

**REPORT TO THE FELLOWSHIP COUNCIL  
OF THE FELLOWSHIP OF GRACE BRETHREN CHURCHES  
FROM GRACE COLLEGE AND SEMINARY**

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January 2010**

The report is presented at the request of the Fellowship Council and provides a summary of the institution's (Grace College and Grace Theological Seminary) educational work that relates to the ministry of the Fellowship of Grace Brethren Churches (FGBC). While Grace is not owned by the FGBC and defines the relationship as a voluntary association with the FGBC, the institution is happy to comply with the Fellowship Council's request for this report. Grace is committed to the vision of the FGBC insofar as that vision corresponds to Grace's incorporated activities as an accredited Christian higher education institution and to its stated mission: "Grace is an evangelical Christian community of higher education which applies biblical values in strengthening character, sharpening competence, and preparing for service."

This report focuses especially on the institution's operations and initiatives during the 2009-2010 academic year and affirmation of the *Charis* "Commitment to Common Mission" resulting from the 2008 International Conference.

**Institutional Operations**

**Enrollment Growth.** Grace enrollment grew again. The fall 2009 headcount enrollment (total for all four schools: Arts and Sciences, Music, Adult and Community Education, and Ministry Studies) was 1641 (up 8.8% from 1508 in fall 2008). This represented a record enrollment for the institution. Of this number 1466 were undergraduate students and 175 were graduate students. The institution's total enrollment has more than doubled since 1995 (817 in 1995 to 1641 in 2009). In 2009 Grace awarded 333 degrees (290 undergraduate and 43 graduate). Grace's total enrollment in fall 2009 included 883 males and 758 females. Diversity at Grace breaks down as follows: 84.9% White; 10.2% African American; 2.4% Latino; .7% Asian/Pacific Island; .5% Native American; and 1.3% International. Most every student attending Grace applied for financial assistance (undergraduate and graduate).

To help address this thirst for financial aid Grace gave \$8,769,483 of institutional aid out of its own 2008-2009 operating budget. Additionally in July 2009 Grace gave an additional \$750,000 in aid to students who did not receive the financial aid they had anticipated from state and federal sources (due to shrinking state and national resources).

**Impact of Economy on Grace.** There is little doubt that the affordability of higher education is on the minds of current and prospective students and, of course, their parents. The regional, national, and global economy has managed to get the attention of most people. How families

will pay for higher education is challenging. Grace is certainly aware of and working to address this anxiety of students and parents. Approximately 70% of Grace students come from the states of Indiana, Ohio, Michigan, Illinois, and Pennsylvania. These states have been especially hard hit by unemployment, and job loss has reached into the families of our current students.

Because of this situation Grace has downsized its employee pool and has outsourced certain of its campus services (physical plant, food service, and publications and marketing) in order to maintain appropriate financial balances in a period of great economic uncertainty. In addition Grace has a sizeable Prison Education Program which is funded through Indiana student financial aid. The state is reducing its support of this program, though we believe there are good economic reasons for the state to continue supporting it (exceptional recidivism rate of 3% and reduced time of incarceration of several years). But at this point we do not know by how much the reduction will be. This reality has also made us more cautious financially.

Because of these realities in August 2009 Grace began a campaign to raise \$4 million for student financial aid by 31 December 2012 to help students continue their education. To date \$800,000 of the \$4 million has been raised. The affordability of higher education is a growing issue, and Grace is working to address it. (1) Grace is providing as much institutional aid out of our operating budget as we can while still providing sufficient resources to support educational quality. (2) We monitor the average level of indebtedness of graduates, seeking to keep that debt load as reasonable as possible. (3) We caution students about taking on too much debt. (4) Additionally, Grace offers the Placement Promise. If Grace graduates do not find a job or get accepted to graduate school within the first six months following graduation, they can apply for an additional year of tuition-free undergraduate education. For conditions applying to this promise go to [www.grace.edu/studentlife/careerservices/placement\\_current.php](http://www.grace.edu/studentlife/careerservices/placement_current.php). (5) We have increased the availability of student jobs in order for students to help pay for their education. (6) In order to shed cost we have outsourced and downsized where possible and have frozen salaries (and reduced them for senior administrators). (7) In 2009 only a modest pricing increase was made. (8) A campus task force was appointed in November 2009 to re-imagine how a Grace education might best address affordability among other things. The task force is pursuing a very aggressive schedule, expecting to have the first draft of findings and recommendations completed by February 2010. This major piece of work is driven by six institutional core commitments and seven principles for guiding any redesign of the Grace undergraduate educational experience.

Six Core Commitments: Biblical authority, transformative education, community, affordability, high quality, and practical/applied experience.

Seven Guiding Principles: Required practical field experience, flexible delivery modality, new calendar-accelerated approach, new faculty load schedule, evaluated pricing model, competency driven curriculum, and biblical integration.

## **Institutional Outreach**

**Ministry, Service Impact, and Intercultural Experiences.** As in past years students and employees are active in serving others in various capacities. During the 2009-2010 academic year students will invest approximately 6000 hours of ministry-service to those in the region around the campus. The campus has a yearly direct economic impact on its region of more than \$37,000,000. In addition all Grace undergraduate students must have completed an intercultural experience before they are graduated. During the 2009-2010 year many students will travel internationally: Austria, Cambodia, Czech Republic, Dominican Republic, England, Fiji, France, Japan, Mexico, Paraguay, Romania, Russia, Scotland, South Korea, Uganda, and Virgin Islands.

**Community Development.** The campus continues building ongoing relationships with the community through service projects and partnership opportunities. These examples illustrate the diversity of community efforts: (1) Grace continues building relationship with regional and state environmental leaders and the county's many lake associations. This collaboration, Kosciusko Lakes and Streams (KLAS), is led by professor Nathan Bosch and is centered at Grace. The program is one arm of the initiative to bring monitoring improvement to the nearly 100 lake in Grace's home county through institution's new environmental science program. The KLAS website can be found at [www.water.grace.edu](http://www.water.grace.edu) and offers a range of information about programs and initiatives. KLAS allows ongoing interaction with environmental groups, lake associations, county fourth graders and high school students, state organizations, and Indiana University. (2) A further Grace-community relationship measures the potential energy savings of basic energy reduction activities. The Household Energy Reduction Opportunities (HERO) project partners with Kosciusko County Community Foundation, Housing Opportunities of Warsaw, Kosciusko Rural Electric Membership Corporation, Wabash Electric, Ace Hardware, area churches, and student interns. The project is led by Grace professors, Thomas Prinsen and James Lesko. (3) Another effort to help the community is led by professor Kevin Roberts who received a two-year foundation research grant to study the impact of behavioral health interventions in the primary care setting with Type II diabetes patients. 250 area patients are involved in the research. (4) Grace has been directly involved in the discussion and planning that led to the formation of OrthoWorx. Lilly Endowment gave a \$7 million grant to help launch OrthoWorx which is a Warsaw-based, industry, community, and education initiative established to advance and support growth and innovation within the region's uniquely concentrated, globally significant orthopedics device sector. The initiative engages and enhances the broader community interests that both serve and depend upon the sector's continued growth by targeting an integrated set of educational, workforce, cultural, communication, branding, logistical, and entrepreneurial efforts.

**Seminary Accreditation through ATS.** Grace Theological Seminary is planning for its Association of Theological Schools (ATS) accreditation site visit during the spring 2010 semester. The self-study process has been very helpful to the institution and has given increased focused to areas of challenge and opportunity. ATS accreditation is important especially for the

seminary's expanding Korean Studies program. During the summer of 2009 the program had good growth and is expecting additional growth during the summer of this year. As more has been learned about educational opportunities among Korean evangelicals, new potential is being explored. In the near future the seminary is submitting a request to the Higher Learning Commission (Grace's regional accrediting body in Chicago) seeking permission to use the Grace Center for Missionary Training in Los Angeles as a delivery site for the seminary's M.A. in Missiology, Doctor of Missiology, and Doctor of Ministry degree programs taught in Korean for Koreans.

**Grace Is Requesting Opportunity to Offer Additional Online Education.** The institution is submitting a change request to the Higher Learning Commission (regional accrediting agency) seeking permission to offer three entirely online programs which are a B.S. in Management, an M.B.A., and an M.A. in Ministry. Once permission is granted, Grace will take steps to implement the programs in a cost effective way.

### **Institutional Commitment to Common Mission**

As you know the delegates of the 2008 International Conference affirmed the Commitment to Common Mission and encouraged the participation of the Grace Brethren churches worldwide in the areas of church planting, leadership training, and integrated ministries. The Grace College and Seminary Board of Trustees voted on 6 November 2008 "to affirm the *Charis* statements in so far as our (i.e. the Grace) mission allows." Here are two examples of Grace's practice of the Commitment to Common Mission.

**Leadership Training: Grace/GBIM Leadership Initiative in CAR.** The Grace Board of Trustees heard a presentation regarding this initiative during November 2008 and approved pursuit of the accreditation approval to offer the D. Min. degree in the Central African Republic in support of building leadership in the CAR. The goal of the cash neutral program is to graduate 30 students by 2016. This joint venture intends "to offer a contextualized approach to graduate education that encourages carefully selected ministry leaders of both high character and significant experience to explore and develop appropriate African solutions to the opportunities and challenges faced in their ministry context. Each course will require a one month commitment, during which the pre-course, course and post-course work will be completed. A heavy emphasis will be placed upon 'learning in community,' which is consistent with African learning styles. Participants will move through their educational experience as a cohort. It is estimated that each cohort will need three years to complete the degree" (from *Exploring a Leadership Training Partnership between Grace Schools, The Union d'Eglises Evangeliques des Freres, and Grace Brethren International Missions*, pp. 2-3)

**Integrated Ministries: Community Engagement.** As has been reported above, the Grace College and Seminary community is engaged in a number of efforts assisting those in need. For the campus the range of needs addressed so far has been through environmental initiatives such as the KLAS and HERO projects, the OrthoWorx initiative that is regional and in some cases

national and global, the financial assessment work led by professor James Lesko and students for the Marines' national Toys for Tots program, the evaluation of the feasibility of a capital campaign for the Animal Welfare League, research regarding how to increase the quality of life through behavioral strategies for diabetic patients, introducing students and employees to community initiatives run by various global ministries, and helping businesses evaluate various aspects of their operations.

### **Requesting Prayer Help**

The challenges of nurturing spiritual growth in students, stimulating them to be learners, sobering economic realities, keeping education affordable, serving the church through education and ministry preparation and leadership, and such like are absolutely enormous reasons to pray with passion, patience, and persistence. I humbly ask for a movement of prayer on behalf of the Grace. God's help is absolutely necessary if we are to meet these challenges in a God honoring way. Please, please pray.