

1-1980

Koinonia

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Recommended Citation

Zopfi, Kermit; Morgan, Tom; and Barr, Robert, "Koinonia" (1980). *Koinonia*. 74.
https://pillars.taylor.edu/acsd_koinonia/74

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Job Placement

write

Chip Jagers

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Upland, Indiana 46989

THE CASA KOINONIA

FELLOWSHIP THROUGH COMMUNICATION

January 1980

CHRISTIAN ASSOCIATION FOR STUDENT AFFAIRS

CASA/CADW REGIONAL CONFERENCES

MOUNTAIN REGIONAL: Arnold Olver, Dean of Students at Prairie Bible Institute and CASA's Mountain Regional director reports that a regional conference is being planned for early March at Briercrest Bible Institute in Caronport, Saskatchewan.

NORTH CENTRAL REGIONAL: The following report was sent by Marshall E. Flowers, Jr., Dean of Student Life at North Central Bible College in Minneapolis. Marshall is regional director for CASA. A total of 170 representatives from six states and from Canada attended

the North Central Regional Conference held at Northwestern College, Roseville, Minnesota, on October 4, 5, 6. Delegates included deans, resident assistants, and student government officers from a total of 11 schools. Charles T. Aycock, Executive Director of the Minnesota State and the Twin Cities area Youth for Christ, stressed the conference theme, "A Ministry in Interpersonal Relationships." He spoke on "The Jesus Model" at the banquet, on "How to Cultivate Ministry Opportunities in a Christian College," and "How to Develop the Whole Person in a Chris-

tian College" in the two Friday sessions, and conducted a workshop on "Equipping the Whole Person." "Ideas at Work" were shared in two afternoon sessions scheduled in separate sections for deans, resident directors, and resident advisors. Profitable materials were distributed by various schools and practical suggestions were gained for innovating programs. Visiting resident assistants were guests of Northwestern and Bethel R.A.'s in college housing which reduced expenses, enabling more to attend and also increased fellowship opportunities. Arrangements for the conference were made by Mrs. Germaine G. Wessman, dean of women at Northwestern College and CADW regional director, and by Marshall E. Flowers, Jr., dean of student life at North Central Bible College and CASA regional director.



CASA/CADW North Central Conference: (left to right) Charles T. Aycock, speaker; Germaine Wessman, CADW regional director; Marshall E. Flowers, Jr., CASA regional director.

LAKE REGIONAL: November 30 and December 1 were the dates of the CADW/CASA regional conference held at Wheaton College. Ruth Bamford, associate dean of student development at Wheaton, is to be commended for the thorough planning and excellent program. Approximately 300 attended the two-day conference, among them 25 deans and 25 resident directors. "Feel Bound by Stress?" was the conference theme. Dr. Fran White, Professor of Psychological Studies in the Wheaton Graduate School,

(Continued on next page)

REGIONAL CONFERENCES

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was the main speaker. Her talks on "stress" were very helpful to all in attendance. A significant documentary film on stress, "College Can Be Killing" was shown to all. Especially helpful and challenging were the small group discussions. The deans, the resident directors, and resident assistants met in separate sessions. Of special interest to the resident assistants was the discussion on "campus dating." There were also seminars on self awareness and personal effectiveness.

FROM CASA PRESIDENT

"Excitement" is the word that best expresses my thoughts about CASA and its activities as we begin this new year and the new decade. I am excited and pleased about the regional conferences that have already taken place or are in the planning stages. I wish to express my appreciation to the regional directors of both CASA and CADW for the good work they are doing relative to these conferences. I am also excited as I hear from Chip Jagers and his gang at Taylor about the good and profitable things they are planning for the annual conference there June 2-5. I hope you are planning to attend. The first conference mailing will be sent to you soon.

—Don Boender

CASA Placement Service

Chip Jagers, CASA vice president, encloses with this copy of KOINONIA a placement form. Two services are offered: 1) If you are seeking a new position, 2) If you are seeking to fill a vacant or new position on your student affairs staff. Please respond promptly so that your needs may be made known with the next issue of KOINONIA. Mail the completed form to Chip Jagers, Taylor University, Upland, IN 46989.

1980 CASA MEMBERSHIP "We Prayed For Revival"

Response to the membership mailing has been good, but we do want to hear from YOU! So fill out the form and send it with your membership fee NOW. In fact, urge all the members of your student affairs staff to join CASA this year. Keep in mind that each additional person, beyond the initial one, may join for just \$5.00. Additional CASA brochures, constitution and bylaws, and membership forms may be obtained from CASA secretary-treasurer: Kermit A. Zopfi, Route 5, Box 270, Dayton, TN 37321. Your regional director also has a supply of each.

Position Changes

Robert Barr resigned his position as Dean of Student Development at Messiah College in Grantham, PA. Don Blackburn is the new dean of students at Christian Heritage College in El Cajon, CA. Daniel M. Snively, formerly associate dean of students at Grace College in Winona Lake, Indiana, became dean of students when Arnold Kriegbaum retired. Paul DeStefanis is now director of student services at Miami Christian College. Doug Schmidt replaces Marvin Brubacher as dean of students at London Baptist Seminary in Ontario. Pinebrook Junior College in Coopersburg, PA, also has a new dean of students in the person of Philip C. Rydingsward. New resident hall directors at Taylor University are Lowell Haines and Tim Herrman. Tom Ayers recently became director of financial aid at Taylor. At Trinity Evangelical Divinity School in Deerfield, IL, the new dean of students is Arthur Volkmann. Frank Zgrablich is now the director of student activities at Valley Forge Christian College in Pennsylvania. We wish all of these colleagues the blessing of the Lord in their new positions.

Note: If there are changes or additions in your student affairs personnel, please notify CASA secretary-treasurer.

Since the beginning of the current school year at Bryan College in Dayton, TN, some members of the college family have prayed for a spiritual refreshing. A group of male students met weekly to bring this one request before the Lord, firmly believing that He does hear and answer prayer. And God DID answer! It all began during the college missions conference, January 9-11, a conference in which 64 missionaries from 32 mission societies participated. The conference speakers were Jay Kesler, president of Youth for Christ International, and Norm Cook, special projects director with Overseas Crusades. It was very evident that God was speaking through their messages. By the last day of the conference students began to report of the powerful working of the Lord in their lives and asked the dean of students, who served as conference coordinator, if they would be able to share with the college family what the Lord was doing. This opportunity was afforded in the final meeting of the conference which began at 8:00 p.m. It all began slowly, but then the presence of the Lord was manifested in great power upon the meeting. One after another students began coming to the platform microphone to testify. Some, even big husky male students, wept unashamedly. They told of how the Lord had convicted them of their apathy and backsliding and that they were now making a new start in their Christian lives. Norm Cook did not get to bring the final conference message. Six and one half hours later, at 2:30 a.m. the service ended with President T. C. Mercer pronouncing the benediction. The service ended but the Lord continues to work. More than 200 students indicated on commitment cards that they were dedicating their all to the Lord and that they were willing to serve Him as missionaries if He so leads. Many others stated they desired to be-

REVIVAL (Continued)

come involved in mission activity while still enrolled as students. Pray for all follow-up efforts. Special classes are being sponsored by the student life council and by the Christian service department of the college, classes in discipleship, the basic principles of the Christian life, and in basic witnessing. Student leaders are being trained to serve as

leaders of small groups that are being formed for Bible study, sharing, and prayer. Dan DeHaan from Atlanta was the chapel speaker the week following the missions conference. Once again, the leading of the Lord was most evident, for He had led Dan to speak on the topic, "DON'T DRIFT!"

Kermit Zopfi
Dean of Students

HONORARY RESIDENTS PROGRAM

In response to the query, "Why do students vacate the campus every weekend?", how often have you heard students say, "There is nothing to do around this dead place"? What perceptions do students hold regarding their relationships with faculty and community members? Are you looking for ways to encourage meaningful interaction between students and faculty or other community members? Several years ago, the Honorary Resident Program was introduced by the Student Development Staff at Greenville College. Because we held the view that students and faculty/community members could mutually profit from meaningful interaction, this program was designed to provide ways through which this could happen. In the informally structured program—resident assistants on each floor/wing/house are asked prior to the end of the year to select either a faculty or community couple to act as their Honorary Residents for the following year. Those who were willing to serve consent in advance to have their names placed on a list of those available. Minimal instructions and suggestions are given to those chosen as Honorary Residents. Their primary function is to identify with the residents on their floor as a person, friend, counselor, surrogate mother and/or father. They are not expected to discipline or supervise in any "role" related way unless it is deemed appropriate. The emphasis is placed on promoting meaningful interaction. Some suggestions are offered to the

Honorary Residents which are intended to stimulate ideas: 1) Become personally acquainted with each resident on the floor/wing/house. 2) Work with the student resident assistant in arranging informal social gatherings, meetings, and in the determining those who need counseling. 3) Be a friend and a listener for residents who want to discuss important personal matters. 4) Provide a home off-campus which residents can feel free to use as a retreat. 5) Invite residents to your home for planned and spontaneous social times. 6) Join the residents for a meal occasionally in the college dining commons (Student Development Office provides free meal tickets). 7) Visit the wing/floor/house frequently to make informal contacts with residents. 8) Participate and/or initiate discussions with residents on the wing/floor/house regarding i.e., moral issues, current affairs, world issues, Bible study, etc. 9) Work with the student resident assistant in arranging floor parties, trips, and activities which will promote interaction.

Often there is some expense associated with having the entire floor over to the house for a party or meal. The Student Development Office gives each Honorary Resident family and his or her floor an honorarium of \$15.00 per semester. This, of course, in no way covers the expenses which are incurred by those who take this role seriously. Excessive expense is usually borne by the residents themselves for some of the more extravagant par-

ties, meals, trips, etc. It should be made clear that those who serve as Honorary Residents volunteer their services and are in no way remunerated. On occasion a survey has been taken to determine the kinds of activities done as well as the quality and frequency of inner-actions. The results show that both faculty/community members and students are overwhelmingly in favor of the program. It creates a medium through which they can become known and get to know students as persons. Some of the more frequently reported activities are: do-it-yourself parties in the home, hikes, cookouts, secret sister-brother gifts at Christmas time, Thanksgiving and Christmas feast usually at the home of the Honorary Resident, volleyball competition between floors, a men's floor inviting a women's floor out for some activity, floor projects such as sponsoring an orphan, serious discussions and Bible study, shopping sprees or trips to nearby points-of-interest, and inviting the Honorary Resident(s) to the floor for a meal or social occasion. At the beginning of each fall semester all Honorary Residents are invited to meet for dessert with their respective student resident assistant. During this time the coordinator explains the purpose of the program, emphasizes the importance of the community volunteers in the success of the program, and thanks them for their willingness to participate. Throughout the year the coordinator acts as a resource person for both the Honorary Residents and the student resident assistants.

Tom Morgan, Associate Dean
of Student Development
Greenville College (Illinois)

CADW/CASA HIGHLIGHT

the annual conference at

Taylor University

Upland, Indiana

June 2-5

See YOU there!

RETENTION MODEL FOR CHRISTIAN LIBERAL ARTS COLLEGES AND BIBLE COLLEGES OF 2000 STUDENTS OR LESS

INTRODUCTION: It has just been in the last few years since the population for recruitment has gotten smaller that we have begun to look carefully at our retention problems. Of the 3,100,000 students graduated from high school, 52% will go on to college, but only 40% will graduate. If we do not have the growing freshmen enrollment at the front door, then we must close the back door. I am convinced that the group of students we should focus on is the incoming freshman class. The following is a retention model that we have used in part with modest success at Messiah College. (Editor's note: In ten years Messiah College has grown from 500 to 1200 students.)

PHASE 1: The first phase of the retention action begins with the first letter sent out from the admissions office. It must be designed to give the prospective student a positive, excited attitude towards the college. It should be formulated by the admissions office and evaluated by a sampling from the sophomore class. The same letter should also be evaluated by a selected sample group of parents as to their reactions. A program of mailings should be designed so the student is receiving mail systematically. Every piece of mail needs some evaluation from the students, faculty, and staff. An almost forgotten element in recent recruitment has been the parents. I feel that parents are still having a very important role in the selection of the college their son or daughter will attend. For example, our coaching staff has discovered that a phone call to the athlete's mother to discuss the future of her son or daughter has often been the deciding factor in the recruitment of the athlete.

PHASE 2: The second phase in recruitment is to have both students and parents visit the campus

for a day. Even more important than the traditional College Day is to have the student and parents visit and to make them feel they are the important people of the day. Recruiting is not done only by those out on the road but also by those in the office who conduct campus tours. It is wise to have such visitors have lunch with a group of students to discuss college life, but campus tours should be given by professionals who can give accurate and adequate information to the parents and students who have probably traveled a long distance and who are deciding where to make a \$15,000 to \$20,000 investment of major importance to the future of the prospective student and of grave concern to the parents.

PHASE 3: The third phase of the retention program is the summer orientation for both parents and students. I would suggest a Friday evening and Saturday morning. Parents are willing and eager to invest the money to cover the cost of an overnight stay on campus. It is advisable to keep the size of the group between 100 and 300, including both students and parents. The parents can be taken through an orientation of the college, registered, assigned to residence halls, and served in the dining room. During this time all the testing and pre-registration for students should be done. It may be necessary to plan several such weekends if the incoming freshman class is large. Friday night: meeting for all with an overview of the college presented; pre-registration by departments with both students and parents present, a tea for parents and a fun time for students. Saturday: Placement testing for students and information for parents. (Note: It is important that everyone in attendance is given a clear and honest report of the type of college community they are being invited to

join.) All room assignments can be given to the students and in many cases they will have opportunity to meet their roommates or at least visit their room so they may note color and type of furniture.

PHASE 4: The fourth phase is the fall program. Short—three days at the most. Since all testing and pre-registration is past, it is a time of fun, fellowship, and entertainment. This is the only time the freshmen will have the campus to themselves. It is a perfect time for them to get acquainted with head residents, resident assistants and the student development office staff. Each student meets with a team of three counselors who will be working with him or her during the year—one faculty member, one senior woman, and one senior man. Each team has between 15 to 20 counselees. A counseling handbook states the objectives, goals, and duties of the counselors. Since the crucial retention time is the first six weeks, each student will be counseled four to six times during that period. All energies are put forth so freshmen develop and maintain a positive attitude toward the college environment. The team will continue to meet with the counselees during the year.

PHASE 5: The final phase of freshman retention efforts is in April—a counseling session with each counselee to discuss next year's academic program and to discuss career plans. Pre-registration is also accomplished during this time.

CONCLUSION: The above five phases will help fulfill our obligation to the students we have recruited and admitted to our college. We will not hold everyone, but each one we retain is one less the admissions office needs to recruit.

Robert Barr, Former Dean
of Student Development
Messiah College