FBBC DIVERSITY SURVEY

Summary of Results from Assessment Day 2020

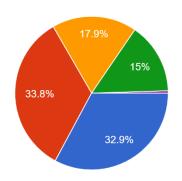


Survey Date: April 7, 2020

On Assessment Day, April 7, 2020 we once again had our students take the FBBC Diversity Survey. Assessment Day 2020 was held all online due to the COVID-19 pandemic that was sweeping our nation at that time. All classes had to be moved to an online format mid-March in light of the requirements to shut down the campus to slow the spread of the virus. The assessments given during this Assessment Day were therefore also all given in an online format. The FBBC Diversity Survey was changed into a Google Form and the students were given a link to that Form. 207 students participated in this year's survey.

Here are the results of this year's survey.

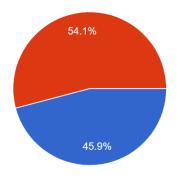






Freshman	68	32.9%
Sophomore	70	33.8%
Junior	37	17.9%
Senior	31	15.0%
2nd year Junior	1	0.5%
TOTAL:	207	

2. Gender207 responses

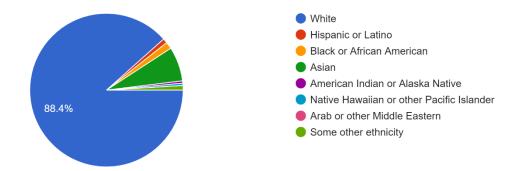


Male
Female

Male	95	45.9%
Female	112	54.1%
TOTAL:	207	

3. Ethnicity

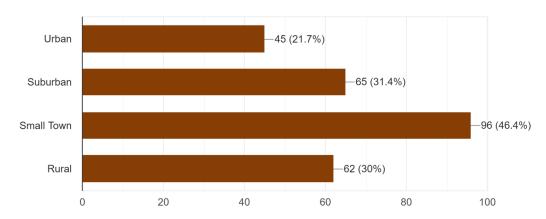
207 responses



White	183	88.4%
Hispanic/Latino	2	1.0%
Black	3	1.4%
Asian	15	7.2%
Am. Indian	1	0.5%
Native Hawaiian	1	0.5%
Middle Eastern	0	0.0%
Other	2	1.0%
TOTAL:	207	

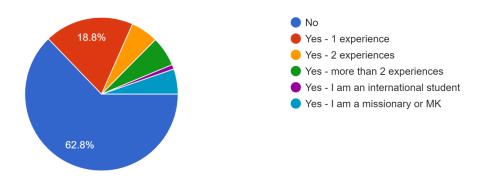
4. Childhood Environment (Mark all that apply)

207 responses



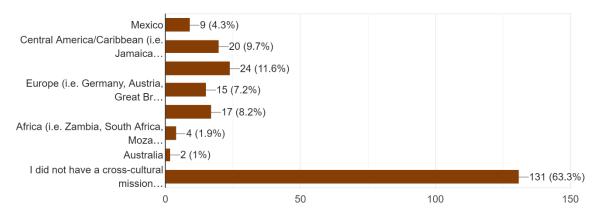
5. Before coming to Faith, I had cross-cultural missions/service experience(s) outside the United States or Canada.

207 responses

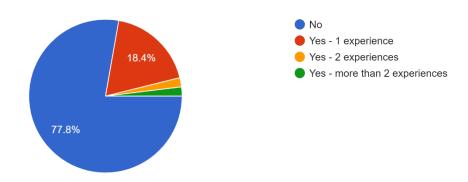


No	130	62.8%
1 experience	39	18.8%
2 experiences	12	5.8%
>2 experiences	13	6.3%
International	2	1.0%
MK	11	5.3%
TOTAL:	207	

6. If yes, my experience(s) was (were) in the following location(s). Mark all that apply. 207 responses

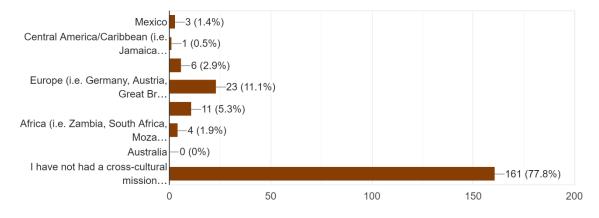


7. Since coming to Faith, I have had cross-cultural missions/service experience(s) outside the United States or Canada (missions trip, MAP, etc.)
207 responses

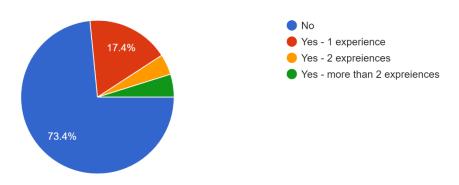


No	161	77.8%
1 experience	38	18.4%
2 experiences	4	1.9%
>2 experiences	4	1.9%
TOTAL:	207	

8. If yes, my experience(s) was (were) in the following location(s). Mark all that apply. 207 responses

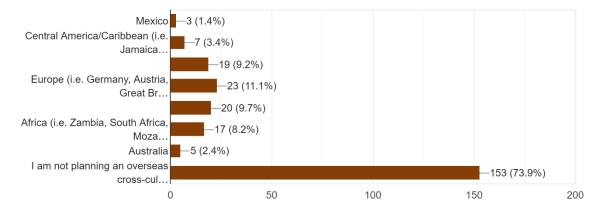


9. While a student at Faith, I am planning in the future for an overseas cross-cultural missions/service experience (missions trip, MAP, etc.)
207 responses



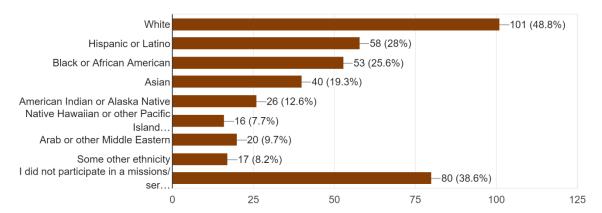
No	152	73.4%
1 experience	36	17.4%
2 experiences	9	4.3%
>2 experiences	10	4.8%
TOTAL:	207	

10. If yes, my planned experience(s) will be in the following location(s). Mark all that apply. 207 responses



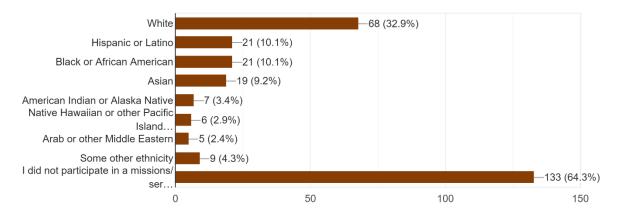
11. Before becoming a student at Faith, I participated in a missions/service project(s) in the United States or Canada targeted for the following people groups. Mark all that apply.

207 responses

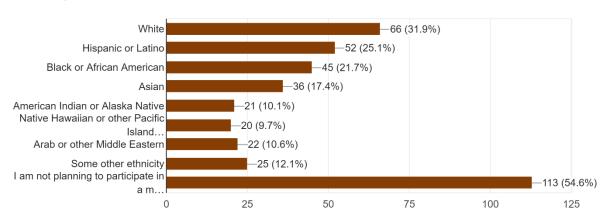


12. Since becoming a student at Faith, I participated in a missions/service project(s) in the United States or Canada targeted for the following people groups. Mark all that apply.

207 responses



13. While a student at Faith, I am planning in the future to participate in a missions/service project(s) in the United States or Canada targeted for the following people groups. Mark all that apply. 207 responses



Questions 14 and 15 on the survey asked the students for input on their personal experience. #14 asked them to list benefits they had received from taking part in a missions/service project. #15 asked them to share what reasons or hindrances there were that kept them from participating in a missions/service project. The students' answers to these two questions are listed in Appendix A (Question 14) and Appendix B (Question 15) at the end of this document.

Executive Summary

Taking this year's survey were nearly equal numbers of freshmen and sophomores (68 and 70 respectively) and also nearly equal numbers of juniors and seniors (37 and 32 respectively) [Q1]. 46% of respondents were male, while 54% were female [Q2]. The vast majority of answers came from white students (88%), with Asians making up the second largest group at 7%. The remaining ethnicities ranged anywhere from 0.5% to 1.4% of total answers [Q3]. Nearly half of this year's respondents (48.8%) have experienced small town life during their growing up years, while 31.4% have lived in a suburban setting and 30% in a rural setting at some point in time. Only 21.7% of our students indicated a time of living in an urban setting [Q4]. Students were asked to mark all that apply to their life situation. Two students marked all four types of childhood environment, seven marked three of the four, and 34 marked two of the four options. 157 marked only one of the choices which would indicate that most of our students have not been exposed to more than one type of environment during their childhood.

The heart of the survey was divided into two main categories – experience cross-culturally in a location other than the United States or Canada, and experience serving within the borders of the US or Canada. Each of these two main categories was divided into three time sections: 1) before coming to Faith, 2) since coming to Faith as a student, and 3) plans for the future while a student at Faith. When asked which countries or ethnicities applied to their experience the respondents were asked to mark all that apply.

Cross-cultural missions/service experience **outside** the US or Canada

- Before becoming a student at FBBC: 37% of our students had experienced some sort of cross-cultural ministry/service either on a missions trip, as an international student or as a missionary kid (MK) [Q5]. 11.6% of those experiences were in South America, 9.7% in Central America, 8.2% were in Asia, and 7.2% in Europe [Q6].
- Experienced while a student at FBBC: just over 1/5 students (22.2%) have had an international missions/service experience [Q7]. For 11.1% of the students this experience was in Europe and for 5.3% it was in Asia. A few others worked in other countries or continents [Q8].

- Plans for future cross-cultural experience while a student at FBBC: just over 1/4 (26.6%) of Faith's students are planning to work internationally while they are a student here [Q9]. 11.1% would like to work in Europe, 9.7% in Asia, 9.2% in South America, and 8.2% in Africa [Q10].

<u>Cross-cultural missions/service experience within the US or Canada</u>

- Before becoming a student at FBBC: 127 or 61.4% of our students indicated that they had participated in a missions/service project within the border of the US or Canada. Nearly half of these experiences (48.8%) were among white people, 28% among Hispanics, 25.6% among Blacks, 19.3% among Asians, 12.6% among American Indians and less than 10% each among the other ethnicities listed [Q11].
- Experienced while a student at FBBC: Over 1/3 of the respondents have participated in a missions/service project within the US or Canada since becoming a student. Of those students, 32.9% were among whites, 10.1% each among Hispanics and Blacks, 9.2% among Asians and less than 5% each among the other ethnicities listed [Q12].
- Plans for future cross-cultural experience while a student at FBBC: Just under half the students (45.4%) indicated they were planning to participate in a missions/service project while a student at the school. 31.9% indicated that would be among whites, 25.1% among Hispanics, 21.7% among Blacks, 17.4% among Asians, and 12.1% among other ethnicities [Q13].

Summary of answers given in Q14 and Q15

[Q14 - 113 responses] The leading answers given about the <u>benefits</u> of participating in a missions trip were:

- learning about a different culture
- learning about missions first-hand and how ministry works in different cultures
- personal spiritual growth
- getting a burden for ministry generally and in other countries specifically

[Q15 – 83 responses] The leading answers given for hindrances to participation were:

- lack of funds
- lack of opportunity
- lack of time / other obligations

Comparisons to the 2018 Survey:

- the population of the school has become more diverse since in 2020 11.6% is non-white compared to only 5.5% in 2018
- in 2020 nearly 4% more students have had cross-cultural experience prior to coming to FBBC than in 2018
- in 2020 nearly a 5% increase in students who have had a missions experience while a student at FBBC over 2018
- nearly 10% decrease in students planning an international experience while a student at FBBC in 2020 over 2018
- participation in domestic missions trips prior to coming to FBBC may be down since 2018, but there is a marked increase in exposure to all ethnicities in 2020
- apparent large decrease since 2018 in students participating in domestic service trips while a student; not much change in the exposure to various ethnicities
- of those students planning a domestic missions trip while a student, there is an increase in exposure to all ethnicities planned in 2020 as compared to 2018
- the responses to question 14 about the benefits of the cross-cultural experience are very similar for both years; the same can be said for the responses to question 15 about the hindrances to participation

Appendix A – Responses to Question 14

14. If you marked "yes" to any of the above, what was the greatest **benefit** you received from your experience?

I saw what the beginning of a ministry looks like, and the struggle it can be.

Serving the Lord!

I learned people skills and how to communicate better.

Being in the different countries and meeting people over seas.

I got to see how God works in a variety of languages and cultures. I was able to learn about different cultures.

I worked mainly with kids and the greatest benefit was interacting with them despite language and cultural barriers and seeing the similarities between us,

Getting to see the different cultures and sharing the Gospel

I grew up in a very diverse part of my city and I didn't realize how much of a blessing that was until I began to work in ministry and I was able to interact with a wide range of diversities because God already groomed me in that area.

Experience in working on a mission field. I learn very well hands on and these experiences helped me more than anything else.

Going overseas opened my eyes to what the missionaries go through and the challenges they face. Going brought me out of my comfort zone. I also got athletic opportunity while on the second trip.

My greatest benefit was realizing that although God created us all and created us all for the same overall purpose, the ways that people live out their service to God are different. I have also seen many cultural differences that I was previously unaware of.

I was able to see another culture and another way of living life. It was a chance to broaden my understanding and appreciation for another group of people.

It is great to see other parts of the world and see how Christians worship God and live in their own cultures.

I learned what it means to be a servant.

Talking to people, it's not about race

Getting to work with the people from other ethnicities was an amazing experience! I worked with Samaritan's Purse, so I was working with different ethnicities and helping them - it was a phenomonal experience!

Experiencing ministry in another country

My trip to Germany literally changed the person I am today. I learned things there both practical and ministerial that I would not likely have learned otherwise. I also made lasting relationships that will be a blessing to me as I seek to do missions in Germany.

It was great to see how God was working to build the Church in a different culture, and to see first hand the unity that the body of Christ has even across cultural barriers.

seeing how God works in other cultures.

Seeing the great need for Christ in Europe.

Getting exposed to other cultures, sharing the Gospel through music

I saw the hand of God work through the group I went with

I realized a love for missions and living abroad. I plan on living either in Asia or Europe in the future. I would love to get a vocation job and be able to use it in my ministry abroad.

It was an amazing cultural experience and it helped to open my eyes to different cultural possibilities.

Being able to serve in ministry in the U.S. regardless of the race that I was largely in contact with.

I was able to learn Spanish and share the Bible with people in a different language.

Understanding the cultural differences in life and practice among people of the same ethnicity

I found a real love for the Asian culture and people that I had not had before and I am planning to continue in these mission efforts in the future and possibly long-term.

Learning about believers from other cultures and understanding more about my brothers and sisters in Christ. Seeing the family of God worldwide care for each other and care for me.

It was a huge benefit for me to travel with the chorale to Europe. It was a blessing to see how Christians on the other side of the world worship the same God. The need for the Gospel was evident; however, the believers in Europe have a great passion for God that is greater than many Christians in the United States.

I was a missionary kid for 11 years of my life in the States. The greatest benefit was seeing what God can do when people trust in him.

I was introduced to a wide range of people. I gained different perspectives on other cultures and gained insight on how to love others.

Seeing the way that God works through weak people for His glory.

I have gained a new love for people that I would not have if it was not for those experiences.

Talking with former missionaries

Seeing the diversity between two cultures

Being able to see fellow believers and their own growth from around the world

I got to do a few service projects with the Faith soccer team and it was a benefit to be able to help someone else and invest in their lives and get to know people I never would have met before. It helps give a different perspective of life and also brings joy to have the opportunity to make others happy.

Spiritual growth

In my camp's ministry, we have one week devoted to ministering to kids from inner city Minneapolis, mostly African-American kids. It has been a challenging ministry to see the kinds of rough backgrounds that these kids come from.

Eyes being opened more to just how much people need the Lord.

One of the greatest benefits was being able to read the Bible in Spanish with Latinos and teach them the Word of God.

The greatest benefit was seeing different people in different cultures still serving and worshiping the same God, even if that looked different from what happens in the states.

Experience in working as a team to share the gospel.

Learning how other world or people are like.

I loved getting to interact with the kids and learning more about them

Understanding that it doesn't really matter what people group you serve because you will still be serving people. The group that you tend to focus on will change how you serve, but it won't change the quality of your service. P.S. The service projects I did in Canada did not necessarily select one group of people to serve, it just served a group of people with the indicated ethnicities.

When I went to Panama it was just really cool seeing people who had barely anything still praising God and trying to lead others to Him. They didn't base God's goodness on the bad things that were happening, but on the good things they had in their life. They fully trusted Him.

It was so beneficial to see the spiritual need in other parts of the world.

Seeing that the bond we have in Christ transcends all boundaries (language, cultural, etc.)

getting to meet and get to know other believers across the globe and see that we all serve and worship the same great God.

Learning how to use needs others have to present the Gospel to them.

Learning a different culture

Growth in Christ

Seeing how different places handle things

I loved being able to help interact with the homeless and help contribute to their church service and meal. Showing them kindness and glorifying God while putting others before myself was an encouraging and convicting experience, and I would like to do more in the future.

Getting a feel for ministry in a setting that I am not necessarily comfortable in.

Obeying Christ, fulfilling the Great Commission

I enjoyed seeing God work.

Being exposed to another culture and another way of life is an invaluable experience. Going cross-cultural allows you to see people in a new way; you realize that not everyone is like you and that that is okay. Through my cross-cultural experiences, I was burdened for the lost throughout the world and received confirmation on later trips. Being pushed out of your comfort zone also pushed you to depend in Christ is ways that you do not often experience when you stay home, in a culture you are familiar with.

Getting to see the different cultures and lifestyles was so eye-opening and a great reminder that EVERYONE needs the gospel.

The benefit of the missions trip I was able to go on was how much everyone was focused on serving God and serving others. I was able to watch the missionary families truly serve and live for Christ in a setting that was much different from home. It was a blessing and a challenge to my own life of how Christians should always be living for Christ, no matter the circumstances surrounding them.

Even though the language was a difficult hurdle, I enjoyed learning about the cultures in person and trying new foods. I also loved experiencing Spain and Mexico in person instead of just learning about it from movies, television, and pictures.

Being able to go overseas with other believers and watch how the Lounsbroughs interacted with individuals and leaders from other ministries. Getting to see another country and how God was working.

I have grown up being around different cultures most of my life, so these experiences encourage me and excite me, knowing that God can form some really neat friendships out of experiences like this, especially if you are not used to them.

Being exposed to another people group from a different area and seeing how God is working in their lives and building His Kingdom around the world.

I am a missionary kid and I have the desire to reach all people with the Gospel no matter what their ethnicity is.

I learned a bit of Israeli culture through a VBS type program to ~50 kids. It also helped me see the fruit of other's ministries and also see some of the difficulties.

Being in a different culture helped me realize how evangelism is gone about in different ways and has different results. It also gave me an up-front look at how God is building His church outside of the US.

I went to Baptist Children's home, which is really geared towards any race of child, so your questions were hard to answer. However, it was a great experience that helped me see that I really have been very lucky being raised in a Christian home. It gave me a burden to help young women who have not grown up in desirable situations.

I was able to experience a broadening of my views on the church, worldwide missions, and the global need for Christ.

It was a really good, eye-opening experience that I will not soon forget. Being able to see the missionaries in their field was one thing, but on top of that getting to experience helping them in their ministry and serving them as well has already helped me to better understand/have a burden for going back there!

It was an encouragement to meet brothers and sisters in another place of the world and see the common bond we shared in Christ.

People matter and I must work at seeing people with the eyes of Christ.

Greater understanding of the beauty in the diffrences God Gave us.

Seeing how God works in peoples lives differently to bring them to where they are in their relationship with Him.

Working for the Lord alongside people who love Him and seeing the fruit He brought!

Seeing how God is working even in the poorest and darkest of cities in America.

it has taught me to stand firm

Being able to see others come to know more about Christ.

I have learned that people are people, and people need Christ. When people are different than me culturally it is a great opportunity to learn how other people function and to see how other cultures work. It was amazing to go to a high school that was so diverse as mine was because it was amazing to see all the amazing cultures and peoples God has made. Imagining them all working to glorify God in each culture and person's own unique way is an amazing thought.

It was a huge blessing and a really cool experience just to work alongside and worship God together with believers from another country, the only thing unifying us: that we all wanted to further the Gospel.

People coming to know the Lord was always a blessing.

I learned how the gospel applies to each culture, both in sharing the gospel with unbelievers and the unity through Christ with other believers.

Learning that culture determines how you can teach the gospel most efficiently to people.

A greater appreciation for foreigners who come out of their country, culture, and language, and come to the U.S.A. I sympathize with them in leaving everything they knew, family and home, to come to a place where things are different and where they have to learn new skills, language, and culture.

I learned a lot from spending time with missionaries on their field and I was blessed to interact with the national believers there

I learned so much from going on the mission trip I went on before coming to faith and it helped me chose what I wanted to go to college for.

I think the greatest benefit was getting to see the faith of other Christians in an different culture than my own and getting to see the mission field from the inside. It was good training on how to reach others for the Gospel in a cross-cultural setting.

Being able to talk with the wife of the missionary was really helpful, and we were able to go to a seminary and help out there.

I personally was strengthened in my own spiritual focus.

It taught me how important through everything it is trust God, and as long as you are doing everything with the right heart it wont seem so daunting.

America is the pot that several ethnicity groups come to. I am able to "target" sinners who need the gospel and not have to change location to do so. Everyone needs the gospel and I get the opportunity to witness to the world by witnessing in the states.

People in other countries need the Lord and so do people in United States. People in Jamaica are very poor.

Experience of another culture in India.

seeing a different language

learning about different people and loving them all the same

Learning how inadequate I am, how powerful my God is, and how much I must and can trust Him.

Seeing other culture and see what other people live like in other places. I gave me some new persectives which are important when sharing the Gospel.

as appropriate

A greater love and understanding of people unlike myself and a greater desire to see serve and experience the world.

Learning the history of other cultures and how their culture tends to react and think.

Being able to share the love of Christ and make a real difference in their lives by giving them the truth that they needed to hear.

I don't know specific yet, but as a Asian I know little bit about Asian culture. If I could reach out Asian people who are struggling their spiritual lives, I would love to encourage them.

Getting to witness to many people.

Seeing the different ways of life and religion in other cultures.

Being able to put into practice the skills we've learned about missions at faith

I had an amazing opportunity getting to know the people better and sharing the gospel with them.

Learning how missionary work works.

Exposed to the culture of the Latinos, and seeing how many who were once catholic have come to Christ.

Exposure to different kinds of ministires

Appendix B – Responses to Question 15

15. If you have not participated in cross-cultural experiences, what is the greatest **reason or hindrance**?

I would just stay home to help my family.

Time and money.

I have not been surrounded by many people who are a different ethnicity than me. The missions trips I have been on were within the U.S.

Time, money, inexperience

Never had the oppurtunity

I have never felt called to do so.

Mainly just finances and church size, I have never been in a church that has the budget to allow a missions trip outside the country. My past experiences have just been missions trips within the country (Canada).

None

I have participated in cross-cultural experiences; they were never targeted toward any one ethnicity.

financial and health

Having a full-time job in the summer prohibited me from going on a long trip. This summer I'm getting married so that wasn't going to happen either.

When was in high school and my youth group planned missions trips they where generally during the summer and i participated in marching band during the summer all through high school so I was not able to go on said trips

One of the reasons that I have not participated in any foreign cross cultural experiences is because I have never really had the financial capacity to go, But also, because God had different plans for me to work at summer camps within the United States.

I do not like to travel, and I feel that God is calling me to do His work here in the United States.

I mean I did due like a week missions trip back two years ago but just haven't felt the need too

Mostly the financial aspect. I had to work a lot even to get to Faith. And while I would love to go an a missions trip during my time here, I simply cannot afford to go. My parents are not able to

help me financially so I'm having to pay for everything myself that which isn't covered by scholarships or grants.

I have participated in cross-cultural experiences

finances and only one opportunity in 7th grade

there was no opportunity to participate in a Cross-cultural experiences before coming to faith and Not being a Citizen to any country makes it hard for me to participate in the cross-cultural missions trips.

Money. It costs money to travel and people need to work.

I have participated in cross-cultural missions.

No reason, it just hasn't happened. Once I was planning a trip and it fell through, I'm sure I will participate in them at some point, but I haven't planned any.

I suppose I haven't made it as great a priority as I should.

I do not live in a big town or go to a large church so I have never really had an opportunity but I think it would be a great experience.

Money, as well as travel time.

Regarding summer missions trip opportunities, I have been willing to go overseas, but God has simply led me in different directions as to where He wanted me to serve in my summers at Faith.

I live in a small town and have not had the opportunity yet

Have not sought ought those opportunities quite yet as that is not what I have felt the Lord calling me to do at this time.

Not what I feel I am called to do at this time of my life.

I am focused on ministering within the context of my local church to build up the local body of believers there. If that entails cross-cultural experiences, then I will minster to other cultures, but that is not specifically a goal in my mind. I think it is good and helpful, but not a specific goal for me.

didn't know about any opportunities available for me at the time with my job

I have not had a good opportunity. Not the fault of the school because they have plenty of options but they did not work out for me specifically.

Time/Money

no opportunity to

Timing not matching up.

I did not take advantage of the opportunities that were available for me while I was in high school.

Lack of opportunity in my church

I don't think of it very often and lack opportunity to do so, or lack knowledge of the opportunities to do so.

My greatest hindrances are twofold. One, I have no great interest in traveling abroad and two, I cannot really afford to.

I just haven't had extra time for specifically looking for things like this.

Finances and TIme

Lack of opportunities and money

family

The reason is I have not had received an opportunity like to participate.

The greatest reason was because I attend a small church that is unable to participate in cross-cultural experiences often. The times that they have, I was unable to go because of age/finances.

God hasn't lead me there yet

I have not had the opportunity or money to participate in cross-cultural missions.

The money is one of the big factors and I'm not sure if I will return next fall/spring to take more classes because of money.

Lack of availability before coming to Faith, scheduling conflicts while at Faith and in the near future, financial considerations while at Faith and in the near future

Little state-side or community opportunities are presented for this type of ministry or experience to the student body (to my knowledge), and opportunities like this have to be pursued especially in an area like Ankeny.

I've have not gone on any trips at Faith mostly due to time and finances. I have spent a few summers at camp and doing an internship, but I still hope to do a missions trip in the future!

Financial/Time hinderances

Financial

The opportunities presented have not worked out yet

I have never participated in an cross-cultural experience. The greatest reason was money, and opportunity. I come from a small church, with little funds, and little opportunity for foreign missions, especially for a young girl.

Part of it is for disability

Focus has been in serving in the local Church.

I have participated in church-led mission trips, but I haven't been able to be in a school-led missions trip, although I would have loved the experience. It just didn't work for what God had for me during the summers.

I am not sure what "missions work" is to be included in this survey. I have been oversees to visit family, but not in the mindset of "missions work." I have gone to church there (Asia), helped the missionaries there, and had the same testimony and lifestyle as I do here in the States.

I did not know about it.

Usually cost and time restrictions are the greatest hindrance.

I have gone oversees for a class trip but it wasn't a mission's trip since I went to a public school, otherwise I would.

I don't have a desire or the resources to travel, and I haven't had much opportunity for cross/cultural experiences in the United States other than going to a culturally diverse public high school and living in a culturally diverse city.

Almost all of my ministry experience has been directly with my local church. Unless a particular ministry has been directed toward service in cross-cultural experiences, I have not considered it. Various people groups may be served through the church's ministries but not as a direct outreach to a particular people group.

"My greatest past hinderance was the amount of time that I had. Current hinderance is finances.

Also, by missionary experiences in the US, what do you exactly mean? "

Previous commitments (school for the most part) and money

I have not had the opportunity with time

Lack of opportunity and service in other areas

never had the opportunity.

I have not really had many opportunities

I have not had the opportunity. If there was an opportunity in my area, I didn't know what to do.

Money

I never had a significant opportunity or interest for most of my high-school years.

It just doesn't work out for me to do so at this time. I would love to have that opportunity if God allows

I have done this targeting religions, but not ethnicity.

financial

I just never had any opportunity to participate.

coronavirus

I never had the reasonable time or money to devote to a trip like that.

Never have the opportunity yet to participate

I never got connected or interested.

Cost or a cross-cultural experience wasn't offered