



COLLEGE *of* ATHENS

2023–24 Annual Report



Part I

• Foundational Statements



Core Values

- **A Strong Biblical Foundation**
- **An Abiding Relationship with the Trinity through Prayer**
- **Grounding each Person's Identity in Christ**
- **Practical, Experiential Learning**
- **Every Believer's Calling to Christ-like Love & Service**
- **Worship in Spirit & the Truth**
- **Unity in the Body of Christ**
- **Faith & Trust in God Alone**

To be a biblically-grounded, Holy Spirit-empowered, accredited Christian college that prepares men and women who will teach, reach, lead, and minister to others out of their identity in Christ through relational, hands-on training for life and leadership in the church, in the marketplace, and across the globe.

Mission Statement

Christian Philosophy of Education

The Goal of Kingdom-focused teaching is to develop students who will live and minister out of their identity in Christ as evidenced by transformed values, actions and capabilities including:

- An effectual understanding of who God is;
- An effective understanding, interpretation, and application of biblical Truth;
- A redeemed mindset, life focus, and Christian worldview;
- An abiding personal relationship with Jesus through the indwelling of His Holy Spirit;
- Joyful, obedient surrender to the will of the Heavenly Father and His Word;
- An understanding and effective use of their power and authority as believers; and
- The ability to lead and disciple others into Christ-likeness within community.

“Equipping heads and hearts to serve as Christ’s hands and feet.”

Part II

• Leadership

Board of Trustees	
Mr. Matthew McRae III Practice Manager, McRae Family Dental	Mr. Savior Anyidoho (Chair) Director of Diversity, Equity, and Inclusion, Zax LLC
Rev. Dr. Daryl Bloodsaw Senior Pastor, Ebenezer Baptist Church West	Mrs. Annette Nelson (Treasurer) Owner/Manager, Annette A. Nelson CPA Inc.
Mrs. Nancy Conger Retired Educator	Mrs. Beth Laury Spiritual Formation Pastor
Dr. Marcia Wilbur (Secretary) CoA President	Mr. Jeff Snowden Partner, Snowden-Tatarski

Adjunct Faculty	
Dr. Robert Brown Christian Studies DMin Mid-America Baptist Theological Seminary	Dr. Norman Goodwin Leadership DMin Asbury Theological Seminary
Ms. Kris Castro Leadership MA Global Awakening Theological Seminary	Dr. Kirk McConnell General Education EdD Liberty University
Ms. Amanda Graham Worship Arts MA University of Georgia	Dr. Ray Morris, Christian Education EdD Southeastern Baptist Theological Seminary
Dr. Mike Rasmussen Christian Studies PhD University of Aberdeen	Dr. Tracy Reynolds Leadership DSL Regent University

Leadership Staff

Dr. Marcia Wilbur, President
 PhD The University of Georgia
 MACT Michigan State University
 AB The University of Michigan

Dr. Kurt Genteman, Chair, Undergraduate Christian Ministry Program & Chief Financial Officer
 DMin Gordon-Conwell Theological Seminary
 MPA Georgia State University
 MBA Georgia State University
 BS The University of Illinois

Dr. Pat Ford, Chair, Transformational Leadership Program
 EdD Southwestern Baptist Theological Seminary
 MRE Southwestern Baptist Theological Seminary
 BS Baylor University

Mrs. Dee Pesaresi, Director, CoA Transformational Prayer Ministry Center
 MA (in progress) College of Athens

Mrs. Cynthia Berry, Operations Director
 MA College of Athens
 BS United States Military Academy

Mrs. Cynthia Wilbur, Assistant Director of Program Services
 MDiv (in progress) The Southern Baptist Theological Seminary
 BA The University of Georgia

Dr. Jesse Colbert, HSP Program Director
 PhD Midwestern Baptist Theological Seminary
 DMin The University of the South
 MDiv Reformed Theological Seminary
 BA Belmont University

Dr. Jesse Coyne, Chief Academic Officer
 PhD New Orleans Baptist Theological Seminary
 ThM New Orleans Baptist Theological Seminary
 MA New Orleans Baptist Theological Seminary
 BS The University of Georgia

Dr. Tim Harrison, Chair, Graduate Christian Ministry Program
 EdD The University of Georgia
 MEd The University of Georgia
 MDiv Erskine Theological Seminary
 BAA Emmanuel College

Mr. Alex Fields, Director of Outreach & Student Affairs
 PhD (in progress) Columbia International University
 MA Columbia International University
 BA The University of Georgia

Ms. Amy Alred, Library Specialist
 MLIS Louisiana State University
 BA University of Louisiana Monroe

Mrs. Paula Riobo, Director, Lifelong Ministry Program
 Georgia School of Ministry Pastoral Certification

Ms. Christina Morris, Assistant Director of Administrative Services
 MEd University of Georgia
 BA Lee University

Part III

• Institutional Effectiveness

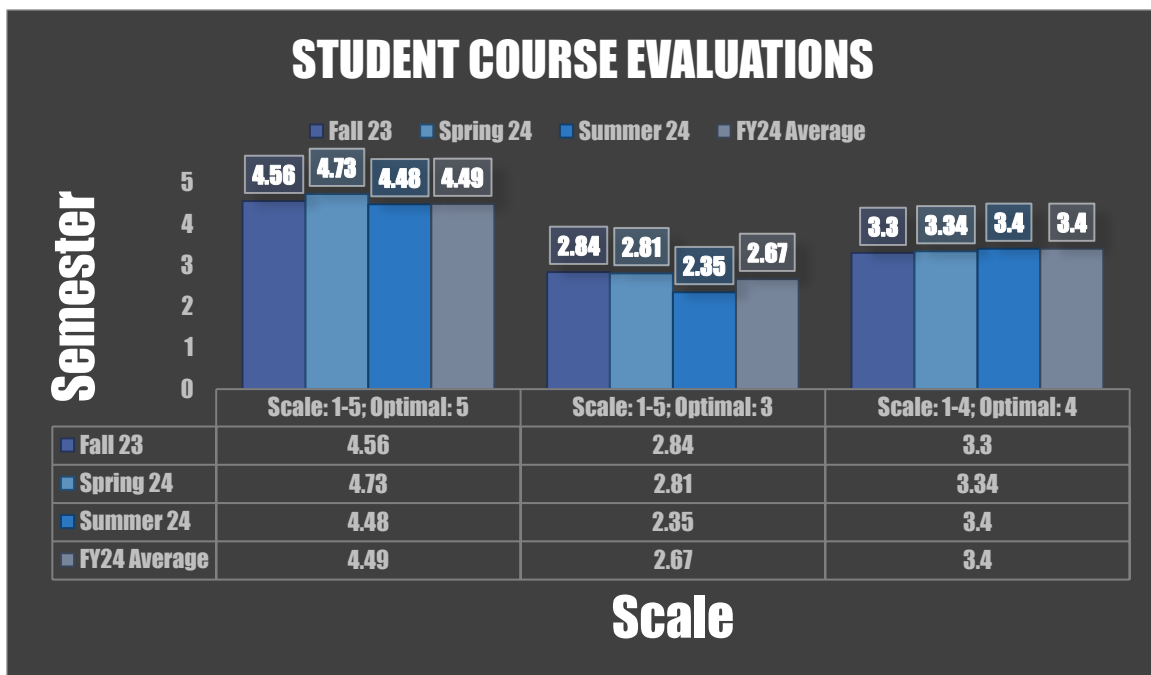
CoA employs both direct and indirect methods to assess its institutional effectiveness.

Assessment Data include:

- Students' grades
- Faculty observation reports
- Review of student artifacts
- Students' end-of-semester course evaluations
- Faculty Survey results
- Student Survey results
- Graduation Survey results
- Alumni Survey results
- Review of student portfolios

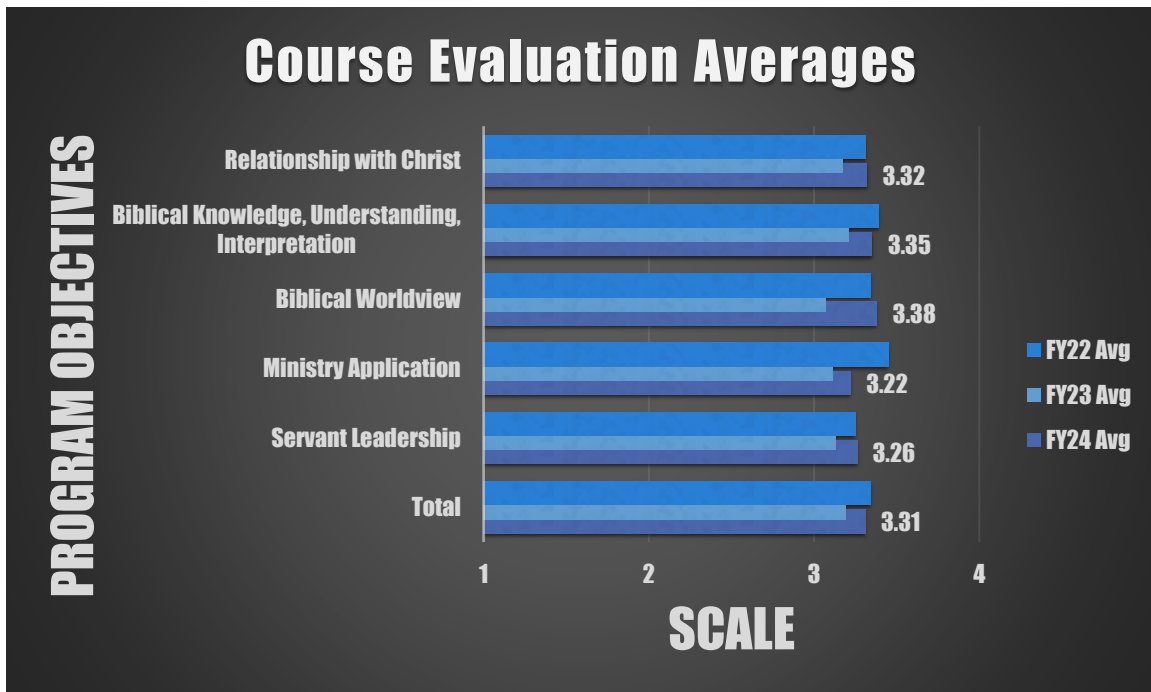
Student Course Evaluations

Students are asked to submit an online evaluation of every course they complete. The questions were revised in FY 24 to include additional information about the instructor, but the evaluations still include programmatic information and the spiritual impact of the courses. The questions in the evaluations are scaled differently to account for the differences in content areas. All of the evaluation numbers are positive and consistent.



Student Course Evaluations & Program Objectives

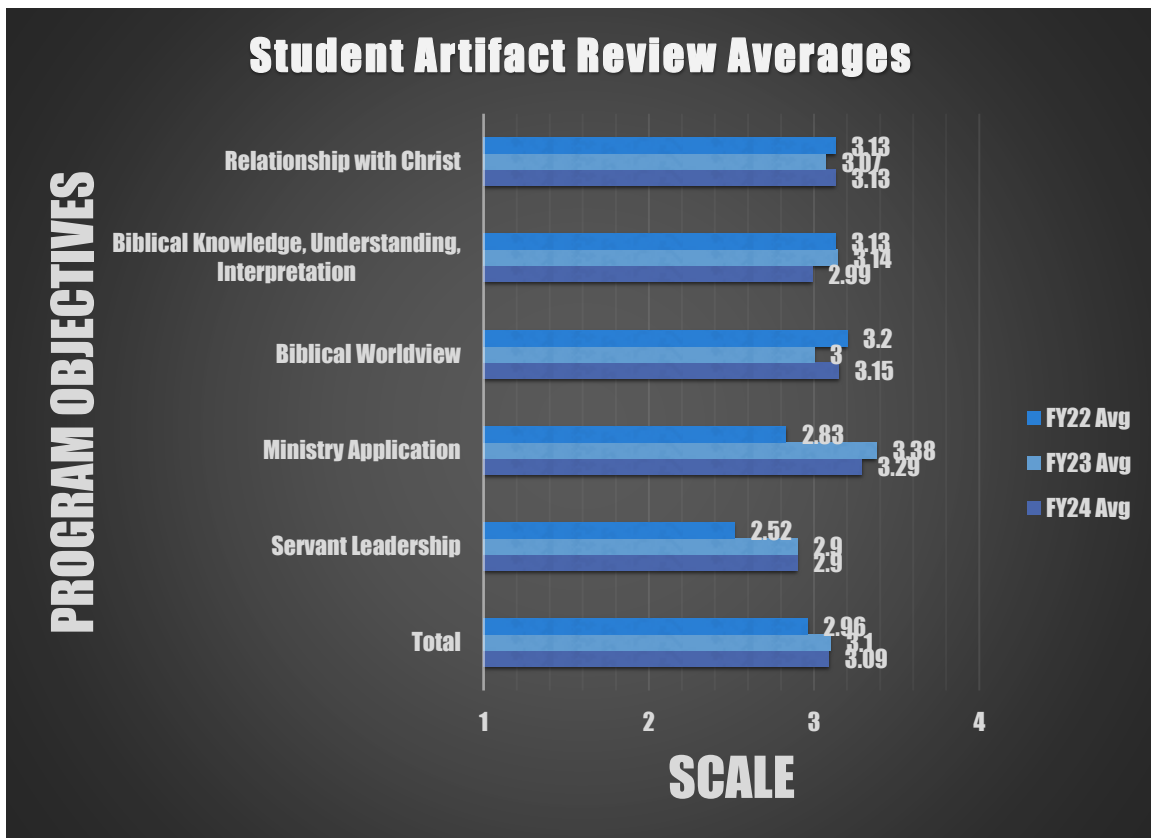
As part of the Course Evaluations, students are asked a series of 9 questions that correspond to the language of CoA's Educational Goals & Program Objectives about how the course impacted their understandings, beliefs, and abilities: 1 = Not at all; 2 = Somewhat; 3 = Moderately; 4 = Significantly. Some representative comments from the evaluations are listed below as well. The overall numbers remain consistent and strong even while the number of students and courses offered have grown.



- "Wonderful class! I also loved the way that all of my classes this semester fit together. There were several weeks where the class discussions correlated with each other across the board. I love the way God works and that He is the main focus at CoA."
- "I absolutely loved this class. The Creed project changed the way I share my faith in Jesus with others. Before I would get lost in trying to use too many words. This project helped me to share with confidence, brevity when appropriate, and point others to Scripture."
- "I appreciate [the instructor] allowing us to share different opinions and allowing us to do critical thinking and in doing that grow in our understanding and perception about spiritual warfare."
- "Honestly I just want to say thank you so much [instructor]. I am so thankful I have been able to take so many of your classes because they have been so life giving. You have done such a beautiful job in all your class to encourage your student and genuinely promote critical thinking in your classes. You have really helped me actually ask questions and be curious about things, the Lord has used you so well and it is because of your consistent yes to him and how you show his love to your students. So, thank you [instructor] I will miss being in your classes."

Student Course Artifacts

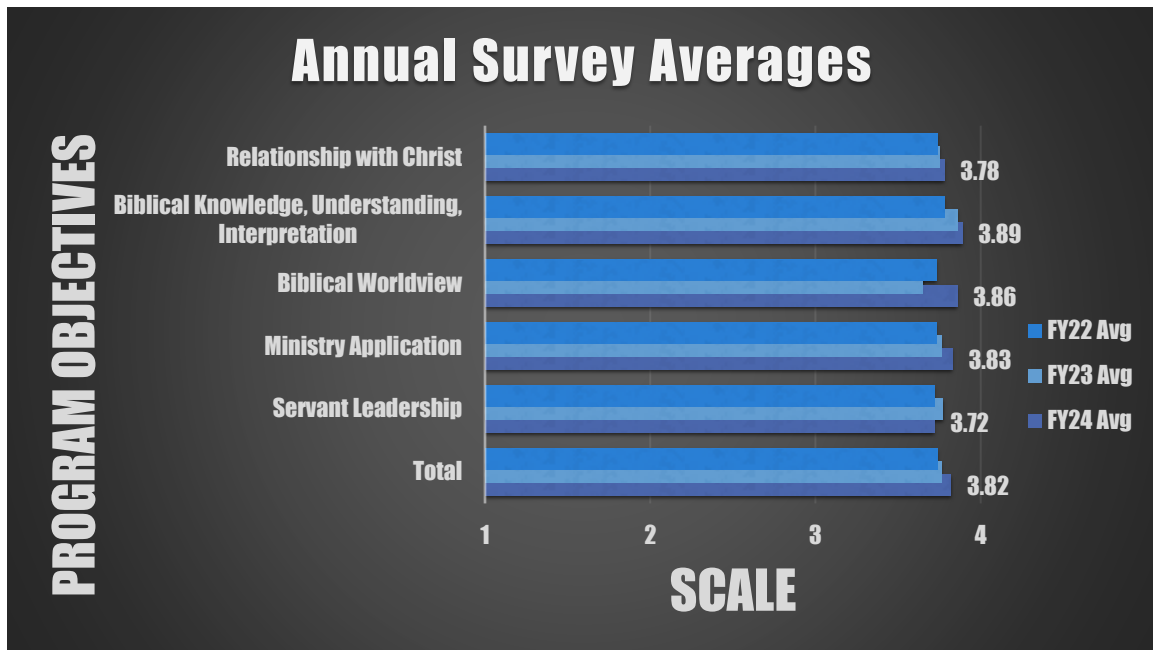
For the artifact review process, CoA Program Objectives have been summarized into five categories for the purpose of evaluation. Those categories are: Relationship with Christ (RC); Biblical Knowledge, Understanding, and Interpretation (KUI); Biblical Worldview (BW); Ministry Application (MA); and Servant Leadership (SL). Each category is evaluated on a scale of 1 to 4, with a 1 indicating minimal alignment and a 4 indicating strong alignment. The review is based upon a comparison of actual student work (artifacts) compared with the stated Program Objectives. At the end of each semester, the artifacts submitted by faculty members are evaluated by a faculty committee to determine alignment with the five main categories against a specific rubric. The data for FY24 continue to demonstrate strong and consistent outcomes with slight decreases in KUI and MA balanced by slight increases in RC and BW.



26 of the 40 courses taught in FY24 underwent Course Artifact Review. 17 of the 26 courses were reviewed for the first time. 7 of the 26 courses were reviewed for the second time, but they were taught by a new instructor. 2 of the 26 courses were evaluated for the second or third time with the same instructor. The data indicate that CoA courses are largely accomplishing the objectives as articulated in our Educational Philosophy and Program Objectives and that steady improvement is being made for repeated offerings of a course but also for the incorporation and training of first-time instructors.

Annual Student Surveys

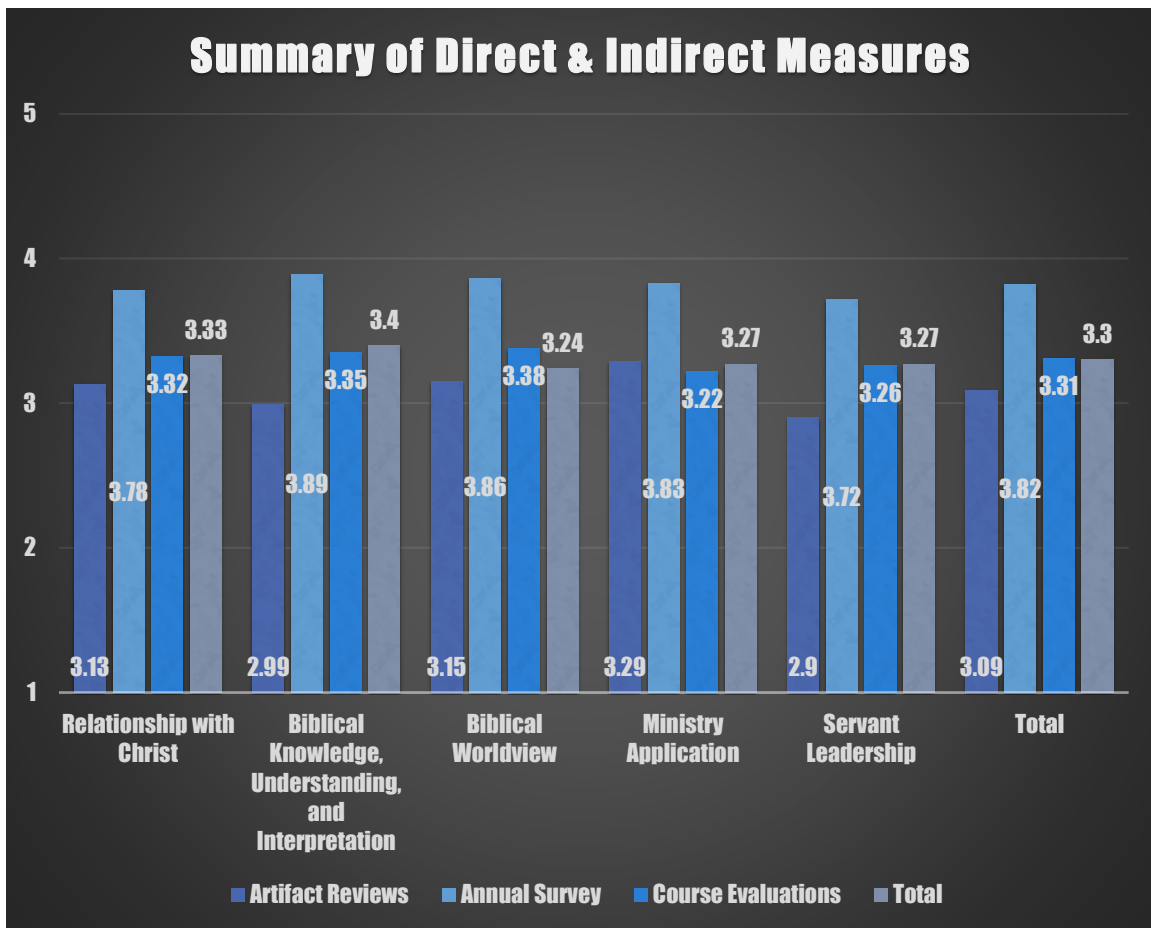
The College of Athens issues its Annual Student Survey each April at the close of the Spring Semester. The Annual Survey covers a range of items from Campus Life to Academics. As with the Course Evaluations, several questions within the Annual Survey have been correlated with the 5 categories represented in the Educational Goals and Program Objectives. Some representative comments from the surveys are listed below as well.



- "The teachers are absolutely fantastic, personal, and very helpful. They are truly interested in teaching us and imparting their wisdom to us."
- "I have felt very seen and cared for as well as sown into deeply with knowledge and understanding."
- "Attending CoA has been a wonderful experience! I am already looking forward to next semester!"
- "God keeps peeling layers off of me so He can make more room for Him. He keeps bringing me deeper into Him."
- "My praise is to the professors. I am blessed to see their genuine concern for every student."
- "The kindness and care of the whole staff!"
- "It is great to be at CoA because it is like being part of a family."
- "CoA feels like more than a school to me. I am grateful for the community CoA classes provide even while living a good distance from the college. CoA does a great job of focusing on individual growth while fostering a kingdom mindset."

CoA Correlation Matrix

In an effort to ensure alignment between CoA's Christian Philosophy of Education, its Educational Goals, and the Program Objectives, the Leadership Staff created the College of Athens Correlation Matrix (below), showing the cross-connections between its Foundational Statements. The CoA Correlation Matrix provides a summary view of how well the institution is performing against its Christian Philosophy of Education, Educational Goals, and Program Objectives based on data presented earlier in the Comprehensive Assessment Report. The Correlation Matrix provides a comprehensive summary of direct and indirect measures of student outcomes.



Overall, the numbers from direct (student artifacts) and indirect (student survey and evaluations) data are strong and consistent. The Artifact Review numbers and Course Evaluations are consistently below the numbers collected in the Annual Survey, but they generally scale correspondingly. Based on student survey responses, course evaluations, and student artifact reviews, CoA programs are highly effective in meeting their objectives. Students are being equipped to understand God's will through Bible study, prayer, and discipleship, and they are able to apply that understanding in their own personal lives, in service to others, and through leadership in the Christian community.

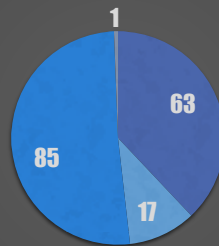
Recruiting, Enrollment, & Retention

CoA continues to see slow but steady growth among degree-seeking students at all levels of recruiting and enrollment. Increasing overall student enrollment continues to be the most important goal over the next year. As CoA continues to expand its programs, degrees, and offerings alongside the development of its campus property, the expectation is that enrollment goals will continue to be met and exceeded.

Student Recruiting—New Students

Graduate	Undergraduate	Certificate
• 3	• 15	• 0

FY 24 Total Students Served



■ Audit ■ Graduate ■ Undergraduate ■ Certificate

CoA 3-Year Retention Rates

Program	2023–2024	2022–2023	2021–2022	3-Year Average
Associate*	100%	100%	n/a	100%
Bachelor*	75%	80%	66%	74%
Graduate**	50%	100%	66%	72%

*Retention Rates for associate's and bachelor's programs are based on fall-to-fall, first-time, full-time student status.

**Retention Rates for Graduate programs utilize total fall-to-fall enrollment.

CoA 3-Year Graduation Rates***

Program	2017 Cohort	2016 Cohort	2015 Cohort	Average
Associate	n/a	n/a	n/a	n/a
Bachelor	n/a	0%	0%	0%
Graduate	n/a	0%	0%	0%

***The completion and graduation rates for certificates, associate degrees, and bachelor degrees are measured at 150% of the expected time for completion (e.g., bachelor degree rate is 6 years from first enrollment).

Note: The majority of CoA students during the years reported attended the college part-time. Further, transient student enrollment numbers are not included in the numbers reported, and CoA does not track graduation numbers for transfer students, which lowers the average significantly.

Part IV

• Lifelong Ministry Program

The goals of the Lifelong Ministry Program are:

- To help equip the saints for Christian life and ministry;
- To serve as a hub of unity among believers in the greater Athens, GA area; and
- To build awareness of the College as a trusted source of advanced ministry training and personal Christian growth.

The key Scripture for the Lifelong Ministry Program is Ephesians 4:12–13

“To equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.”

Programs & Seminars Offered


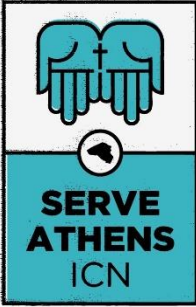



- **Wholeness Care Ministry**
- **Healing Trauma**

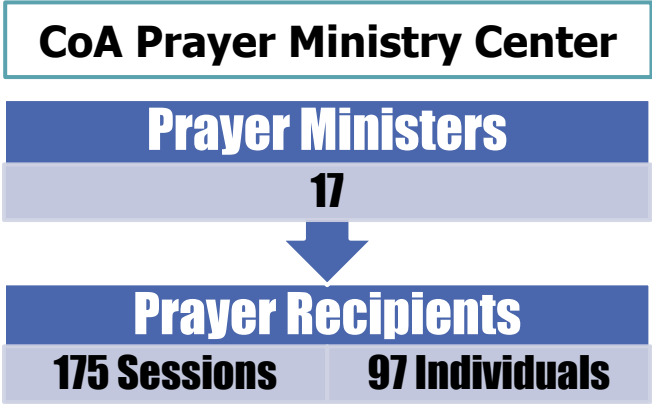
Coaching 4 Christlikeness
Christian Leadership Institute

In FY24, a total of 63 auditors enrolled in 9 different courses at CoA. The LMP also graduated its 2nd cohort of 8 students from the Christian Leadership Institute and launched its 3rd cohort with 8 participants who will work together in this 18-month discipleship program. 3 individuals became certified coaches through the Coaching 4 Christlikeness Program. Below are a few representative comments from LMP participants:

- *“CLI also taught me how important community is in the growing process. I could never have gotten to where I am without a community where there is honesty and acceptance. I have been involved in many Christian groups in my 50+ years of being a believer, but I cannot say that I was ever in a place where I felt safe enough to share about the internal struggles I was having. As I look back on CLI, although I am one of the quieter ones, I was able to voice what I never felt safe enough to voice about the battles that I was facing from the first class onward. I cannot remember all that took place in that first class, but it was powerful and set the tone for the remainder of the class. As I go forward after graduation, I will be praying and seeking a group that encourages honesty and acceptance because that is where growth takes place. CLI, teachers and each of the Pearls have forever changed my life and my heart now is that I can communicate the testimony of who I have become to others!”*
- *“When I Reflect on the teachings throughout this course, I would be more apt to say, what didn’t I learn! The teachings can’t just be summoned up to: I learned more about God’s Word, or I know now Why I need God, the importance of the Cross, and why we need Him in our lives. This class taught me life, true living, and what that looks like through my Identity in Him, through story, through His Word, through relationships, through discipline(s), through forgiveness, through daily reflections, through blessings, and the list goes on...”*

Conferences & Special Events

Event	Day & Time	Description	Participants
<p>Atlanta Cultural Immersion Experience</p> 	Friday, September 22, 2023, 9:00AM–5:00PM	The CoA partner, Café 1040, hosted the CoA team for the day. The trip was concentrated on learning about unreached people groups around the world and in Atlanta, and cultural immersion through a mosque visit, an ethnic lunch, and touring the community.	5
	Saturday, October 14, 2023, 8:30AM–2:00PM	ServeAthens ICN (in Christ's name) is designed to bring together the body of Christ for a day of service in blessing our city and blessing others. After the group kickoff, volunteers divided into various teams to serve at 7 different sites in the Athens area, ranging from prayer walking and evangelism to landscaping.	80
	Saturday, January 20, 2024, 9:00AM–4:00PM	Our 11 th annual prayer conference had the theme "Living from Your Whole Heart" and was based on Proverbs 4:23.	125
	Thursday, May 2, 2024, 7:00AM–8:30AM	CoA sponsors and helps organize the NDoP in Athens each year. This year's attendees included the mayor of Athens, other elected officials, and many local pastors and community leaders. The keynote speaker was Rev. Nick Honerkamp.	540
	Saturday, June 22, 2024	This year's annual conference focused on the theme "Light of Christ." The 5 teaching sessions and times of prayer and worship were enjoyed by representatives from 22 area churches.	65



In FY 24, the Transformational Prayer Ministry Center conducted 115 prayer sessions on campus, 13 at The Sparrow’s Nest, and 47 at Fresh Wind Recovery, for a total of 175 sessions. This is an average of 14.5 sessions per month. The sessions conducted at CoA decreased slightly from the prior year (126 to 115), but with the additional sessions conducted at locations run by ministry partners, the total number increased (126 to 175) by roughly 39%. 97 different people in the community were served by 17 different prayer ministers. Data from the Transformational Prayer Ministry Center indicate that participants have an overwhelmingly positive experience. Below are representative comments:

- *“This experience was way different than the experience I had with my personal therapist. This one is God led, and God focused. [The prayer minister] had insight into what I was saying that I really needed to hear.”*
- *“My prayer ministers were loving and I felt so safe to share difficult parts of my story I have hidden for so long.*
- *I felt very safe to be vulnerable! The Holy Spirit was moving and really spoke a lot of wisdom through them to me, and also revealed some of His truth to me! So I would highly recommend! I already feel better!*

Part V • Financial Report

The College of Athens employs Dave Moja, CPA, to conduct its yearly financial audit. The following financial data represent the fiscal year lasting from July 1, 2023 through June 30, 2024.

Total Assets	\$1,828,217
Total Liabilities	\$577,570
Total Net Assets	\$1,250,647
Total Revenue & Contributions	\$1,045,573
Total Expenses	\$757,637