

# Division of Ordained Ministry: Outcomes

## **GBHEM**

Office of Research and Evaluation  
Mark McCormack and Joel Cummings  
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**HIGHER EDUCATION & MINISTRY**

General Board of Higher Education and Ministry

THE UNITED METHODIST CHURCH

# Why should the General Board of Higher Education and Ministry (GBHEM) exist?

- There is a long history of agency work in The United Methodist Church (UMC)?
- Because we offer programs, events, and resources?
- Because people show up at our events and have a good time?
- ***Because we are making a meaningful difference in things that matter to the church.***

*No matter how well a program addresses target needs, embodies a good plan of attack, reaches its target population and delivers apparently appropriate services, it cannot be judged successful unless it actually brings about some measure of beneficial change.*

“Evaluation: A Systematic Approach” (2004) by Peter Rossi, Mark Lipsey and Howard Freeman

What is an **outcome**?



An outcome is **not** ...

- 200 pastors attended our event and received training on effective leadership.
- We launched a new website for clergy online dating.
- We printed brochures to hand out at annual conference sessions and other church events.

***Activities & Outputs ≠ Outcomes***

An outcome is **not** ...

- 67% of the participants were satisfied with the training event.
- 80% of the participants felt the training would be useful for their ministry.

***Satisfaction ≠ Outcome***

An outcome **is** the change in a target population that a program or service is intended to produce.



An outcome is **not** ...

- 200 pastors attended our event and received training on effective leadership ... 42% of attendees reported improved staff relations after three months
- We launched a new website for clergy online dating ... 99% of UMC clergy are married
- We printed brochures to hand out at Annual Conference and other church events ... Brochure recipients were significantly more familiar with GBHEM programming than non-recipients



## Inputs

Resources:

- PPT
- Laptop

## Activities

What we did:

Talked about outcomes

## Outputs

What happened:

7 people attended the meeting

## Outcomes

What changed:

Increased knowledge outcomes



## Types of outcomes:

- Awareness	Short-term
- Knowledge	
- Attitudes	
- Skills	
- Behaviors	Intermediate
- Practices	
- Conditions	Long-term
- Social Impact	



How should a person be **different** as a result of our work?



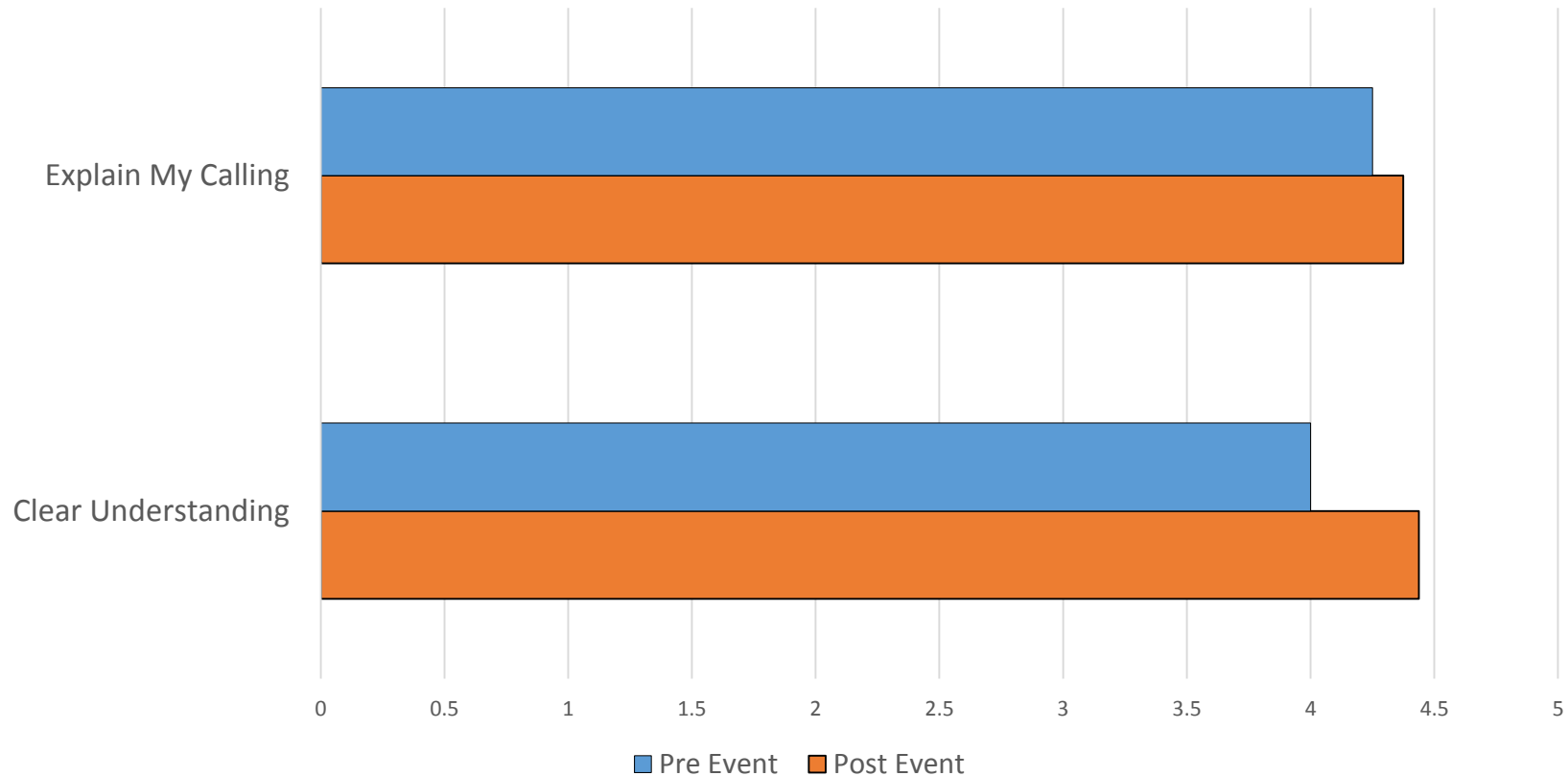
# Provisional Deacons Training - 2014

- Goals of the training, and related outcomes of interest, identified prior to the event
- Surveys disseminated prior to the training and after the training, to identify change

## Provisional Deacons Training - 2014

- “I am able to clearly explain my own personal sense of calling as a Deacon”
- “I have a clear understanding of what it means to be a Deacon in The United Methodist Church”

## Articulation and Understanding **Before** and **After**

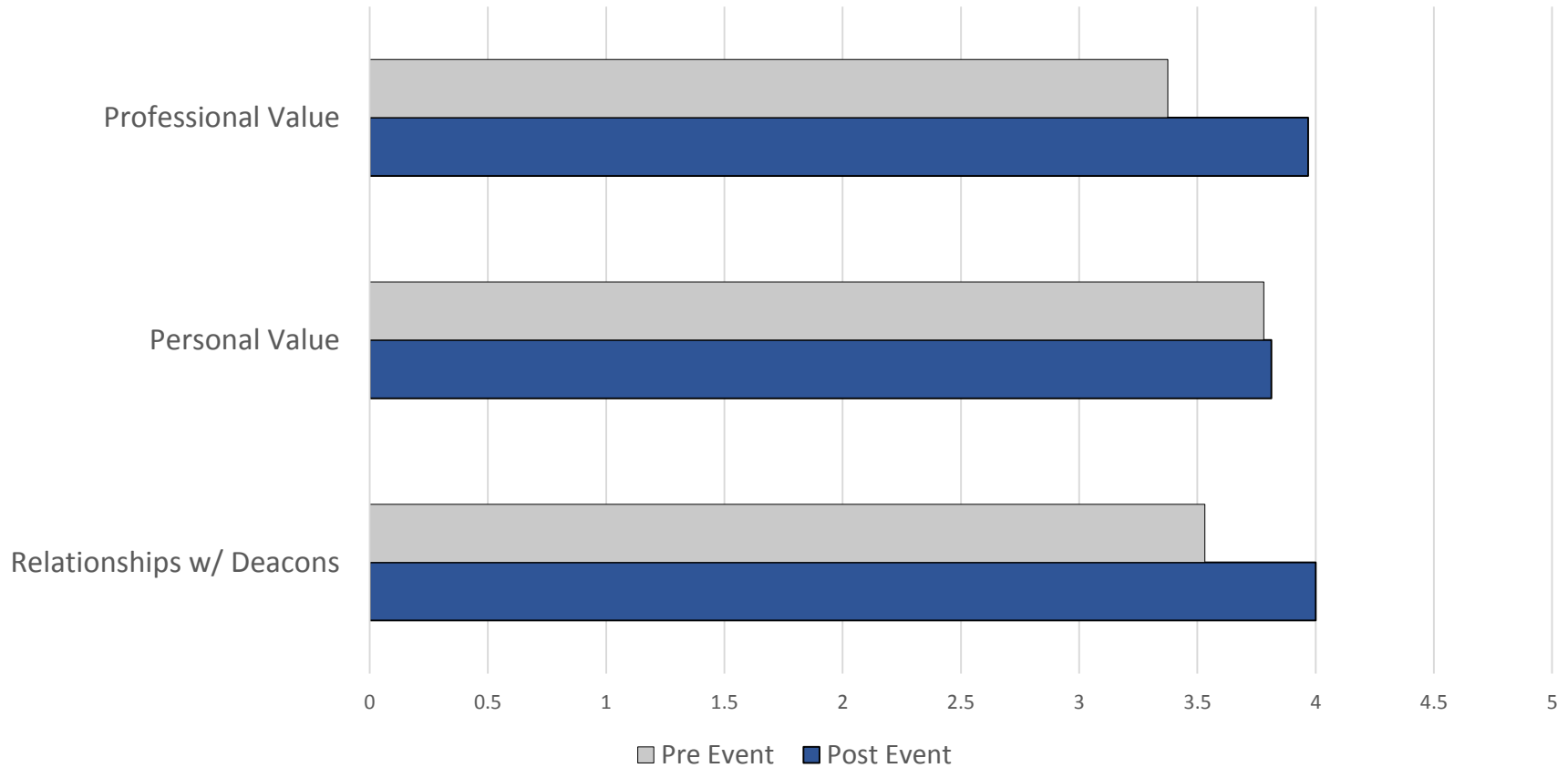


# Provisional Deacons Training - 2014

- “My relationships with other Deacons have contributed significantly to my professional development”
- “My relationships with other Deacons have been personally meaningful to me”
- “I have close relationships with other Deacons in The United Methodist Church”



## Relationship Value **Before** and **After**

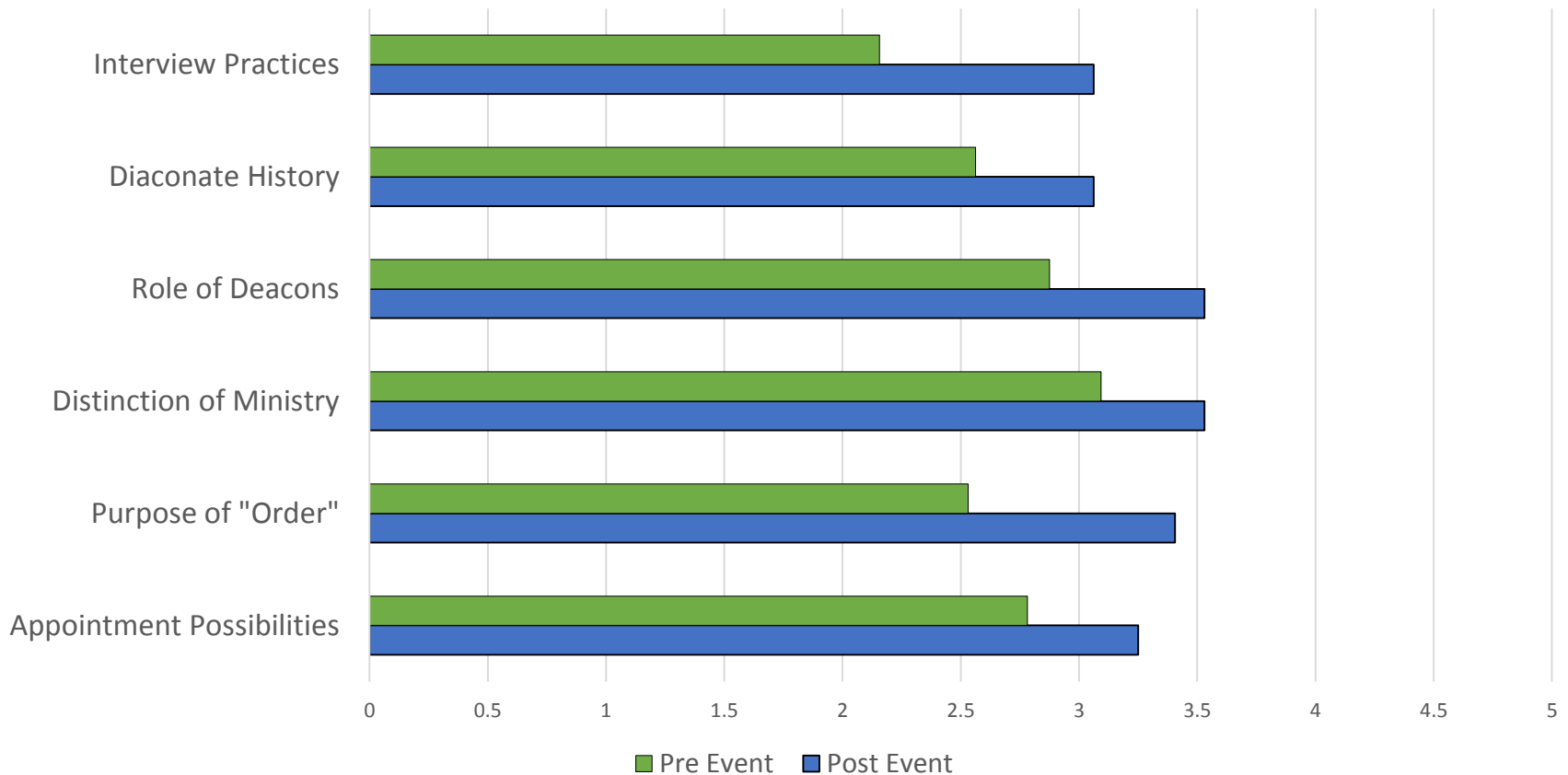




# Provisional Deacons Training - 2014

- How confident are you in your knowledge of the following:
  - Best practices for preparing for BOM interviews
  - The history of the Diaconate in the Christian church
  - The role of Deacons in worship leadership
  - The distinctions between Elders' ministry and Deacons' ministry
  - The purpose of an "Order"
  - Appointment possibilities for Deacons (within and beyond the local church)

## Knowledge Confidence **Before** and **After**



# Provisional Deacons Training - 2014

- Next steps:
  - Follow-up with participants after BOM interviews
  - Feedback into future programming
  - Revision of outcomes
  - Monitoring of outcomes over time