

Culture Tomorrow2010

Culture Tomorrow2010 is an initiative that began in 2007 under the leadership of Paul Steinke and a team of four students, four staff, and four faculty with the help of Jason Reep, a consultant from Washington Employers. This initiative has sought to aid the MHGS community in addressing the question, "How do we engage difference at MHGS?" so that we might discover "who we are" in order to set a trajectory toward "who we hope to become" for the life of our community and the life of the world.

The objectives of CT2010 is as follows:

1. To determine MHGS's capacity to build effective relationships with colleagues and students who differ from one another theologically, racially, philosophically, in gender, generation, and professional background.
2. To understand how our organizational processes, culture, and structures impact the establishment of effective relationships among our community
3. To provide self-awareness and knowledge to members of the MHGS community about their individual preferences and skills toward engaging people who are different
4. To build action plans that further strengthen areas where we are excelling, or beginning to excel, and to put in place plans to shore up places where we discover shortcomings

To begin this process of discovery, the Culture Tomorrow2010 team created a four-part Cultural Assessment survey for the faculty, staff, students, and spouses of students to offer us all an opportunity to evaluate the community of MHGS on how it engages differences but also discover how each individual participates in creating the very community we are evaluating. The Survey was administered to the MHGS Community November-December 2007

Based on the results of the Cultural Assessment survey, Paul and his team created focus groups in the Spring of 2008 in order to interpret the results and discuss what next steps need to be taken. In June of 2008, Paul facilitated a Cultural Summit in which 24 faculty, staff, alumni, students, and spouses gathered to create short term (6-12 mo.) initiatives and long term (3-10 years) strategies to be incorporated into the creation of the institutional-wide strategic plan. Given financial constraints, the strategic plan was delayed until July 2009.

In February 2009, Paul Steinke and Dr. Caprice Hollins will review both the initiatives and strategies for further systemic implementation and incorporation into the strategic plan planning process.