

**2015-2016 Annual Report**  
**Center for Servant Leadership at the Pastoral Institute**  
**College Level Servant Leadership Program at Columbus State University**

**Vision**

Transforming the world by empowering students and others to lead with a lifelong commitment to service.

**Mission**

Through a widely-recognized community and university collaboration, the Columbus State University Servant Leadership Program provides students with learning experiences that create growing, self-aware, well-balanced, and insightful servant leaders, enriching the community and the world, while serving as a model for others to follow.

**Impacts**

Students will develop:

- A comprehensive understanding of servant leadership through theory and practice and use of servant leadership in all dimensions of life, including work, family, religious, community, school, volunteer work, etc.
- A strong sense of self-awareness, including individual preferences and how those fit in with an organization, local and global communities and daily life in general.
- Enhanced life skills (time management, money management, interpersonal skills, communication skills, networking skills, self-confidence, etc.).
- A network of peers, sense of community on campus and lifelong friendships.
- A connection to the Columbus community, including a sense of community needs and how they can contribute to filling those needs.
- A sense of how individuals really can “make a difference.”

Servant Leadership Program will provide:

- Services that meet community needs (Each student has the opportunity to choose a volunteer agency with which they will work. Some of these impacts would be tutoring, mentoring, building a house, cleaning up the river, caring for those who cannot care for themselves, etc.).
- Equipped leaders for roles on the CSU campus.
- Future employees who are committed to the principles of servant leadership.

**Accomplishments and Highlights from the 2015- 2016 Academic Year**

During the 2015-2016 academic year, 108 students participated in the following activities:

7,355	hours working in local non-profit agencies and schools
520	hours mentoring at-risk children
192	hours meeting with their mentor
566	times participating in Reflections and/or retreats
31	hours of extra mile service **
1,240	hours of service at CSU
1,709	hours working on senior project
11,613	Total Hours

Note: Program students have completed 163,464 hours since the program began in 1999.

\*\* Extra mile service hours represent things the students have done that are service oriented but do not necessarily count toward program requirements. Examples might include teaching a Sunday school class or volunteering at a camp in another state during the summer.

### **Senior Project**

The 2016 senior class selected Truth Spring Academy to partner with for their senior project. Truth Spring Academy is a private school that serves children living in poverty. Their mission is to rebuild a foundation by offering a quality education that focuses on challenging academics, character development, and servant leadership. This senior class has served Truth Spring Academy by organizing field trips, remodeling the space, mentoring Truth Spring Academy students, and fundraising for resource needs. They founded, planned, and executed a very successful fundraiser called the Uptown Tree Trail. Rooted in philanthropy and holiday cheer, the Uptown Tree Trail provided a wonderful winter activity for friends and families to enjoy. Guests walked the trail, enjoyed the decorations and attended special Uptown Tree Trail events throughout December. Uptown Tree Trail is also a unique opportunity for Columbus businesses, organizations, and groups to market themselves in a high-traffic area over a four-week period. This senior class was awarded the Civic Engagement Award at Columbus State University's Legacy Celebration. Our hope is that this fundraiser will evolve into an annual event providing resources for the senior projects to come.

Throughout the project, the senior class provided Truth Spring Academy students with love, confidence, understanding, and an opportunity to excel through education.





**Reflections**

Reflections give students the opportunity to engage in and foster relationships with one another. We continued to have great attendance at this year's Reflection events.

**Reflections Fall 2015:**

- Freshman Retreat- August
- Kick Off Lunch- August
- CSU Day of Service- August
- Freshman Convocation- August
- Blanchard Leadership Forum- August
- Brunch with Mr. Turner- September
- Servant Leadership High School Conference- October
- Servant Leadership Alumni Reunion- October
- Callaway Retreat- October
- Holiday Lunch- December

**Reflections Spring 2016:**

- Welcome Back Meeting- January
- Dinner and a Movie- February
- Interview Day- February
- Mystery Dinner- March
- CSU Theater Production- April
- Feeding the Valley Food Bank- April
- Professional Development Dinner- April
- Legacy Celebration Dinner - April
- Cougarthon- April
- Coke with Mr. Turner- April
- Girls Inc. Carnival and Field Day- May
- Celebration Luncheon- May



### Freshman Retreat

On August 12-14, the Servant Leadership Program took 28 freshmen and their eight senior mentors to Callaway Gardens for a three-day retreat to integrate them into the program. They received an overview of the program and information regarding their community involvement. Students participated in icebreaker and team building activities the first day and a low ropes course on the second day. In addition, students learned about the two agencies with which they could volunteer and toured an agency of their choice. On the afternoon of August 14, the freshmen and upperclassmen gathered for a luncheon to kick-off the new academic year.



### Callaway Retreat

On October 30 and 31, the Servant Leadership Program hosted the Annual Fall Retreat for all students participating in the program. We traveled to Callaway Gardens on Friday afternoon and students had time to hang out and prepare for the Cottage Cook-Off, an annual competition where students are responsible for cooking their own meal for the night and compete for the best meal and dessert. The award is the coveted Silver Spoon, which our senior class girls won for the third consecutive year. However, our senior class guys were not without effort. Their culinary skills were questionable, but we had quite the experience! Their efforts inspired us to create another equally prestigious award, the Fantastic Fork. Moving forward, the Silver Spoon will be awarded to the cabin with the best food. The Fantastic Fork will be awarded to the cabin with the best dining experience. We enjoyed our Saturday morning with a scavenger hunt to “Find Fred”. Fred is a stuffed dinosaur hidden somewhere in Callaway Gardens. We finished the day with pizza and a corn hole tournament, three legged race, Frisbee golf, and problem solving puzzles.





### **Self-Awareness**

During the 2015-2016 academic year, 30 freshman servant leadership students took assessments and received feedback on the Myers-Briggs Type Indicator and Emergenetics. Freshmen students also completed the Strengthsquest assessment. Following the assessment, students receive feedback to aid in understanding their strengths by a Gallup® Organization Strengths Performance Coach. In addition to these assessments, freshmen students participated in interviews to receive feedback on their strengths and weaknesses. Students wrote a 90th birthday speech in which they imagined what their friends, family and colleagues would say about them at that juncture in life. Students then fused all of this feedback to identify their core values, life vision, strengths and growing edges. Their culminating project was to write a Personal Leadership Development Plan (PLDP) that will guide their activities for the next three years in the program. Because of some of the challenges we experienced with self assessments, we have chosen at this time to incorporate Emergenetics and Strengthsquest activities and assignments based on their PLDP into the sophomore and junior academic classes. Our hope is that this will help students stay familiar with the information and incorporate it into more consistent use.

### **Evaluation Data**

#### **Agency Evaluations**

The partnership between the Servant Leadership Program and community agencies continues to flourish. Students in the program are being introduced to community needs while engaging hands on servant leadership practice. Agencies rated students an average of 4.7 out of 5 for Value of Student's Work.

#### **Students worked in the following agencies during the 2015-2016 Academic Year:**

American Cancer Society	House of Heroes
Boys and Girls Club	Literacy Alliance
Chattahoochee Valley Regional Library System	Paws Humane
Columbus Botanical Gardens	Ronald McDonald House
Columbus Community Center	Mercy Med
Columbus Regional Healthcare System	Muscogee County School District
Columbus State University	Senior Project
Easter Seals	Teen Advisors
Enrichment Services Program	Victim Witness Assistance Program
Girls, Inc.	Young Life
Habitat for Humanity	Young Lives

Below is a summary of evaluations and comments from agency directors:



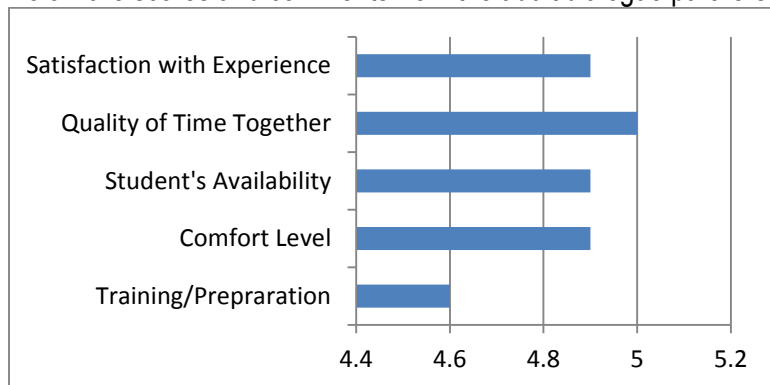
- Tameika was a pleasure to work with this past semester. She always had a positive attitude and was eager to learn. Tameika should continue to work on balancing her work, school, and personal activities.
- It was a pleasure having Jordan here at CAHFH!
- Amber was a delight to have in the clinic. She was willing to do anything asked of her but was shy at times.
- It was a pleasure having Ms. Jones volunteering with us here at the ReStore! Hard working and great attitude!
- Mary Katherine was a WONDERFUL volunteer! We were fortunate that she chose Ronald McDonald House Charities with whom to accrue her hours, and we hope she'll be back soon!!
- I gave Chris and another intern here a vision, and they worked together to deliver it. I could not be happier with the result. The video has been a real success story for our fundraising and awareness raising of our ministry. We debuted the video at our gala that was attended by 400 of MercyMed's supporters. Since that time it has had more than 6,000 views on Facebook. If I had to pay Chris for what he did, it would have been a handsome sum.

### **Adult Mentoring/Dialogue Partners**

Rachel Cotterell, Alex Santos, Tyler Davidson, Tameika Jackson, Patrick Haley, LaZavia Grier, Chris Resch, and Chandler Garrett were the senior mentors for our incoming freshman. This relationship is very valuable for our incoming freshmen as they transition into college life. These mentors seemed to have a particularly close connection to their mentor groups meeting outside of what was outlined for them.

For the spring semester, sophomores participated in structured dialogue about how servant leadership is put into practice, and juniors identified faculty mentors to participate in structured dialogue about how servant leadership is put into practice. It is a partnership that is mutually beneficial. The partners rated the students an average of 4.9 out of 5 for Satisfaction with the Experience.

Below are scores and comments from the adult dialogue partners and mentors:



- My dialogue partner was in the middle of making several major life decisions. I think it helped to have someone that didn't really know him well, a neutral party, to listen to him talk about his opportunities and challenges and support him. As always, I learn more about myself as a leader through the questions that the students ask and listening to their perspectives about life and leadership. The questions are always challenging and insightful. Can't wait to do it again next year!
- Morgan's questions forced me to think about parts of my business that I don't always focus on or take the time to think about. Her questions about my biggest challenges, the things that make me happy about the business, what I see for the future of the business were great questions that required me to stop for a moment and give an honest answer.
- I enjoyed getting to know the student past the classroom. She was a delight to work with.
- Once Devon asked me about leadership challenges, but we spun that off into academic challenges. We had a very good conversation about perseverance. I pointed out to that the central challenge for any project is the act of sticking to it when things are not going well. I enjoyed getting to know him better.

### **"Coke-side Chats with Bill Turner"**

In addition to the formal mentoring/dialogue partner component of the Servant Leadership Program, students continue to have the unique opportunity for mentoring from Mr. Turner. Throughout the semester, small groups of students are invited to visit with Mr. Turner in his office at the W.C. Bradley Company. This year we had fewer coke-side chats with Mr. Turner, but each one was still very meaningful and insightful for our students. We typically have four to ten students per visit. This opportunity is always a rewarding one for the students and for Mr. Turner. They have conversations about Mr. Turner's life experiences and how he came to understand servant leadership. It also gives the students an opportunity to share with Mr. Turner some of their special projects, ideas they have and how their experiences in college and in the program are growing and shaping the people they are becoming.

### **At-Risk Child Mentoring**

The Servant Leadership Program partnered with Gentian Elementary in the 2015-2016 academic year. Students outside of the freshman class were encouraged to continue their mentor/mentee relationship; however, it was not a requirement. For the fall and spring semesters, Gentian Elementary matched 20 servant leadership students to students who are considered "at-risk." The principal of Gentian, Jessica Burnett, has been extremely supportive of this partnership. She is a graduate of the Servant Leadership Program, and her familiarity with the program has been helpful in this transition and partnership. We are still working out the details of evaluations. Unfortunately, the time frame between our students finishing

hours and teachers leaving for summer was too small to receive full input; however, we did receive excellent feedback from one teacher.

- Elizabeth was wonderful. She really connected with my student and understood the importance of building a relationship. She took a real interest in his progress in school. The student she worked with was one of my special ed students who also had other issues, and she was just what he needed. She was always on time, and I knew she would be here when she said she would. She was very cooperated when it came to working around our schedule at school. She went above and beyond of what was expected.

### **CSLS – Collaborative Servant Leadership Schools**

Brookstone School

Hardaway High School

Andrew College

Columbus State University

Leadership from each school continues to collaborate on curriculum and serve as resources for one another.

### **Budget Summary**

We continue to allocate \$75,000 per academic school year to cover salary for the College and Community Coordinator position and direct student services. We project that the generosity of the Woodruff Foundation will afford our program to offer students opportunities through 2019. We work to be mindful in the use of our resources and are very grateful for this privilege.