Organizational Planning; Leadership Development; Human Resource Management; Fund Development and Financial Management; Introduction to Community Development; Capstone Project; Business as Mission.

FALL ENROLMENTS IN THE NON-PROFIT GLOBAL LEADERSHIP PROGRAM

2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
5	8	22	22	30	24	29	33	30	26	25	24

GRADUATES FROM THE NON-PROFIT GLOBAL LEADERSHIP PROGRAM

2016	2017	2018	2019	2020	2021	2022	2023
2	7	4	3	10	10	4	3

ASSESSMENT ACHIEVEMENT CRITERIA

- A+ Mastery of course content; superior research, critical analysis skills with exceptional writing proficiency; demonstrate originality and applies concepts.
- A High standard of course achievement; excellent research, analysis and writing ability; able to critically evaluate concepts.
- A- Above average work; admirable research, writing and achievement of assignment objectives; limited ability to synthesize and critically evaluate concepts.
- B Average work with good core knowledge; good research and writing, with some assignment objectives achieved.
- C Moderate work, basic coverage of assignment outcomes achieved; limited comprehension and analysis of major data.
- D Below average, lacking major components of assignment requirements; little evidence of overall course components and concepts.

PROGRAM LEARNING OUTCOMES

Upon completion of this four-year program the student shall be able to:

- a. Demonstrate development of a thoughtful personal philosophy of ministry rooted in Scripture and Biblical theology which is cognizant of contemporary culture.
- b. Demonstrate an understanding of God's call and an awareness of the gifts, strengths, weaknesses, and vulnerability they bring to administrative ministry.
- c. Demonstrate an understanding of the Scriptures as well as the many practical and theoretical aspects of vocational Christian service whether in the church or in non-profit, charitable institutions.
- d. Demonstrate a basic level of competence in the practical leadership, interpersonal and communication skills expected of administrators.
- e. Demonstrate an understanding of institutional management systems, mission statement and strategy formation, planning, principles of governance, human resource issues and finance.
- f. Demonstrate Christian character, integrity, and spiritual gifting for administrative leadership.

ACHIEVEMENT OF PROGRAM OUTCOMES

Since 2020, 27 students completed the B.A. NPGL requirements. A selection of twelve students were taken for the following data.

The GPA range is 2.82-4.17. The average GPA for the twelve students is 3.55. Three students excelled with above 4.0.

Six B.A. graduates mastered most of the learning outcome with high standards.

Note: The tables below indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

12 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	6 x a	4 x a	2 x a			
	5 x b	4 x b	3 x b		1 x b	
	6 x c	3 x c	3 x c			
	6 x d	3 x d	3 x d			
	5 x e	3 x e	4 x e			
	4 x f	3 x f	3 x f	2 x f		

BENCHMARKS (FOR PROGRAM SUCCESS)

- a. Demonstrates passion for administrative and organizational leadership that is rooted in Bible and theology.
- b. Exhibits an aptitude for leadership, communication, cross cultural and interpersonal relationship skills.
- c. Demonstrates Biblical, doctrinal and theological understanding for vocational ministry.
- d. Shows comprehension for global realities, developmental needs and strategies for community improvement.
- e. Understands administrative business pertaining to institutional management systems, mission statement, strategy formation, planning, principles of governance, human resource issues and financial matters.
- f. Evidences positive Christian values/worldview, spiritual disciplines and lifestyle commitments.

ACHIEVEMENT OF PROGRAM BENCHMARKS

12 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	6 x a	3 x a	3 x a			
	5 x b	4 x b	3 x b			
	5 x c	4 x c	3 x c			
	6 x d	4 x d	2 x d			
	5 x e	3 x e	4 x e			
	5 x f	4 x f	3 x f			

INSTITUTIONAL LEARNING OUTCOMES

The mission, objectives, and values of Summit are intentional so that its activities lead to the following Institutional Outcomes for Summit graduates. In addition to collecting data from assessment instruments, the stated Learning Outcomes are measured using the following methods:

a. Growth in Biblical Literacy

Summit endeavors to increase each student's understanding of the Bible and Christian doctrine.

- Biblical literacy testing upon entry and at graduation.
- Course grading of essays and exams for Bible and Theological knowledge.
- Preaching and Teaching assignments.
- Overall GPA attainment.

b. Spirit-Empowered Ministry

As a college that prepares quite a few of its students for ministry (professional or volunteer) within the Pentecostal Assemblies of Canada (PAOC), our desire is for students to understand and practice a vibrant Pentecostal spirituality.

- Student Ministries involvement, formation and development.
- Spiritual inventory survey results.
- Church ministry participation and experience.
- Denominational license application, exam and interview process.
- Internship feedback, supervisor evaluation, reports and experience.

c. Wholistic Learning

Together with the College's goals for Biblical and theological literacy, graduates should reflect clear thinking and writing skills, as well as a high level of competency in their chosen program.

- Academic Course achievements; Assignment Product Assessment.
- Development in writing skills (Course essay and Portfolio work).
- Reading comprehension and critical reflective thought development.
- Overall GPA attainment.

d. Mature Biblical Discipleship and Leadership

A student should be a growing disciple of Jesus Christ, with a renewed mind, whose life and relationships reflect the nature of our Lord. A growing disciple of Christ will practice spiritual disciplines and follow both the Great Commission and Great Commandment.

- Growth in spiritual disciplines. Mentoring relationships.
- Fostering mature relationships with others.
- Observation and practice of Biblical, ethical standards.
- Participation in leadership, and ministry opportunities.
- Response to ministry and global service opportunities.

e. Integrate, Understand and Engage Culture

Graduates will be called upon to live out their faith in cultures where the Christian faith is increasingly marginalized. They must understand the characteristics of a Christian worldview and be able to practically apply that knowledge to how they live.

- Comprehends and communicates a Christian worldview.
- Understand and appreciate diverse cultural perspectives.
- Exhibit a growing appreciation for cultural diversity.
- Evidence an ability to address cultural issues [presentations].

ACHIEVEMENT OF INSTITUTIONAL OBJECTIVES

12 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	4 x a	5 x a	3 x a			
	5 x b	4 x b	3 x b			
	4 x c	5 x c	3 x c			
	6 x d	4 x d	2 x d			
	5 x e	3 x e	4 x e			

WORK PLACEMENTS AFTER GRADUATION

Most of the NPGL graduates have had significant mission trip exposure in foreign contexts. The majority of the 27 graduates from the past four years anticipate leadership and administrative roles in a variety of institutions.

Six are currently serving in a global non-profit corporation, five work in a for-profit establishment, seven have pastoral roles, four are in administrative business, and two are currently furthering their education.

BIBLICAL THEOLOGY

Dr. Roger Stronstad directed this program from its inception in 1982 until his retirement in 2014. The BOG appointed Alf Deeley to be the RJS Chair of Biblical Theology in 2016. Before his appointment, Alf worked with Dr. Stronstad, teaching Biblical languages and other courses. This program appeals to students who desire a firm Biblical foundation for theological study, research, and a teaching ministry. Although enrolment numbers in the program were on the low side for a few years, there is significant growth since 2019.

The distinctive of the Biblical Theology program is the emphasis on Biblical exposition and theological acumen. To acquire proficiency in these subjects, students take up to 51 credit hours in Bible and Theology in addition to Biblical language courses. An emphasis on research and exegesis solidifies their program with significant writing projects and the capstone OT/NT theology courses.

The assessment of graduates from each program considers three major outcome areas. Program learning outcomes based on core course achievements, program benchmarks, and the achievement of institutional outcomes.

ASSESSMENT MEANS

Course Embedded Assignments:

Best Exegetical and Theological Papers; Book Reports; Class Presentations; Greek and Hebrew Studies

Capstone/Internship Projects and Reports:

Reading and Reflection products; Internship Evaluations; General Portfolio Products; Sermon and Teaching notes; Research Capstone Papers

Core Courses:

Beginning Greek and Hebrew; Intermediate Greek or Hebrew; Research in Theology; Exegetical Methodology; Elective hours in Bible and Theology; Additional Requirements for PAOC Credentials: Local Church Leadership; Pastoral Ministry Internship

FALL ENROLMENTS IN THE BIBLICAL THEOLOGY PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
7	7	7	5	4	3	3	5	5	8	9	10	15	13

GRADUATES FROM THE BIBLICAL THEOLOGY PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2	2	5	4	3	1	1	1	0	1	1	0	0	4

ASSESSMENT ACHIEVEMENT CRITERIA

- A+ Mastery of course content; superior research, critical analysis skills with exceptional writing proficiency; demonstrate originality and applies concepts.
- A High standard of course achievement; excellent research, analysis and writing ability; able to critically evaluate concepts.
- A- Above average work; admirable research, writing and achievement of assignment objectives; limited ability to synthesize and critically evaluate concepts.
- B Average work with good core knowledge; good research and writing, with some assignment objectives achieved.
- C Moderate work, basic coverage of assignment outcomes achieved; limited comprehension and analysis of major data.
- D Below average, lacking major components of assignment requirements; little evidence of overall course components and concepts.

PROGRAM LEARNING OUTCOMES

Upon completion of this program the student shall be able to:

- a. Demonstrate a broad knowledge of the Bible and its major themes.
- b. Use proper hermeneutical, exegetical, and homiletical skills in the exposition, teaching, preaching, and application of scripture.
- c. Do sound Biblical, historical and systematic theologizing.
- d. Develop and demonstrate an authentic Christian worldview.
- e. Practice basic Christian life skills which include spiritual disciplines, evangelism, church ministry and cultural discernment.
- f. Nurture a godly, Spirit-filled, ethical lifestyle.
- g. Advance confidently and successfully to seminary or graduate school studies.

ACHIEVEMENT OF PROGRAM OUTCOMES

Since 2019, six students completed the B.A. requirements for the Biblical Theology program.

The GPA range is 3.11-4.16. The average GPA for six students is 3.66. Three students excelled with above 4.0.

Graduates rated very high in their program learning outcomes.

Note: The tables below indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

6 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	2 x a	4 x a				
	1 x b	1 x b	4 x b			
	2 x c	3 x c	1 x c			
	2 x d	1 x d	3 x d			
	3 x e		3 x e			
	4 x f		2 x f			
	5 x g	1 x g				

BENCHMARKS (FOR PROGRAM SUCCESS)

- a. Able to present core Biblical themes and theological teaching.
- b. Skilled in exegetical methods leading to sound doctrinal understanding.
- c. Able to analyze doctrinal views and communicate accurate interpretation of texts in an effective way.
- d. Demonstrates comprehension for the differences in Biblical, Historical and Systematic theology disciplines.
- e. Evidences positive Christian values, spiritual disciplines and lifestyle commitments.
- f. Able to articulate a Christian worldview with analytical skills to assess contemporary cultural issues.

ACHIEVEMENT OF PROGRAM BENCHMARKS

6 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	2 x a	2 x a	2 x a			
	2 x b	2 x b	2 x b			
	2 x c	3 x c	1 x c			
	4 x d	2 x d				
	3 x e	3 x e				
	4 x f	2 x f				

INSTITUTIONAL LEARNING OUTCOMES

The mission, objectives, and values of Summit are intentional so that its activities lead to the following Institutional Outcomes for Summit graduates. In addition to collecting data from assessment instruments, the stated Learning Outcomes are measured using the following methods:

a. Growth in Biblical Literacy

Summit endeavors to increase each student's understanding of the Bible and Christian Doctrine.

- Biblical literacy testing upon entry and at graduation.
- Course grading of essays and exams for Bible and Theological knowledge.
- Preaching and Teaching assignments.
- Overall GPA attainment.

b. Spirit-Empowered Ministry

As a college that prepares quite a few of its students for ministry (professional or volunteer) within the Pentecostal Assemblies of Canada (PAOC), our desire is for students to understand and practice a vibrant Pentecostal spirituality.

- Student Ministries involvement, formation and development.
- Spiritual inventory survey results.
- Church ministry participation and experience.
- Denominational license application, exam and interview process.
- Internship feedback, supervisor evaluation, reports and experience.

c. Wholistic Learning

Together with the College's goals for Biblical and theological literacy, graduates should reflect clear thinking and writing skills, as well as a high level of competency in their chosen program.

- Academic course achievements; assignment product assessment.
- Development in writing skills (course essay and portfolio work).
- Reading comprehension and critical reflective thought development.
- Overall GPA attainment.

d. Mature Biblical Discipleship and Leadership

A student should be a growing disciple of Jesus Christ, with a renewed mind, whose life and relationships reflect the nature of our Lord. A growing disciple of Christ will practice spiritual disciplines and follow both the Great Commission and Great Commandment.

- Growth in spiritual disciplines. Mentoring relationships.

- Fostering mature relationships with others.
- Observation and practice of biblical, ethical standards.
- Participation in leadership, and ministry opportunities.
- Response to ministry and global service opportunities.

e. Integrate, Understand and Engage Culture

Graduates will be called upon to live out their faith in cultures where the Christian faith is increasingly marginalized. They must understand the characteristics of a Christian worldview and be able to practically apply that knowledge to how they live.

- Comprehends and communicates a Christian worldview.
- Understand and appreciate diverse cultural perspectives.
- Exhibit a growing appreciation for cultural diversity.
- Evidence an ability to address cultural issues [presentations].

ACHIEVEMENT OF INSTITUTIONAL OBJECTIVES

6 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	3 x a	3 x a				
	2 x b	1 x b	3 x b			
	3 x c	1 x c	2 x c			
	2 x d	1 x d	3 x d			
	4 x e	2 x e				

WORK PLACEMENTS AFTER GRADUATION

Most of the Biblical Theology graduates from the past five years are interested in continuing their education. One has already completed a graduate degree and serves in teaching and pastoral ministry.

Three others are in full-time pastoral ministry. Two are working and preparing for graduate studies in September 2023.

Most of those who are not in pastoral roles are engaged in volunteer ministry in local churches.

INTERCULTURAL STUDIES

This program was initiated in 1994 to equip students who discerned a call to intercultural ministry or global work. Dr. Wilf Hildebrandt became the director of the ICS program in 2004 and revised all core courses in the program. With the international focus on culture and preparation for global work, the internship requirements were reviewed to facilitate experiences that provided great learning and service opportunities in both local and foreign contexts.

Course requirements and adjustments were regularly made to keep up with global realities and changing cultural mosaics represented in Canada. This program emphasizes cultural intelligence for foreign and local contexts due to the incredible cultural diversity in Canadian society. Guest lecturers supplemented course delivery to ensure student exposure to current realities, strategies, diversity and denominational needs. Guests include denominational leaders, intercultural Pastors, leaders, and visiting global workers.

In 2021 the college merged the Inter Cultural Studies (ICS) program with the Non-Profit Organization Leadership (NPOL) program due to the compatibility of course offerings. The program was renamed Non-Profit Global Leadership (NPGL). The NPGL program retains some of the core ICS courses that feature cross-cultural and religion issues for students who desire a foreign location focus for ministry.

The assessment of graduates from each program considers three major outcome areas. Program learning outcomes based on core course achievements, program benchmarks, and the achievement of institutional outcomes.

ASSESSMENT MEANS

Course Embedded Assignments:

Mission Biographies; Dynamic Interview Reports Presentations; Spiritual Testimony; Country Related Projects

Capstone/Internship Projects and Reports:

Textbook Reflection work; Internship Debriefing and Reviews; Portfolio pieces; Personal Culture Analysis; Essays, etc.

Core Courses:

Cross Cultural Studies; Intercultural Communication; Leadership Development; Pastoral Theology; Global Workers: Principles and Practices; Intercultural Internship; Comparative Religions (elective).

FALL ENROLMENTS IN THE INTERCULTURAL STUDIES PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
12	10	6	10	7	6	6	16	14	17	15	14	5	1

GRADUATES FROM THE INTERCULTURAL STUDIES PROGRAM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
8	5	4	7	4	2	0	5	0	1	4	2	1	4

ASSESSMENT ACHIEVEMENT CRITERIA

- A+ Mastery of course content; superior research, critical analysis skills with exceptional writing proficiency; demonstrate originality and applies concepts.
- A High standard of course achievement; excellent research, analysis and writing ability; able to critically evaluate concepts.
- A- Above average work; admirable research, writing and achievement of assignment objectives; limited ability to synthesize and critically evaluate concepts.
- B Average work with good core knowledge; good research and writing, with some assignment objectives achieved.
- C Moderate work, basic coverage of assignment outcomes achieved; limited comprehension and analysis of major data.
- D Below average, lacking major components of assignment requirements; little evidence of overall course components and concepts.

Program Learning Outcomes

Upon completion of this four-year program the student shall be able to:

- a. Demonstrate an understanding of the various practical and theoretical aspects of the pastoral and missionary intercultural ministry in the local Canadian setting as well as in foreign contexts (which includes knowledge concerning ethnic churches, ministries, and opportunities for global work locally and abroad).
- b. Understand the various practical and theoretical aspects of cross-cultural ministry, communication, and the contextualization of the gospel message in other cultures.
- c. Give evidence of an in-depth understanding of the call to intercultural ministry, as well as the confidence that spiritual gifts and abilities are adequate for that Ministry.
- d. Exhibit a passion for mission work and an appreciation for intercultural relationships.

- e. Evaluate personal strengths and weaknesses as they relate to the challenges of cross-cultural ministry.
- f. Understand and participate in global issues from a Christian worldview.
- g. Nurture the practice of intercultural ministry in the power of the Spirit.

ACHIEVEMENT OF PROGRAM OUTCOMES

Since 2020, eleven students completed the B.A. ICS requirements.

The GPA range is 2.46-4.19. The average GPA for the eleven students is 3.56. Three students excelled with above 4.0.

Three graduates mastered every program learning outcome and two others excelled.

Note: The tables below indicate the number of graduates who achieved the following criteria in their specific program course work. The outcomes identified by the letter indicates how individuals accomplished their academic requirements.

11 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	6 x a	2 x a	2 x a	1 x a		
	6 x b	2 x b	2 x b		1 x b	
	4 x c	3 x c	2 x c	2 x c		
	5 x d	2 x d	2 x d	2 x d		
	3 x e	3 x e	3 x e	2 x e		
	4 x f	2 x f	3 x f	2 x f		
	4 x g	2 x g	2 x g	3 x g		

BENCHMARKS (FOR PROGRAM SUCCESS)

- a. Demonstrates pastoral care in diverse ministry contexts with cross cultural communication skills.
- b. Able to express the call and passion for intercultural service.
- c. Exhibits an aptitude for ministry in diverse ethnic situations based on personal intercultural skill.
- d. Demonstrates Biblical, doctrinal and theological understanding for communication in diverse cultural settings.
- e. Shows comprehension for global realities, needs and mission strategies.
- f. Evidences positive Christian values/worldview, spiritual disciplines and lifestyle commitments.

ACHIEVEMENT OF PROGRAM BENCHMARKS

11 B.A. Graduates	A+ Master	A High	A- Above	B Average	C Moderate	D Limited
	6 x a	3 x a	2 x a			
	3 x b	6 x b	2 x b			
	5 x c	4 x c	2 x c			
	1 x d	6 x d	2 x d			
	3 x e	5 x e	1 x e	2 x e		
	6 x f	3 x f	2 x f			

INSTITUTIONAL LEARNING OUTCOMES

The mission, objectives, and values of Summit are intentional so that its activities lead to the following Institutional Outcomes for Summit graduates. In addition to collecting data from assessment instruments, the stated Learning Outcomes are measured using the following methods:

a. Growth in Biblical Literacy

Summit endeavors to increase each student's understanding of the Bible and Christian doctrine.

- Biblical literacy testing upon entry and at graduation.
- Course grading of essays and exams for Bible and Theological knowledge.
- Preaching and Teaching assignments.
- Overall GPA attainment.

b. Spirit-Empowered Ministry

As a college that prepares quite a few of its students for ministry (professional or volunteer) within the Pentecostal Assemblies of Canada (PAOC), our desire is for students to understand and practice a vibrant Pentecostal spirituality.

- Student Ministries involvement, formation and development.
- Spiritual inventory survey results.
- Church ministry participation and experience.
- Denominational license application, exam and interview process.
- Internship feedback, supervisor evaluation, reports and experience.

c. Wholistic Learning

Together with the College's goals for Biblical and theological literacy, graduates should reflect clear thinking and writing skills, as well as a high level of competency in their chosen program.

- Academic Course achievements; Assignment Product Assessment.

- Development in writing skills (Course essay and Portfolio work).
- Reading comprehension and critical reflective thought development.
- Overall GPA attainment.

d. Mature Biblical Discipleship and Leadership

A student should be a growing disciple of Jesus Christ, with a renewed mind, whose life and relationships reflect the nature of our Lord. A growing disciple of Christ will practice spiritual disciplines and follow both the Great Commission and Great Commandment.

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	5 x a	5 x a	1 x a			Average
	6 x b	3 x b	1 x b			3.56
	3 x c	6 x c	1 x c	1 x c		
	4 x d	6 x d	1 x d			
	4 x e	3 x e	1 x e	1 x e		

WORK PLACEMENTS AFTER GRADUATION

Nine of the graduates had significant mission trip exposure for internships in foreign contexts. Some have additional long term mission work experience. The majority of eleven B.A. graduates anticipate future foreign ministry opportunities.

Currently three are serving in intercultural church contexts or pastoral ministries.

Three are serving in social services and two are serving in local culture/language centers.

One completed a Master's degree in TESOL and one is furthering education in social work.