

Grace Theological Seminary
Educational Effectiveness Report
2024-2025

Educational effectiveness data is provided for the following ATS accredited seminary degrees. M.A. in Christian Ministry, M.A. in Local Church Ministry (Deploy), M.A. in Ministry Studies. Master of Divinity, Doctor of Intercultural Studies, and the Doctor of Ministry Studies.

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Enrollment	127	100	154	163	156	179	229	247	282	338
Graduates	24	23	17	22	34	38	23	46	36	62
Avg. Compl. Rate ¹	92%	87%	82%	91%	71%	74%	91%	93%	94%	97%
Job Placement	83%	87%	76%	88%	88%	81%	91%	87%	89%	74%

GTS Mission:

Grace Theological Seminary is a learning community dedicated to teaching, training and transforming the whole person for local church and global ministry. This purpose is accomplished through quality instruction in biblical literature, including the original languages in some degrees, the study of various systems of theological thought, exposure to past and present movements in Christian history and missions, the development of communicative and administrative skills, the cultivation of spiritual life, and encouragement in various kinds of Christian service. The objective is to provide pastors, teachers, missionaries, evangelists and other leaders for evangelical Christian ministries worldwide.

Institutional Update:

Grace Seminary launched the Online Master of Arts in Christian Ministry program fall 2024. All five of the concentrations are offered online using a tethered approach, which means that the students who join the course online experience the same faculty member, same curriculum, and same course cycle as residential students.

Program Updates:

The Online Master of Arts in Christian Ministry, which was launched fall 2024, realized a healthy enrollment at the onset.

One new DMin concentration was developed to help equip ministry leaders to more effectively partner with God’s transformational work in the soul; namely, Biblical Spiritual Formation and Soul Care. During this program, students will explore the essential framework for biblical spirituality and spiritual formation with an emphasis on the holistic nature of sanctification. To minister well to others, students will first grow in self-awareness and learn how to steward their own soul well. After

¹Average Completion Rate identifies the percentage of students who successfully complete their degree in the following time frames: DMin/DIcs, 6 years; MDiv, 5 years; MA; 3 years.

engaging in personal development, students will practice skills necessary for spiritual care so that authentic healing and growth can take place in the lives of others. The student's biblical spirituality and soul care philosophy will be further developed by investigating effective methodologies for facilitating spiritual community. The Seminary also received the Lilly Endowment's Compelling Preaching Initiative grant that provided seed money to launch a new "on-location" Exemplary Biblical Preaching concentration for the DMin program. This new concentration enables students to enhance their learning about the craft and character of effective, biblical preaching by studying and practicing their skills on-location in key places where God shook the Earth with great preaching throughout biblical and church history.

Grace Seminary completed the beta testing of the Charis Fellowship' Ordination Process. This digitized version (called a course) was created on the Seminary's MicroLearning platform. In addition, the Seminary continued to secure content experts to provide mini-courses on a number of biblical/theological topics. Of special note are the six courses and the twelve mini-courses that were recorded by content providers from Latin America for the Seminary's MicroLearning pathway for Spanish-speaking church leaders.

Program Learning Outcome Assessment:

From September through December 2025, the Seminary faculty and program directors reviewed the current School of Ministry Studies (SOMS) Assessment Plan. As a result, each of the SOMS' programs assessment plans were revised to better align with the desired program learning outcomes. In addition, for each degree program learning outcomes, the direct and indirect measures were evaluated and, as necessary, revised to better reflect the respective outcomes. This effort resulted in a new SOMS Assessment Plan effective with the 25-26 academic year.

As part of Grace Theological Seminary's annual assessment plan, program learning outcomes are directly assessed with artifacts that are summative in nature. The program learning outcomes that were assessed in the 2024-2025 academic year were met in the following ways:

Program Learning Outcome:

PLOs 4 and 5 were assessed for the MDiv program, with the following assessment results noted:

- PLO 4: The students will demonstrate effective pastoral and practical ministry skills.
 - Residential
 - Compared to the last assessment of the PLO (21-22): Assessment Results -0.56 points (4.19/5.0 compared to previous 4.75/5.0)
 - Performance Target Exceeded Benchmark: +0.19 points (4.19/4.0 benchmark)
 - Online
 - Performance Target Exceeded Benchmark: +0.53 points (4.53/4.0 benchmark)
 - Deploy – PLO4: Apply key principles for effective personal, church-related counseling ministries, and Christian education.

- Compared to the last assessment of the PLO (21-22): Assessment Results +0.03 points (4.53/5.0 compared to previous 4.50/5.0)
 - Performance Target Exceeded Benchmark: +0.36 points (4.3/4.0 benchmark)
- PLO 5: The students will display relevant skills in cultural analysis and engagement.
 - Residential
 - Compared to the last assessment of the PLO (21-22): Assessment Results -0.13 points (4.50/5.0 compared to previous 4.37/5.0)
 - Performance Target Exceeded Benchmark: +0.37 points (4.37/4.0 benchmark)
 - Deploy – PLO 5: Utilize effective skills in intercultural ministry.
 - Compared to the last assessment of the PLO (21-22): Assessment Results +0.12 points (4.82/5.0 compared to previous 4.7/5.0)
 - Performance Target Exceeded Benchmark: +0.82 points (4.82/4.0 benchmark)

PLO 4 was assessed for the MA in Christian Ministry, with the following assessment results noted:

- PLO 4: Utilize effective interpersonal skills in intercultural ministry through the local church.
 - Residential (Akron): Performance Target Exceeded Benchmark: + 0.31 points (4.31/4.0 benchmark)

PLO 4 was assessed for the MAMS program, with the following assessment results noted:

- PLO 4: Learners will demonstrate godly leadership in ministry by gaining a sharpened awareness of current church needs, administration and cultural sensitivity.
 - Compared to the last assessment of the PLO (21-22): Assessment Results +0.67 points (4.67/5.0 compared to previous 4.0/5.0)
 - Performance Target Exceeded Benchmark: + 0.67 points (4.67/4.0 benchmark)

PLO 2 was assessed for the DMin program, with the following assessment results noted:

- PLO 2: Communicate God’s truth and its foundational doctrines with homiletical clarity, biblical accuracy, and contemporary relevance.
 - Performance Target Exceeded Benchmark: + 0.59 points (4.59/4.0 benchmark)

PLO 4 was assessed for the DICS program, with the following assessment results noted:

- PLO 4: Students will demonstrate an understanding of and skill in socio-anthropological research and teaching in a project for the course in social research and the writing of an approved dissertation for the degree. The dissertation research will be a comprehensive study of a problem related to effective mission enterprise in a specified cultural context or area of ministry.
 - Compared to the last assessment of the PLO (21-22): Assessment Results -2.015 points (2.71/5.0 compared to previous 4.725/5.0)
 - Performance Target Did not Meet Benchmark: -1.29 points (2.71/4.0 benchmark)