

Midwest Act Six Interest Summit

Exploring the Potential for Act Six in Michigan, Indiana and Illinois
Sponsored by the W.K. Kellogg Foundation

Spring Arbor University
Michindoh Conference Center
October 21, 2009

actsix
LEADERSHIP & SCHOLARSHIP INITIATIVE

New Faces in Leadership.
For the Campus. For the City.
For the Future.



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Welcome

Dr. Betty Overton-Adkins

Provost
Spring Arbor University
Spring Arbor, MI

Welcome

Dr. Rebecca Hernandez

Director
Center for Intercultural Teaching and Learning
Goshen College
Goshen, IN

Welcome

Mr. Mike Ivers

President
Goodcity Leadership Foundation
Chicago, IL

Welcome

Tim Herron

Act Six National Director
Northwest Leadership Foundation
Tacoma, WA

The NLF Difference
from good intentions
to effective outcomes



NORTHWEST LEADERSHIP FOUNDATION

NLF exists to encourage, strengthen, and develop
leadership for the spiritual and social renewal of the city.



- ## Starting Assumptions
- We all care about diversity issues on our campuses and the vitality of our communities.
 - We all have successes and struggles in our efforts.
 - Act Six represents one strategy that has shown great promise that we want to offer and share.
 - It is not a perfect solution, but is an effective strategy that spurs on difficult but important work.
 - There is great promise in a collaborative effort that could increase opportunity and impact multiple schools and communities.

- ## Summit Objectives
- Learn first-hand about the Act Six model from staff, administrators, scholars and alumni from the Northwest initiative.
 - Examine possibilities for bringing the Act Six model to the Midwest.
 - Provide time for dialog and collaboration as participants consider partnership with Act Six.

- ## Summit Agenda
- Morning: Getting to Know Act Six
 - The Act Six Story
 - Video: Act Six at Whitworth
 - The Act Six Model
 - Panel Discussion with Northwest Scholars
 - Mid-Day: Act Six in the Midwest
 - Potential for Act Six in the Midwest
 - Conversation over Lunch
 - Program Costs and Funding Strategies

- ## Summit Agenda
- Afternoon: Talking Together
 - Panel Discussion with Northwest Staff and Administrators
 - Break Out Sessions by Function
 - Executive, Enrollment, Student Life, Community Ministries
 - Break Out Sessions by State
 - Michigan, Indiana, Illinois
 - Next Steps
 - Further Conversation over Dinner

Thanks

W.K. Kellogg Foundation

Spring Arbor University
 Michindoh Conference Center

Local Participants

Act Six Presentation Team
 and National Advisory Council

National Act Six Network

- Northwest LF (Tacoma, Seattle, Spokane)
 - Whitworth University (Presbyterian)
 - Pacific Lutheran University (ELCA)
 - Northwest University (Assembly of God)
 - Gonzaga University (Jesuit)
 - Trinity Lutheran (ELCA)
- Portland LF
 - George Fox University (Quaker)
 - Warner Pacific College (Church of God)
- Memphis LF
 - Crichton College (Independent)
 - Trevecca Nazarene University (Nazarene)

The Act Six Story

- The Global Kingdom (Acts 1-2)
- The Beauty (and Failings) of Christian Community (Acts 2,4)
- Who's Really Included? (Acts 6)
- Propelled Into Mission (Acts 7-8)

Act Six at Whitworth

Act Six Video

The Act Six Model

Act Six is a leadership and scholarship initiative that connects urban ministries and faith-based colleges in order to equip emerging urban leaders to engage the college campus and their communities at home through a four-part strategy:



New Faces in Leadership

For the Campus. For the City. For the Future.

Act Six seeks to create:

- impact on **scholars**
- impact on **colleges**
- impact on **communities**

Transforming Emerging Urban Leaders

- our emerging urban leaders need access to high-quality higher education
- combining real-life experience and a natural heart for service with the analytical, critical thinking of faith-based liberal arts education produces potent, dynamic urban leadership
- urban students with varying levels of preparation need multiple pathways to this kind of education

Transforming the Campus Community

- to fully realize their mission, our colleges need to seek out and empower voices that are often overlooked
- colleges desperately need the diverse perspectives and leadership skills that our diverse urban students possess
- approaching diversity by empowering representative leadership is more effective and has broader impact than marketing strategy alone

Transforming the Urban Community

- the ongoing transformation of our urban communities pivots on educating and equipping the next generation of indigenous, multicultural leaders with a heart to serve and invest in their communities
- there is measurable long-term social, spiritual, and economic value in strategically investing in this kind of leadership

Collaborative Partnership

- Act Six at its core is a collaborative partnership between faith-based colleges and an urban, community-based ministry
- colleges play an important and strategic role in the development of leadership and the well-being of the broader society
- authentic partnerships between colleges and community-based ministries can make significant impact on our society

The Act Six Strategy

Act Six is a leadership and scholarship initiative that connects urban ministries and faith-based colleges in order to equip emerging urban leaders to engage the college campus and their communities at home through a four-part strategy:



Recruit and Select

- affiliate works with partner college but takes lead in targeted recruitment efforts
- recruitment success is based on affiliate's strong reputation, networks and relationships with churches, schools, and community groups
- provides a presence and level of established trust in the community that the college would likely not have on its own

Recruit and Select

- not a traditional academic award, but an intercultural urban leadership award
- selection process ensures that scholars will succeed academically, but looks beyond traditional academic measures
- uses multiple authentic forums in evaluation of student potential

Recruit and Select

- gives voice to both community and college
- process is rigorous and provides multiple forums to elicit more elusive qualities beyond traditional measures
- process is early and therefore gives students and families means to get to know college and Act Six before requiring commitment
- selection is completed by mid-year in year prior to college

Recruit and Select

- multi-phase process has both community and campus-based phases
- initial phase utilizes diverse panel of adults from across the community that reflects the diversity we're trying to select
- on-campus components utilize authentic, personalized assessment, including group dynamic exercises, interviews, seminar discussions, and on-site writing

Recruit and Select

- cadres consist of 7-12 students
- scholars are ethnically and experientially diverse students who are:
 - passionate about learning
 - eager to foster intercultural relationships
 - willing to step out of comfort zones
 - committed to serving others
 - ready to make a difference on campus and in their communities

Recruit and Select

- scholars should be eager to explore Christian perspectives but not required to be Christian except at schools where this is a general requirement
- emphasis on underrepresented students, but dominant culture students with strong intercultural vision and leadership are intentionally sought and included

Recruit and Select

The first 139 Act Six scholars in 16 cadres from Tacoma-Seattle, Spokane and Portland:

- 32% African American, 19% Hispanic, 15% Asian/Pac Islander, 8% Caucasian, 1% American Indian, 24% mixed heritage
- represent 6 continents, speak 13 native languages
- median 3.3 high school gpa
- 66% first generation college students
- 63% qualify for a federal Pell grant
- 80% first generation or Pell-eligible

Recruit and Select

- additional value for colleges in access, reputation, brand recognition in urban communities
- WA initiative generated 250 applications last year, largely from untapped underrepresented populations
- app pool provided yield rates comparable with or higher than overall app pool (Northwest U yielded 79%)
- resulted in 60 additional enrollments beyond Act Six scholars (PLU enrolled 80 additional in last two years)

Train and Prepare

- seven-month preparation and training program run by affiliate
- weekly cadre meetings, campus visits, retreats, conferences
- establishes relationships and support system within cadre
- prepares students academically, socially, and as leaders
- scholars come with vision as service-minded leaders and agents of transformation

Train and Prepare

- curriculum based on seven themes:
 - vision
 - leadership
 - service
 - diversity
 - community
 - preparation
 - transformation
- explores and integrates Christian themes but respects and engages those with different religious perspectives

Send and Fund

- the built-in support of the cadre is central to the success of the model in combating cultural and social isolation
- cadres provide a safe place to process new and challenging experiences and emotions
- must also be a place that propels students back out to reengage, serve, and lead on the broader campus

Send and Fund

- awards are merit-based intercultural leadership awards
- original **“full-ride”** model fully covers tuition, room & board, and books, utilizing any outside funding that scholars bring with them
- new **“full-tuition, full-need”** model covers full need, with minimum of full tuition, includes work study, and utilizes any outside funding that scholars bring

Send and Fund

- scholarships represent an institutional investment in something that the college believes is critical to its mission
- it must be viewed as an investment in making all students' education better

Support and Inspire

- broad commitment from across the college is essential to the success of scholars
- college designates campus mentors that meet weekly with incoming cadre and periodically with individual scholars
- affiliate works with college to design appropriate support structures
- college commits to assign staff appropriate to the number of scholars on campus

Support and Inspire

- affiliate and college commit to helping students build experiences and networks that underserved students traditionally lack
- opportunities may include:
 - internships and summer jobs in the city
 - study tours and vision trips
 - retreats, workshops, conferences, job fairs
- Act Six does not require students to return to communities, but hopes to inspire them to invest their lives in these communities

Support and Inspire

Act Six Affiliate and Partner College Responsibility Matrix

	RECRUIT	SELECT	TRAIN	SUPPORT (FR-SO)	LEAD (JR-SR)	RETURN
AFFILIATE	produce materials distribute apps manage contacts high school visits community events partner networks	form local committee receive apps phase I leading phase II event select semifinalists scholar to campus celebration dinner	initial retreat weekly trainings travel to campus summer expedition	staff campus visits winter cadre meetings summer experiences national convention	internships winter cadre meetings summer experiences national convention	grad celebration job search assistance alumni association alumni fund training participation
COLLEGE	high school visits	semifinalist admits parents in campus select final list phase III event	campus visits guest presenters winter training	weekly cadre class regular scholar team-1 faculty mentors	study abroad internships resume prep	job search assistance alumni association alumni fund

KEY: ADMISSION | STUDENT LIFE | ACADEMICS | CAREER | ALUMNI

Measures of Success in the Northwest

- 93% of the first 139 scholars have **graduated or are still enrolled**
- 94% of scholars in first three cadres will have **graduated by January 2010**
- 72% of first graduates have **returned** to work and serve in their **home communities**
- 21% of first graduates are pursuing or have earned **graduate degrees**
- 100% of first graduates **made a financial gift** back to Act Six within a year of graduation

Evaluation at Whitworth

A year-long formal program evaluation by Wilder Research examined:

- impact on **scholars**
 - persistence/graduation rates
 - academic success
- impact on **campus**
 - enrollment of underserved students
 - changes in campus climate
- impact on **community**
 - scholars' vocational choices
 - scholars' investment in community

Evaluation at Whitworth

- enrollment of students of color has remained level around 15%, but impact on campus has increased
- Act Six scholars represent 2% of student body, but 56% of students reported having a significant interaction with an Act Six scholar
- 43% of students reported that they have personally benefited from Act Six
- 69% of students and 89% of faculty believe that Act Six scholars make positive contribution to the campus through leadership positions they take on
- 86% of faculty agree that the benefits of Act Six outweigh the costs

Scholar Leadership Sampler

- two of last three student body presidents at Whitworth
- 23% participated in student government at Whitworth
- president of Black Student Union
- president of International Club
- founder of first Gospel choir on two campuses
- resident assistants
- freshman orientation leaders
- cultural diversity advocates
- small group coordinators
- admissions diversity events coordinator

Alumni Activities Sampler

- court diversion program staff, NLF
- six AmeriCorps members serving Tacoma youth
- two TRIO teachers, local urban high schools
- three nurses
- youth pastor at urban church
- Teach for America, Phoenix, AZ
- program director, Chicago Center
- research lab manager, Mt. Sinai SOM
- ESL teachers, Korea and China
- Graduate school at Columbia, Northern Illinois, Methodist University, PLU, Arizona State

Break

10 Min Break

Alumni & Scholar Panel

Tiffanie Beatty

Whitworth Cadre One
B.A. Psychology, 2007
Program Director, Chicago Center

Michelle Bess

Whitworth Cadre Three
B.A. Biology, 2009
Program Intern, Chicago Center

Obe Quarless

Whitworth Cadre Three
B.A. Music, 2009
Graduate Student, Northern Illinois University

Jeremiah Sataraka

Whitworth Cadre Three
B.A. Sociology, 2009
AmeriCorps Member, Act Six Program Assistant
Northwest Leadership Foundation

Jordan Keller

Whitworth Cadre Five
Junior Spanish & Cross-Cultural Studies Major

Luis Flores

Whitworth Cadre Five
Junior Sociology Major

Krystle Halvorsen

George Fox Cadre Two
Sophomore Social Work Major

Ikea Crawford

PLU Cadre One
Sophomore Social Work Major

Jazzy Linane-Booey

Gonzaga Cadre One
Freshman Education Major

Act Six in the Midwest

History and Context

- original Tacoma to Whitworth program, 2002
- sharing what is working
- pilot replication in Memphis, Portland, 2005
- Washington state expansion, 2007
- year of study and planning, 2008-09
- inquiries from Goshen, North Park, others
- conversations with funders
- learnings and opportunities led to focus on Midwest demonstration project

Required Ingredients

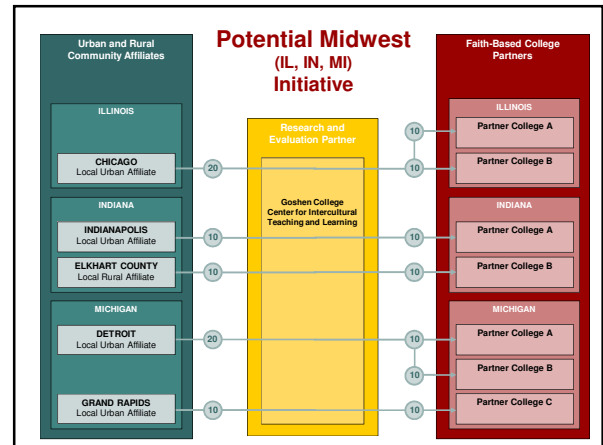
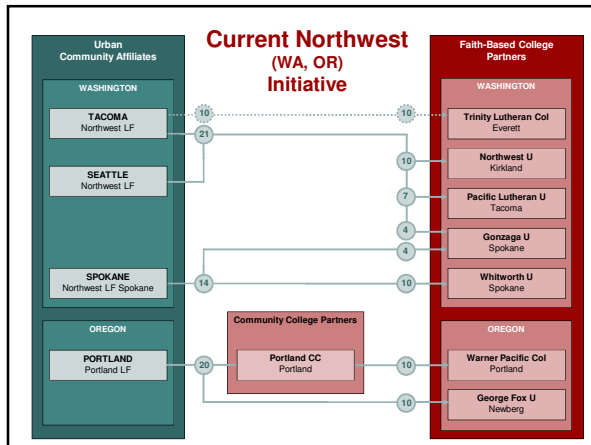
- local affiliate
 - Leadership Foundation first preference, but can be other community ministries with similar mission
- college partner
 - faith-based and faith-friendly colleges that share the mission and values of Act Six
- support from National Office and network
 - sharing core principals, materials, training, technical assistance

Federation Model

- each program locally owned and operated
- based on Habitat for Humanity model
- licensing agreement built on seven core principals of Act Six
- program details fleshed out locally, coordinated across the state with a state hub office

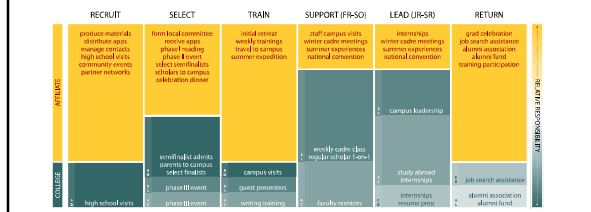
National Office at NLF

- licenses Act Six mark and materials
- introduces and facilitates new partnerships
- provides training and prof development
- shares materials, curriculum & best practices
- measures common outcome indicators
- Affiliate and Partner College Agreement
- Implementation Timeline and Work Plan

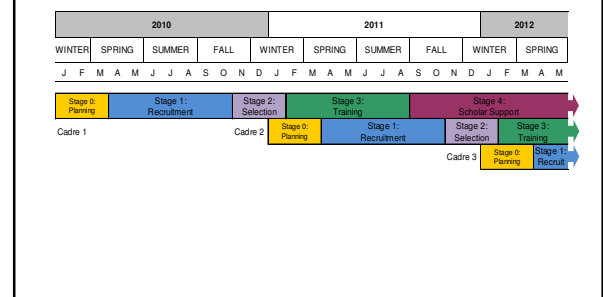


Implementation Work Plan and Timeline

- seven stages of program life (for each cadre)
- roles of affiliate, college, national office
- illustrates start date of Jan 2010



Start-Up Timeline



Lunch

Return at 12:45 pm

Program Costs

- expensive, but high returns
 - mission driven
 - it works (retention, leadership, impact)
 - investment in experience of all students
- five kinds of costs
 - affiliate staffing and program
 - college staffing and program
 - college scholarship
 - National office support
 - research and evaluation

Cost Summary

	Jan – Jun 2010	2010-11	2011-12	2012-13
Affiliate Program	\$15 K per college	\$40 K per college	\$40 K per college	\$40 K per college
College Program		\$10 K	\$10 K + 0.5 FTE	\$10 K + 0.5 FTE
College Scholarship			50% - 90% discount for 10 scholars	50% - 90% discount for 20 scholars
Nat Office Support	\$15 K	\$25 K	\$25 K	
Research & Evaluation		\$200K (for network)	\$200K (for network)	\$200K (for network)

Affiliate Staffing & Program

- estimated **\$40,000 per city per college**
- 0.5 FTE city director per college partner
 - coordinates relationships with colleges
 - leads recruitment, selection and training in city
 - provides ongoing support to scholars on campus
- recruitment, selection, training program costs

Affiliate Staffing & Program

- Northwest Leadership Foundation: **\$300,000**
 - three cities, five partner colleges
 - training 35 scholars, supporting 70 on campus
 - Tacoma-Seattle: \$225,000
 - Spokane: \$75,000
- Portland Leadership Foundation: **\$100,000**
 - one city, two partner colleges
 - training 20 scholars, supporting 30 on campus

College Staffing & Program

- campus coordinator and support position
 - **0.5 FTE for first two years** (1 & 2 cadres)
 - **1.0 FTE by third year** (3 & 4 cadres)
 - variety of configurations based on existing student life staffing structures
- program costs: **\$5,000 - \$10,000**
 - selection and training costs
 - program budget for coordinator
 - optional pre-orientation program
 - optional faculty mentoring program

College Staffing & Program

- Portland model does not use affiliate fee, but college shares a portion of all fundraising dollars with affiliate

College Scholarships

- cost is significant, but can be less than expected
- scholars bring significant outside resources from federal and state sources
- work creatively with existing private scholarship providers
- considers funds that would have already been awarded to the students
- discount rate for certain subgroups may already be as low

College Scholarships

- Examples from most recent year in Northwest:

College	A	B	C
external revenue	44%	31%	10%
regular college award	27%	27%	28%
additional college award	29%	32%	62%

National Office Support

- well funded three-year pilot replication project allowed development of important processes, training, curriculum, tools
- since conclusion of pilot project, National Office has been unfunded for last year of study and planning
- Kellogg Foundation sponsorship made this summit possible to explore Midwest potential
- have developed a new funding model that integrates with local program funding model

National Office Support

- \$25,000** affiliate support fee redirected to National Office for first 2.5 years of launch
- N.O. provides highest value in startup years, in materials, training and technical assistance
- after initial years, fee would be directed back to the local affiliate to provide sustainability
- need minimum of four colleges or \$100,000 in the region to add the additional staff resources needed to provide the support

Research and Evaluation

- opportunity to carefully study this regional effort as a demonstration project
- Goshen College Center for Intercultural Teaching and Learning has already built the infrastructure and is doing this kind of study
- hope to secure local funding to hire researcher at CITL to build robust research agenda and measurement services from the start of the project: **\$100,000 - \$200,000**

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Funding Strategies

- for initial project, hesitation to promote and aggressively pursue fundraising: will it work?
- now powerful documented results, allow new partners early and active fundraising
- each college and affiliate has used its own approach to funding (institutional, fundraising, new partnerships)
- collaborative state and regional efforts may attract interest and potential for significant investment from large regional funders

Funding Strategies

- initial conversations have already started with some significant regional funders
- other funders whose mission and giving priorities closely align with Act Six could be very interested in a regional project
- break-outs by state will include opportunity to brainstorm together

Presidential Perspective: Justifying the Cost

Dr. Dave Brandt
President Emeritus
George Fox University
 Newberg, OR

Talking Together

- two kinds of conversations for afternoon
 - continue to better understand the program
 - hear from those involved first hand
 - chance to talk with your colleagues to better understand benefits, challenges, nuts & bolts
 - talk to others in your state about interest and potential for collaboration
 - convinced that you can do more together than individually
 - where do you want to go together?

Staff & Administrator Panel

Dr. Terry McGonigal
 Dean of Spiritual Life
 Whitworth University

Dr. Fred Gregory
 Special Assistant to the President
 George Fox University

Joel Perez
 Dean of Transitions and Inclusion
 George Fox University

Jennifer Olsen-Krengel
 Director of Admission
 Pacific Lutheran University

Angie Hambrick
 Director of the Diversity Center
 Pacific Lutheran University

Tracy Ellis-Ward
 Director of the Unity Multicultural Center
 Gonzaga University

Ben Thomas
 Director of Undergraduate Admissions
 Northwest University

Ben Sand
 CEO
 Portland Leadership Foundation

Rodney McAuley
 NLF and Act Six Spokane Director
 Northwest Leadership Foundation

Dr. Dave Hillis
 President
 Leadership Foundations

Break Out by Function

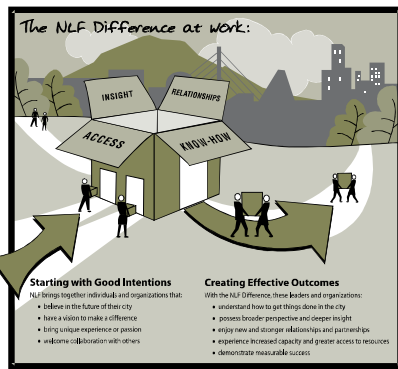
- **Executive** (Michigan Room)
 - Dr. Terry McGonigal, Dean of Spiritual Life, Whitworth University
 - Dr. Fred Gregory, Special Assistant to the President, George Fox University
 - Dr. Dave Brandt, President Emeritus, George Fox University
 - Dr. Tony Diekema, President Emeritus, Calvin College
- **Enrollment** (Indiana Room)
 - Jennifer Olsen-Krengel, Director of Admission, Pacific Lutheran University
 - Ben Thomas, Director of Undergraduate Admission, Northwest University
- **Student Life** (Ohio Room)
 - Joel Perez, Dean of Transition and Inclusion, George Fox University
 - Angie Hambrick, Director of the Diversity Center, Pacific Lutheran University
 - Tracy Ellis-Ward, Director of Unity Multicultural Center, Gonzaga University

Break Out by Function

- **Urban Ministries** (Board Room)
 - Dr. Dave Hillis, President, Leadership Foundations
 - Ben Sand, CEO, Portland Leadership Foundation
 - Crystal Viken, Act Six Associate Director
 - Rodney McAuley, Act Six Spokane Director

Questions and Answers:

- Impact
- Benefits
- Challenges
- Nuts and bolts



Break Out by State

- **Michigan, Indiana, Illinois**
 (Indiana Room) (Ohio Room) (Michigan Room)

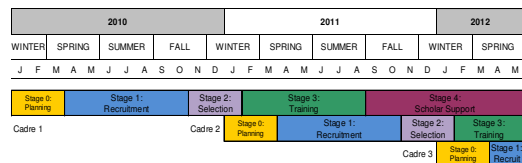
Suggested Discussion Points:

- introduce yourselves and organizations: what brought you here?
- what has peaked your interest out of the morning?
- where do you see potential for Act Six at your organization and in your state?
- what obstacles do you see?

Back Together

- reports from break-out groups

Next Steps: Timeline



Next Steps: Timeline

- need commitments from affiliate and colleges by January to launch recruitment that fall
 - commit January 2010
 - recruit first cadre fall 2010
 - first cadre to campus fall 2011
- others may elect to wait a year
- continue conversations with others in state, but communicate interest in moving forward to National Office by December

Questions and Answers

Response Forms

- please take a moment with your teams to complete the green response forms and return before you leave
- you can update these forms and send the updated copy to us after you've had further discussion on your campus

Thank You for Attending!

- extra folders available
- all handouts will be posted on website
- hope to post video of sessions as well
- please return green response forms
- be sure you have paid for hotel room
- continue conversations over dinner!



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