FBBC DIVERSITY SURVEY

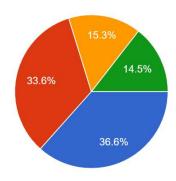
Summary of Results from Assessment Day 2022



On Assessment Day, April 5, 2022 we had our students take the FBBC Diversity Survey. Assessment Day 2022 was again held all online just as we had done for the previous two years. The FBBC Diversity Survey was given as a Google Form and the students were given a link to that Form in their Canvas Assessment Day class. 235 students participated in this year's survey.

Here are the results of this year's survey.

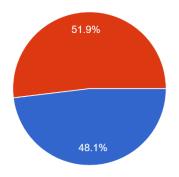
Class
 responses





Freshman	86	36.6%
Sophomore	79	33.6%
Junior	36	15.3%
Senior	34	14.5%
TOTAL:	235	

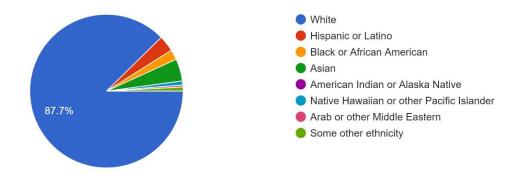
2. Gender235 responses





Male	113	48.1%
Female	122	51.9%
TOTAL:	235	_

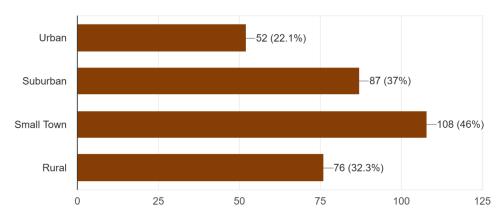
3. Ethnicity 235 responses



White	206	87.7%
Hispanic/Latino	8	3.4%
Black	5	2.1%
Asian	11	4.7%
Am. Indian	0	0.0%
Native		
Hawaiian	2	0.9%
Middle Eastern	1	0.4%
Other	2	0.9%
TOTAL:	235	

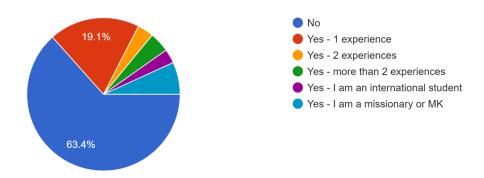
4. Childhood Environment (Mark all that apply)

235 responses



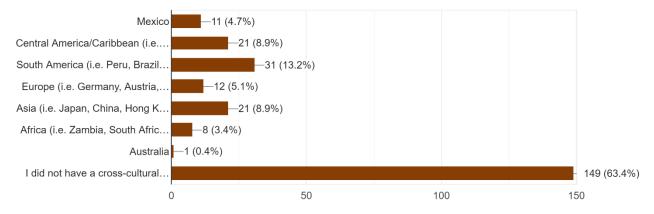
5. Before coming to Faith, I had cross-cultural missions/service experience(s) outside the United States or Canada.

235 responses

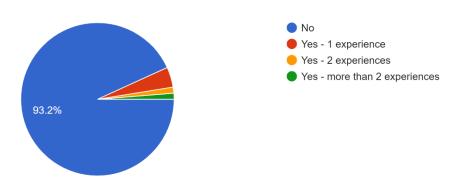


No	149	63.4%
1 experience	45	19.1%
2 experiences	8	3.4%
>2 experiences	10	4.3%
International	7	3.0%
MK	16	6.8%
TOTAL:	235	

6. If yes, my experience(s) was (were) in the following location(s). Mark all that apply. 235 responses

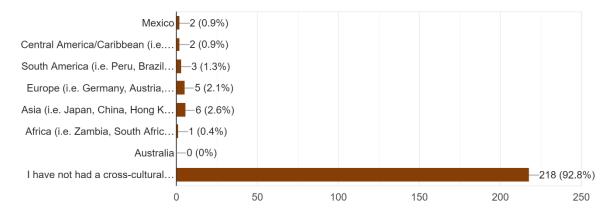


7. Since coming to Faith, I have had cross-cultural missions/service experience(s) outside the United States or Canada (missions trip, MAP, etc.) 235 responses

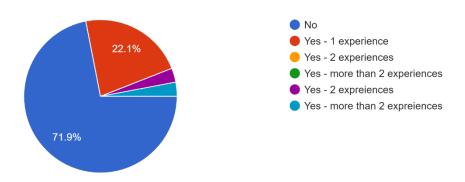


No	219	93.2%
1 experience	10	4.3%
2 experiences	3	1.3%
>2 experiences	3	1.3%
TOTAL:	235	

8. If yes, my experience(s) was (were) in the following location(s). Mark all that apply. 235 responses

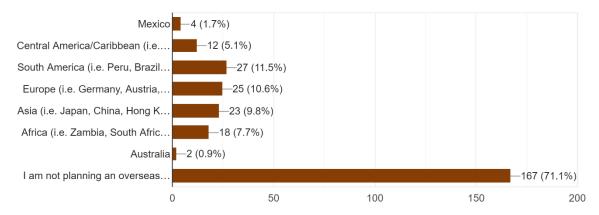


9. While a student at Faith, I am planning in the future for an overseas cross-cultural missions/service experience (missions trip, MAP, etc.) ²³⁵ responses



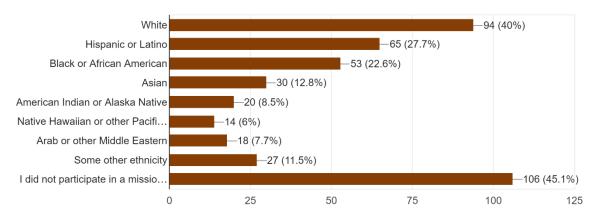
No	169	71.9%
1 experience	52	22.1%
2 experiences	7	3.0%
>2 experiences	7	3.0%
TOTAL:	235	

10. If yes, my planned experience(s) will be in the following location(s). Mark all that apply. 235 responses



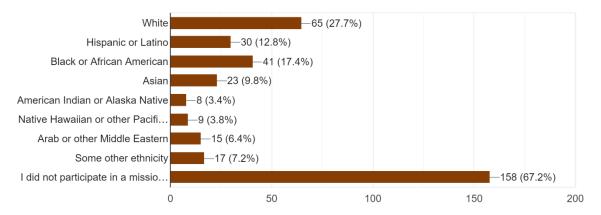
11. Before becoming a student at Faith, I participated in a missions/service project(s) in the United States or Canada targeted for the following people groups. Mark all that apply.

235 responses

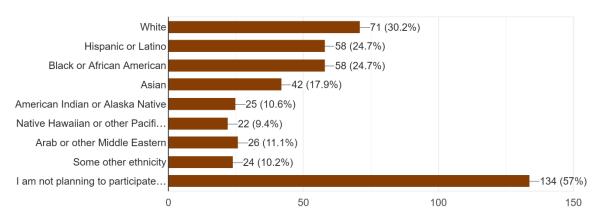


12. Since becoming a student at Faith, I participated in a missions/service project(s) in the United States or Canada targeted for the following people groups. Mark all that apply.

235 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. 235 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 (86 and 79 respectively) and also nearly equal numbers of juniors and seniors (36 and 34 respectively) [Q1]. 48% of respondents were male, while 52% were female [Q2]. The vast majority of answers came from white students (88%), with Asians making up the second largest group at 4.7%. The remaining ethnicities ranged anywhere from 0.4% to 3.4% of total answers [Q3]. Nearly half of this year's respondents (46%) have experienced small town life during their growing up years, while 37% have lived in a suburban setting and 32.3% in a rural setting at some point in time. Only 22.1% 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. Three students marked all four types of childhood environment, nine marked three of the four, and 61 marked two of the four options. 162 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: nearly 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]. 13.2% of those experiences were in South America, 8.9% each in Central America and in Asia, and 5.1% in Europe. The other 8.5% were in other regions of the world [Q6].
- Experienced while a student at FBBC: only 6.8% of our students have had an international missions/service experience since becoming a student at FBBC. 93.2% indicated they had not had a cross-cultural experience since attending here [Q7]. For 2.6% of the students who did have a cross-cultural experience outside the US or Canada this experience was in Asia and for 2.1% it was in Europe. A few others worked in other countries or continents [Q8].

- Plans for future cross-cultural experience while a student at FBBC: 28.1% of Faith's students are planning to work internationally while they are a student here [Q9]. 11.5% would like to work in South America, 10.6% in Europe, 9.8% in Asia, and 7.7% in Africa. The remaining 7.7% are looking to serve in other regions of the world [Q10].

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

- Before becoming a student at FBBC: 129 or 54.9% of our students indicated that they had participated in a missions/service project within the border of the US or Canada. Four out of ten of these experiences (40%) were among white people, 27.7% among Hispanics, 22.6% among Blacks, 12.8% among Asians. The other third of our students served among the other ethnicities listed [Q11].
- Experienced while a student at FBBC: Nearly 1/3 of the respondents have participated in a missions/service project within the US or Canada since becoming a student. Of those students, 27.7% were among whites, 17.4% among Blacks, 12.8% among Hispanics, 9.8% among Asians and the remaining 20% among the other ethnicities listed [Q12].
- Plans for future cross-cultural experience while a student at FBBC: 43% of the students indicated they were planning to participate in a missions/service project while a student at the school. 30.2% indicated that would be among whites, 24.7% each among Hispanics and Blacks, 17.9% among Asians, and the remaining 41.3% split fairly evenly among other ethnicities [Q13].

Summary of answers given in Q14 and Q15

[Q14 - 114 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 – 95 responses] The leading answers given for hindrances to participation were:

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

Comparisons to the previous two surveys:

- the population of the school has become more diverse in 2022 with a 12.3% non-white population compared to 11.6% in 2020 and only 5.5% in 2018
- in 2020 nearly 4% more students have had cross-cultural experience prior to coming to FBBC than in 2018; the numbers have not changed much in 2022
- in 2020 nearly a 5% increase in students who have had a missions experience while a student at FBBC over 2018; however there is a marked drop on those numbers from 2020 to 2022; COVID likely is a big factor in that data as many opportunities had to be cancelled
- nearly 10% decrease in students planning an international experience while a student at FBBC in 2020 over 2018 with a slight rebound in 2022 of 1.5%
- 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 which continued in 2022; COVID may well be a factor in the decline of domestic missions trips
- apparent large decrease from 2018 to 2020 in students participating in domestic service trips while a student with another slight drop for 2022; a trend toward more diversity in the targeted people groups
- 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 numbers for 2022 continue the trend from 2020
- the responses to question 14 about the benefits of the cross-cultural experience are very similar for all 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?

Knowledge of another culture and way of life

To meet new people and see that God can read and use you wherever

Getting to experience different cultures than mine

I saw what God will do for those he loves even in other countries

Getting to understand how people of other cultures approach life.

Humility

It taught me to love others even if they look different than me.

Culture differences

Learning about other cultures and their walks with the Lord helped me grow in my own walk.

Exposure

Talking and helping people.

Getting to See God work in the lives of others

I was able to learn how to engage in meaningful conversation and share the gospel.

Growing in understanding of God and culture

God stretched and grew me in ways I didn't know I would be stretched.

Supporting an underserved people group and sharing the love of Christ with them.

The trip that I took really opened my eyes on the need for missions and how much the world needs the gospel

I was able to see and start to understand some of the differences in culture, allowing me to more accurately communicate with them.

The greatest benefit for me has been the exposure to cultural differences and to the people.

Seeing how other people's lifestyles and how they are content with very little.

My church went to Utah a lot and the greatest experience was to minister to another type of religion such as Mormon and learn how to interact and witness to them.

Sharing the Gospel to those who may have never heard it.

Personal spiritual growth

I was greatly benefitted by being able to see how people view the world differently in other cultures. It is helpful in getting perspective on life (ie. what really matters).

Being placed in the minority in another country or community is extremely eye-opening and helpful in knowing how to make others comfortable when they may be in a similar situation. It is also good to understand that my culture is not necessarily the standard for "normal" and to learn to adapt to other norms.

Seeing God work in people's lives.

Just being able to see how missions would actually be like if I go on the field someday.

Exposure to people's need even in the United States.

I was able to learn more about diversity, and experience different cultures while partaking in good food.

Interaction with people

I have been grown through the ministries that I have been able to do in the US. My hometown is very diverse (as a suburb of Detroit next door to the largest Middle Eastern community in the US), I have had a lot of connections with Ukrainian orphans, and three of my family members are adopted from foreign countries, so these experiences have broadened my horizons and let me see that there are varied perspectives on the world.

Getting to know the people

We went for a week in order to serve a church that was struggling to stay open. I was surprised that although we went to serve and encourage them, I was leaving very encouraged as well. The few remaining families in the church were dedicated to serving the Lord and it was a great reminder to me to be faithful and serve the Lord with a joyful heart.

A chance to grow in my faith and see the differences in fellow believers and the lost in a different culture. It pushed me outside my comfort zone and made me really put in an effort to work together with a team and share the Gospel.

I studies in faith help me to approach people of different culture rightly and value their culture in sharing the gospel.

One of the greatest driving forces in missions is prayer!

Experiencing a culture that was different than mine

It was beneficial to me to die to myself and live for someone very different from me for a week.

Getting to help and experience their environment.

work ethic

The gospel going forward in parts of the world I don't even think about.

I marked yes for being on chorale tour with FBBC. We traveled to several different churches and schools. Some of the best parts of this ministry were meeting new people, staying in people's homes, ministering together as a group, and just bonding with the chorale group!

I only marked yes for the mission/service trip prior to being a student at faith. The greatest experience I had was a trip that my youth group trip took to an orphanage in Arizona and we spent the whole day cleaning their property (buildings, fences, stables, barns, storage units etc.)

A deeper understanding of missions and how God is working in those areas (and in general).

My experience taught me a lot about the way I respond to change. Though I was only in the other country for a week, culture shock hit me very hard. I plan to go on more mission/service trips later in my life, and knowing how I respond to these circumstances, and my education here will help me better prepare for the trip.

Seeing people in other contexts

Developing a love for people and wanting to help them with God's Word

The greatest benefit was just the community of natives and missionaries. I always had someone to go to, talk with, grow with, or just hang out with.

The biggest benefit for me was seeing the people in these countries and how they lived. It was so much different then how we live in North America and it inspired me to go a second time. That is also one of the big reasons I would like to go again after I am done at faith.

Improved ability to interact with people from different cultures and act with empathy and cultural intelligence.

Seeing that while our cultures are different, we can still be centered around the Gospel.

Serving God and people is always a blessing, no matter what race they are.

The perspective of what ministry looks like in an urban setting.

When I meet people from other cultures, I learn that not everyone thinks the same way, but the Gospel still has an impactful effect on people. I have also learned that there is a great need for more people to take the Gospel everywhere.

The greatest benefit I received was experiencing missions work firsthand.

learning about the culture in Salt Lake City due to the Mormon influence on the founding of the city.

a greater understanding of people and how lost they are

I was able to learn and better understand other cultures and why ministry looks different with those cultures

I was able to see an entirely different culture and be taken out of my normal world and just focus on serving others and working on my relationship with God.

Seeing that everyone needs the Lord. How blessed we are in the United States of America.

Getting to see how to communicate to people in different cultures and see how the gospel relates to everyone.

I got to see the culture of Japan and it gave me a better understanding of what other cultures outside of the United States.

A greater view of the Church Proper, and seeing how cultures can be bridged by Christ and the gospel.

All of my experiences happened before college, but I would say that getting to experience culture was a benefit. That way you have a little bit of background when talking to someone of that country/religion.

I was able to learn about countries from an insider perspective and not just reading things from online. As a missions student this was invaluable to my education.

it was a huge encouragement for my spiritual growth, and it became wonderful motivation to learn The Word of God more to reflect His glory.

Connecting with the community

the greatest benefit I got was being able to see church ministry in other contexts and fellowshipping with people I otherwise would not have an opportunity to do so with.

The greatest benefit of the missions trip I took to Mexico was the ability to get outside the American culture and see what sharing the Gospel is like in another culture.

The greatest benefit was seeing a pastor work hard for us and being able to give him money.

I learned a lot when I went to Boston for a week. We talked about how we can do cross-culture evangelism in a big city like Boston and how to set up a church in that kind of city.

The greatest benefit I have received from these experiences is understanding the different cultures.

1) The opportunity to serve in areas I maybe didn't want to or wasn't comfortable in; 2) the opportunity to serve in non-glamorous areas with other believers

Just the joy of helping others

Growing in Christ through serving others.

Experiencing different cultures and learning to share the gospel with different people even if I don't necessarily feel comfortable or qualified to do it.

Growing in my way with Christ and sharing the gospel

Our school has always emphasized the importance of discipleship, but I never really grasped that concept until I went on the mission trip to Minneapolis.

The greatest benefit I received is a new realization that evangelism and discipleship is essential in growing the church of Christ and for growing spiritually."

Seeing the culture difference

I got to see how inner city ministry is conducted. I saw what living conditions are often like and was given a greater burden for the lost.

Ministry experience and getting to invest in a variety of people

I learned how to share the gospel to a variety of people

Learning how to interact with humility with homeless people

Seeing a different culture and seeing how similar our worship was.

Learning how to serve Christ and others diligently and be self-sacrificing

Going outside the U.S. has opened my eyes to the reality of underserved and impoverished communities as well as the importance to not overlook sharing the Gospel and helping them.

Sharing the hope of the gospel, learning about other cultures, and serving them.

Learning more about the person's culture by talking face-to-face. I understood the culture more, and the reason that certain people group act the way they do. My eyes were opened to unique differences in culture, as well as ways I need to grow.

I was able to participate in many in-country missions trips before becoming a Faith student. This allowed me to have more exposure to different cultures even within the United States. I always came away with a deeper desire to grow in my relationship with God and to serve others in whatever way I can.

One of the greatest experiences of being an MK was being able to see the world from a different culture and learn another language so I can communicate with people from different cultures. My horizons have been widened.

growing in my walk with Christ

The greatest benefit was missions exposure and example in Ontario, Canada. It increased my interest in missions, and it showed me how missionaries live and minister in a cross-cultural context.

I loved encouraging the people and making them feel loved and welcomed.

I learned the value of helping people in general. I don't focus on race, when I serve. I just help people in need, when I can. White people can be in just as much need as other ethnicities.

The best way I can reach others is through community services with my church. It is a lot of fun to get involved with my church's outreach ministries because they definitely have a heart for missions, and it is enjoyable to serve with people I know.

The greatest benefit is seeing the multiple perspectives and cultures.

The biggest benefit for me was realizing that not all countries are like ours, but most have a different way of doing things than we do.

Going to Romania in high school gave me a burden for teaching children how to read in their own language. Going to Boston in college helped refine my philosophy of missions and helped me learn to build relationships with people.

Hands-on church ministry has been eye opening

The greatest benefit that I received was just an overwhelming feeling that we were in the Philippines, we were in Vietnam and our Christian family is their worshipping God and serving Him just like us and we get to fellowship with those believers.

An understanding that the world is smaller than I thought and that all the people in it are the same and in need of Christ.

Mainly the experience itself. It was super encouraging to be able to participate and help in serving missionary churches and the people there.

Learning how the minds of other people work and how they appreciate life and the gospel.

Growing up as an MK in Canada, I learned the importance of partnering with other like-minded Christians for the sake of the gospel.

My trip to Asia before coming to Faith benefited me in getting an idea of what other countries were like.

Having my eyes opened to see how big God is... how He is the same and works in the same ways no matter how different the culture or experiences may be.

Being able to learn what they believe about God so that I could effectively show them who the God of the Bible is was a huge benefit for me. It helped me to know my God better, and understand various cultures' views of God better.

Experiences with other cultures, subcultures, and views challenges me and gives me perspective.

In Honduras, where my wife is from, I went and helped build a school. It was just a joy to see fellow believers in a different culture serving God with what's available. Which is quite a bit less than what we have at our disposal here in the United States.

I benefited from meeting people who were so kind and loving who barely knew me.

Understanding different cultures and family dynamics

Being able to share my faith in Jesus with little kids living in poverty.

Getting to experience another culture and understand where they are coming from when it comes to evangelizing was very special. It helped me grow in my knowledge of the Word, to better understand the benefit of being prepared for all circumstances by knowing the Bible better, and learning to be patient when someone was just not quite understanding the gospel-even though I explained it three times before. It is wonderful.

the boldness to share the gospel and new knowledge to use with other unreached groups.

Appendix B – Responses to Question 15

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

School is busy.
Money
Never had the funds nor the availability
Never had the money to do so, but now I am planning to go to Japan for 3 weeks of the summer.
School
No money
Time
I just haven't been able to. I would like to, just haven't gotten information.
Covid lol
money, time
I haven't had a chance to
The greatest hindrances are money and time.
Opportunities, finances, and schedule.
Covid was a major factor, my youth group was supposed to go to Israel but Covid shut that down.
I have had no opportunities
I am planning to leave for Poland right after graduation. The greatest hindrances that I had were money and time.
I haven't known about them, or I haven't had the time when I did.
I have not had the opportunity
Scheduling Conflicts
Iowa is a predominantly white state

Before coming to Faith, I did not have many opportunities to take missions trips outside of the country. While at Faith, I have been involved in other things that take up my time and make it hard to schedule a missions trip.

I have not been given the opportunity at the correct time.

I just haven't had opportunity

No missions trips at my church. Cost.

I haven't had the opportunity

To share the gospel to the world. and see the world.

money

I have never had an opportunity to go overseas or to any other country, but I am planning on going to Guam this summer for 1.5 months, so I'm looking forward to that. The greatest reason is probably just lack of opportunity.

"My focus for the school years have been on my studies, work, and serving in my local church. My summers over the last few years have been focused on serving at camps or my local church (and getting married).

I had two different mission trips planned that fell-through while at Faith. One was to England with a group of three, but only one of us ended up being able to go. The second was the trip through Faith to the Foster Care facilities, but that was postponed twice and finally cancelled."

Busyness, other ministries

We planned to go to Israel the year of covid but that didn't work out for multiple reasons.

Money and opportunity

Time and Money.

Timing does not work out.

I've never been able to fit a trip like that into my schedule anywhere. I've gone on domestic mission trips but those were facilitated by my church.

I've never gotten the opportunity to participate.

financial

I just haven't either prepared for a missions trip or I have something else come up. I've never done a summer missions trip because of working at camp. But I may try to go on the Minneapolis trip sometime in the next few semesters.

I did experience some, but most of the time the main hindrance was lack of opportunity.

I went two time mission trip in United state but not outside of United State or Canada.

Age and time

I just haven't really had an opportunity to do so.

Covid 19 was one of the greatest hindrances; I was supposed to go to another country for a missions trip in 2020, but the trip was canceled due to Covid regulations

lack of time

I have not had many opportunities to.

Money and Covid restrictions

No particular reason

The biggest hindrances are lack of time and money.

I have never experienced a foreign culture because in years past I did not have much money or many opportunities. I almost went to Brazil once, but the trip was canceled.

Money/Haven't been given the opportunity to do that quite yet.

they are not cheap to go on

finances

You are not going to see how God is working in a different culture and you do not experience the Word of God is sufficient to every culture and people. Experience and understanding other culture helps to see other sides of God's personality.

Not having opportunities, especially with COVID

Work and school load

I have participated

I haven't seen a need to

I have not had the opportunity to.

Finances was the issue. However, time really didn't allow for some of it.

"I haven't engaged in service ""targeted"" toward any specific group. My church in Des Moines ministers to the people of Des Moines. My church in Michigan ministers to the people nearby in Michigan. Not quite sure how a ministry or service could be ""targeted"" to a people group. ""Soup kitchen today, Hispanics only""? ""Clothing closet for Black people only""? ""We're going out to the mall today and sharing the gospel with everyone who looks Middle Eastern!""?

I haven't had the chance to go outside the country yet. I fear being part of a short-term team that shows up for a week, falls in love with the picturesque countryside, causes problems for the missionary family, treats the native people badly in any way, or misrepresents God via cultural ignorance. I have heard more horror stories than good things from missions trips and I don't want to participate in something so brief that could go so badly.

That being said, I am looking into Bible translation work. In the future I might end up overseas long-term working on projects, even in creative access countries. I'm just leery of missions trips and I haven't known of Christian service ""targeted"" toward any particular people."

I focus on ministering to the people I am already around.

Financial and COVID are probably the biggest two hindrances. Additionally, due to having to take summer classes, I will likely not be able to participate in summer missions trips for at least the next two years.

Little or no opportunities

Probably finances, as well as a lack of desire personally.

Just never had the time and I live in a place where there is not much diversity

The cost and lack of availability.

time, money, and too much tasks already

Cost and food allergies

Money and opportunity

COVID-19

Haven't had opportunity too, I do not have a passport yet which hinders me from going outside the country

I have not really thought about it honestly

"Probably just the issue of time, making arrangements for it, and having enough money. I would love to go overseas on a mission trip sometime! (Maybe even do my internship in Guam!)

Lord willing, I can go on an overseas cross-cultural experience in the future. :)"

I only had one or two opportunities to go on missions trips outside of the United States. At first, I did not go because I did not think I had the maturity level that that kind of trip required and later on God closed those doors for me.

Time and Finances

I have never had the opportunity to go out of the country, but I would be willing.

The biggest hindrance is money. I have to work a lot during the school year to be able to pay for school, and I cannot afford to take long missions trips without working.

scheduling conflicts

"There have not been opportunities for missions trips that would benefit my major/are available to me. (Church Ministries + Counseling). Most missions trips through the school are very specific (or are presented that way)

My church does have a deaf ministry which is not listed above. In a way this is a type of different culture.

Many other ministries include other demographics but are not picking a specific demographic to target. IE: VBS, Bus ministry, outreach ministries-welcoming people to town.

I am not sure that it is always beneficial to separate people from different cultures. "

No interest in doing so I find my community as my mission field.

I have only been saved for a year and I have not had many opportunities yet

There are limited times and opportunities available with school and work going on.

Just never planned one/had an opportunity to do so. I've been on one (inside the US) missions trip, otherwise just local ministries.

Being busy with school and work, and the financial cost.

never really had a chance to

I have not felt like God has called me to Mission work, and the opportunity has not arisen for me to do sometime of mission work, even if I wanted to.

I haven't gone on any overseas mission trips because the churches/schools/camps I have attended have never offered them.

Language barrier, finances, and age

Work

I would like to reach people for the Lord.

My life has been too busy with everything else for the past few years; cross-cultural mission experiences should come after you know yourself, your goals, and your stability.

Not had an opportunity or funds, also do not currently have a passport yet.

I have not had the opportunity.

I have always been from a small town in Iowa and there haven't been experiences or doors that have opened where I could serve in such a ministry.

I am not a missionary nor do I plan to be one. I share the gospel with who I come into contact with.