HEARTLAND
CHRISTIAN • COLLEGE

Annual Institutional Effectiveness Report 2025/2026

Introduction

This report provides an overview of data in select areas of Heartland Christian College (HCC). HCC is a two-year Bible College designed to help students know God more, gain a sound biblical foundation, establish a biblical worldview, and prepare for their next step in life.

Mission: Our mission at Heartland Christian College is to equip and prepare students to be servants of Jesus Christ, lifelong learners, and effective workers in local churches and communities around the world.

Vision: Heartland Christian College is committed to providing affordable, quality biblical higher education in the context of a community of local and international learners striving for spiritual growth, discipleship, and preparation for life.

Student Information

Enrollment

Year	Headcount	Full-Time	Part-time	FTE
Fall 2022	30	16	14	26.91
Fall 2023	33	14	19	24.83
Fall 2024	28	11	17	20.67
Fall 2025	21	11	10	18

Retention Rate

Entering Fall Cohort	Rate
2020	100% 4/4
2021	100% 2/2
2022	84.6% 11/13
2023	100% 3/3

Graduation Rate

Year	Rate
2020/2021	100% (4/4)
2021/2022	100% (2/2)
2022/2023	69.2% (9/13)
2023/2024	100% 3/3

Cohort data is based on first-time freshmen (does not include transfer students, students who have attended a previous institution of higher learning, or students entering HCC in the previous spring semester for the first time)

Graduation rates are based on the number of students from the original cohort who graduated from HCC within three years of entry.

Faculty/Staff/Administration

Academic Year	Faculty #	Staff #	Admin. #	Teaching Admin./Staff
2022/2023	3 Full Time (1) Adjunct (2)	10 Head Librarian (1) Part-time Lib. Aides (3) HCC Office (1) Registrar (1) Enrollment (1) Recruitment (1) Part-time janitor (2)	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students
2023/2024	3 Full Time (1) Adjunct (2)	8 Head Librarian (1) Part-time Lib. Aides (2) HCC Office (1) Registrar (1) Enrollment (1) Recruitment (1) Part-time janitor (1)	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students
2024/2025	3 Full Time (1) Adjunct (2)	8 Head Librarian (1) Part-time Lib. Aides (2) HCC Office (1) Registrar (1) Enrollment (1) Recruitment (1) Part-time janitor (1)	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students
2025/2026	4 Full Time (2) Adjunct (3)	9 Head Librarian (1) Part-time Lib. Aides (2) HCC Office (1) Registrar (1) Enrollment (1) Recruitment (1) Admin. Assist (1) Part-time janitor (1)	3 -President -Academic Dean -Dean of Admin/Dean of Students	4 -President -Academic Dean -Dean of Admin/Assistant Dean of Students -Head Librarian

Academic Programs

Associate Degree in Biblical Studies

This is a two-year academic program with an area of concentration in Education, Missions, Worship Arts, or Interdisciplinary Studies. Graduating students must successfully pass and complete all requirements for a minimum of 64 credit hours.

Overview of Program Assessment Results

- **Objective 1: Students will exhibit a general knowledge and basic understanding of the Bible**

This objective is measured by 3 tools, each with a pre-test and a post test. In 2025/2026, the objective was met for 2 of these tools, but was not met for one of the tools . The overall **Objective is considered met.**

Tool #1: ABHE Bible Content Test

Strong/Reliable/Objective tool that has been used for many years. Online testing and data is very beneficial. Five students completed both the pre and post test. 4/5 students (80%) increased their raw score, but the average was 7.00 points, falling short of the target increase of 15 points. Looking at historic data, it is unusual for this target to not be met. **Objective was not met.**

Objective is an average increase of 15 raw score points

Academic Year	# of Students Testing	Average Increase (Pts)
2022/2023	3	21.33
2023/2024	8	19.5
2024/2025	5	18.4
2025/2026	5	7.0

Tool #2: New Testament Pre/Post Tests

Objective tool that has been used for several years. New Testament Pre/Post test was successfully administered to 5 students. The objective was that the average raw scores of associate-seeking students increase their raw post-test score by at least 10 points. The average raise was 15.75 points, and the **Objective was met**.

Objective is an average raw score increase of at least 10 points

Course	Academic Year	# of Students Testing	Old goal: Average Increase In Raw Score
New Testament	2022/2023	17	82% raised by at least 10%
			New goal: average increase of 10 pts
	2023/2024	10	Average of 7.73 pts increase
	2024/2025	4	Average of 11 pt increase
	2025/2026	5	Average of 15.75 pt increase

Tool #3: Old Testament Pre/Post Test

Objective tool used for several years. Old Testament Pre/Post Test was successfully administered to 5 students. The objective was that the average raw scores of associate-seeking students increase their raw post-test score by at least 10 points. **Objective was met.**

Old Objective was 80% of degree-seeking students increase by 10%

Course	Academic Year	# of Students Testing	Average Increase In Raw Score
Old Testament	2022/2023	10	80% (8/10) increased their raw score by at least 10%

New Objective is an average increase of at least 10 pts (raw score)

Course	Academic Year	# of Students Testing	Average Increase In Raw Score
Old Testament	2023/2024	4	Average of 5.6 pts increase
	2024/2025	9	Average increase of only 3.83; see note of explanation above
	2025/2026	5	Average increase of 12.30

Student Input: Exit Survey

In order to receive student input regarding Bible knowledge, an Exit Survey included a question regarding this topic. Students graduating with an Associate in Biblical Studies responded to this survey. Responses are on a 5-point scale from Strongly Agree to Strongly Disagree. The question that students respond to is **"**I am satisfied with my general knowledge and basic understanding of the Bible."

Objective is 80% at least "Agree"

Academic Year	# of Students Surveyed	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	% that at least "Agreed"
2022/2023	5	4	1				100%
2023/2024	7	4	3				100%
2024/2025	6	6					100%
2025/2026	4	3	1				100%

- **Objective 2**: **Students will demonstrate college-level foundational academic skills**

This objective measures demonstration of college-level foundational academic skills through three tools incorporating reading & writing, speaking, and cumulative GPA's demonstrating general academic skills. 2 of the 3 three tools met the objective with the third tool partially meeting the expected objective. ***The objective is considered met.***

Tool #1: Cumulative GPA

Objective assessment instrument that measures each Associate degree graduate's cumulative GPA, with the objective that 80% of these graduates have a cumulative GPA of at least 2.50 on a 4.00 scale, demonstrating successful college-level academic skills. **Objective was met.**

Academic Year	# of graduating Associate students	Cumulative GPA 2.50 or above	Cumulative GPA below 2.50	% that met the objective
2022/2023	3	3	0	100% (3/3)
2023/2024	8	8	0	100% (8/8)
2024/2025	6	4	2* *Above 2.0 but not 2.5	67% (4/6)
2025/2026	5	5	0	100% (5/5)

Tool #2: Reading & Writing

This consists of two tools embedded in a course that requires research and paper writing. Objective assessment instrument using a final research paper scored on a rubric as well as a skills checklist for reading, incorporating, and citation. For one tool the Objective was met, but for the other tool the Objective was not met, with average scores being slightly lower than the target. **Objective partially met.**

Objective is 80% of students receive at least a 75% on final research paper

Academic Year	# of graduating Associate students	# receiving at least a 75% on paper	# receiving below a 75% on paper	% that met the objective
2022/2023	3	2	1	75%
2023/2024	5	2	3	40%
2024/2025	6	4	2	67%
2025/2026	5	1	*4 Average of scores was 70%, just slightly below the target	20%

Objective is 80% of students read, incorporate, & cite at least 3 college-level texts on final paper

Academic Year	# of graduating Associate students	# read, incorporated, & cited	# not read, incorporated, cited	% that met the objective
2022/2023	3	3	0	100%
2023/2024	5	2	3	40%
2024/2025	6	5	1	83%
2025/2026	5	4	1	80%

Tool #3: Speech Communications Final Speech

This tool measures the percentage of degree-seeking students who received at least an 80% on their final speech in the Speech Communications course. The objective was that 80% of these students would receive at least an 80% on their final speech. One student scored a 78% rather than an 80%, so **the objective was considered met.**

Objective is 80% of students receive at least an 80% grade on final speech

Academic Year	# of Associate degree-seeking students	# that received at least an 80%	# that received at least a 75%	% that met the objective
2022/2023	15	10	4	66.6%
2023/2024	12	12	-	100%
2024/2025	5	4	-	80%
2025/2026	5	3	1 – scored 78%	80%

Student Input: Exit Survey

In order to receive student input regarding students' input regarding college-level foundational academic skills, an Exit Survey included a question regarding this topic. Students graduating with an Associate in Biblical Studies responded to this survey. Responses are on a 5-point scale from Strongly Agree to Strongly Disagree. The questions that students respond to is **"**I was given the opportunity to utilize good oral communication skills, college-level writing skills, and college-level reading skills during my Bible College experience".

2022/2023	Strongly Agree	Agree	Somewhat Agree	Disagree
Oral communication	4/5	1/5		
Writing Skills	4/5	1/5		
Reading Skills	5/5			
2023/2024				
Oral communication	7/7			
Writing Skills	5/7	2/7		
Reading Skills	5/7	2/7		
2024/2025				
Oral communication	5/6 (83%)	1/6 (17%)		
Writing Skills	3/6 (50%)	3/5 (50%)		
Reading Skills	4/6 (67%)	2/6 (33%)		
2025/2026				
Oral communication	5/5 (100%)			
Writing Skills	5/5 (100%)			
Reading Skills	5/5 (100%)			

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- **Objective 3: Students will employ critical thinking skills in order to solve problems**
  Two measurement tools were used for this objective as the third tool was not used this academic year. Neither of the objectives for the two measurement tools used were met. ***This objective was not met.***

Tool #1: Critical Thinking in Debate Rubric

This tool uses a Skills Rubric for select debate criteria, and students meet at least 3 of 4 critical thinking skills to meet the objective. In 2025/2026, only 3 students were enrolled in this course. Because of the small class size and a new instructor, **This tool was not used in 2025/2026.**

Objective is that 80% successfully complete 3 of 4 skill items

Academic Year	# of Students	# Successful in at least 3 of 4 Skills	Percentage
2021/2022	Instrument not used in 2021/2022		
2022/2023	Instrument not used in 2021/2022		
2023/2024	9	8	88.9%
2024/2025	7	*5 2 students not meeting the skills were ESL students	71%
2025/2026	Due to a new instructor and small class size, Instrument was not used in 2025/2026		

Tool #2: Research Paper Final Grade

This consists of a tool embedded in a course that requires research and paper writing. Objective assessment instrument using a final research paper scored on a rubric. The average score for this group was 70% with only 1 student meeting the target of 75%. **Objective was not met.**

Objective is 80% of students receive at least a 75% on final research paper

Academic Year	# of graduating Associate students	# receiving at least a 75% on paper	# receiving below a 75% on paper	% that met the objective
2022/2023	3	2	1	75%
2023/2024	5	2	3	40%
2024/2025	6	4	2	67%
2025/2026	5	1	*4 Average of scores was 70%, just slightly below the target	20%

Tool #3: Synthesizing Information (skills checklist rubric)

This consists of a tool embedded in a course that requires research and paper writing. Objective assessment instrument using a final research paper scored on a skills checklist for a good written synthesis of 3 resources. 3/5 students (60%) met the target. **Objective was not met.**

Objective is 80% of students accurately synthesize at least 3 college-level texts in a final research paper

Academic Year	# of graduating Associate students	# who accurately synthesized 3 texts	# who did not accurately synthesize 3 texts	% that met the objective
2022/2023	3	2	1	75%
2023/2024	5	2	3	40%
2024/2025	6	5	1	83%
2025/2026	5	3	2	60%

Student Input: Exit Survey

In order to receive student input regarding the use of critical thinking in their HCC program, an Exit Survey included a question regarding this topic. Students graduating with an Associate in Biblical Studies responded to this survey. Responses are on a 5-point scale from Strongly Agree to Strongly Disagree. The questions that students respond to is **"**I was required to use critical thinking skills in order to solve problems during my Bible College experience.

	Strongly Agree	Agree	Somewhat Agree	Disagree
2022/2023	5/5 (100%)			
2023/2024	6/7 (86%)	1/7 (14%)		
2024/2025	6/6 (100%)			
2025/2026	4/5 (80%	1/5 (20%)		

- **Objective 4: Students will explain their convictions regarding their faith in Christ, the inerrancy of His Word, and living with a biblical worldview**

Two tools are used to measure this objective. Both tools provide a good snapshot of student convictions. Both of these tools provide helpful input and indicate usefulness for the future. The objectives were met for both tools. **Objective Met.**

Tool #1: Published Personal Creeds

Graduating Associate Degree in Biblical Studies students wrote and published a personal creed in the last semester prior to graduation. These creeds expressed their convictions regarding their faith in Christ, their belief regarding the inerrancy of the Bible, and the significance of holding a biblical worldview, in addition to other topics. Each graduating student orally presented their creed to the student body and select faculty/staff. All graduating students completed their creed and addressed each topic. **Objective was met.**

Year	# of Graduating Associate Students	# Completing & Presenting Creed	# Not Completing & Presenting Creed	Success Rate
2022/2023	3	3	0	100% (3/3)
2023/2024	8	7	1	87.5% (7/8)
2024/2025	4 Traditional Students	4 Traditional Students	2 non-traditional students graduated in December and did not present creeds	100% (4/4)
2025/2026	5	5	0	100% (5/5)

Tool #2: Graduate Interview

This is a valuable tool for determining the ability of students to reflect on and speak about their belief system. Students who graduate with an Associate Degree are interviewed by a panel of faculty/staff concerning their HCC experiences and growth. Interviews were completed with all graduating Associate degree students in 2025/2026. **Objective was met.**

	Objective is 80% score an average of "3" out of "5"		
	# of student interviews	**# scoring 3.0 or above**	**Success Rate**
2022-2023	3	3	100% (3/3)
2023/2024	8	8	100% (8/8)
2024/2025	5	4	80% (4/5)
2025/2026	5	5	100% (5/5)

Student Input: Exit Survey

In order to receive student input regarding their ability to explain their convictions on these topics, an Exit Survey included a question regarding these topics. Students graduating with an Associate in Biblical Studies responded to this survey. Responses are on a 5-point scale from Strongly Agree to Strongly Disagree. The questions that students respond to were **"**I feel prepared to explain my convictions regarding the Bible as the inspired and inerrant Word of God, my faith in Jesus Christ, and living life based on a biblical worldview.

	Strongly Agree	**Agree**	**Somewhat Agree**	**Disagree**
2022/2023				
Bible as inspired	3/3 (100%)			
Faith in Jesus Christ	3/3 (100%)			
Biblical Worldview	3/3 (100%)			
2023/2024				
Bible as inspired	5/7 (72%)	1/7 (14%)	1/7 (14%)	
Faith in Jesus Christ	6/7 (86%)	1/7 (14%)		
Biblical Worldview	6/7 (86%)	1/7 (14%)		
2024/2025				
Bible as inspired	2/6 (33%)	4/6 (67%)		
Faith in Jesus Christ	4/6 (67%)	2/6 (33%)		
Biblical Worldview	5/6 (83%)	1/6 (17%)		
2025/2026				
Bible as inspired	2/5 (40%)	3/5 (60%)		
Faith in Jesus Christ	5/5 (100%)			
Biblical Worldview	5/5 (100%)			

- **Objective 5: Students will demonstrate growth in spirituality, character, and service**

These three tools give a good snapshot of student demonstration of growth in these 3 areas. There is one measurement tool for each of the three areas. The objective was met for all three tools, therefore ***this objective is met.***

Tool #1: Chapel Speaker Roster

This measurement tool indicates students who have grown in their spirituality to the place where they are invited to give a chapel message in their last semester of study. The target is that at least 80% of graduating Associate Degree students are invited to give a chapel message. **Objective was Met.**

	# of students in graduating cohort	**# of students invited to give chapel message**	**Success rate**
2022/2023	3	3	100% (3/3)
2023/2024	8	8	100% (8/8)
2024/2025	6	6	100% (6/6)
2025/2026	5	5	100% (5/5)

Tool #2: Servanthood Service Log

This was the second year to gather data from this tool which indicates growth in service, and the expected outcome is that at least 80% of Associate Degree students log at least 30 service hours in their second year of studies in a combination of Servanthood III and IV. Service hour logs for these Servanthood courses are utilized to provide data. **Objective was Met.**

	# of associate degree students enrolled in Servanthood III/IV	# of students who served at least 15 hrs/semester	Success rate
2024/2025	6	6	100% (6/6)
2025/2026	5	5	100% (5/5)

Tool #3: Pre/Post Leader's Evaluation

Leaders complete a survey regarding each Associate Degree student's perceived incoming level of character, arrived at through 1.5 months of one-on-one Shepherd Group meetings and observations. The same survey is completed near the end of each student's program of study. This instrument appears to be most accurate and helpful when the same leader completes both the pre and post evaluations. The objective is that 80% of students show growth in the area of character. **Objective Met.**

Objective was that 80% of students show growth in character

Year	**Student Sample**	**% demonstrating growth**
2021/2022	No data due to previous Covid-19 complications	
2022/2023	3	67% (2/3); one student maintained the same score from pre/post evaluation

2023/2024	7	57% (4/7) one students with no change, 2 students with minimal drops
2024/2025	No data due to revisions in tool	
2025/2026	5	100% (5/5)

- **Objective 6: Apply foundational biblical teaching in their future lives.**

Alumni self-report on an annual one-year post-graduation survey. A new alumni survey, done every 3 years, was completion in 2025. While data is somewhat limited, ***the objective is considered met.***

Tool #1: 1-year Post Graduation Survey (A)

This online tool is a useful tool for assessing graduate feedback one year after initial graduation from the Associate in Biblical Studies program or completion of a certificate in Biblical Studies. One-year alumni indicated their present level of church attendance (Regularly/Occasionally/Rarely/Never). Only 1/6 alumni self-reported on this tool. **Objective is met, however amount of data is limited.**

Objective is 75% of students indicate they attend services regularly

Self-reporting of how often responding alumni attend a local church	**Regularly**	**Occasionally**	**Rarely**	**Never**
Spring 2024 Graduates	2/2 (100%)			
Spring 2025 Graduates	1/1 (100%)			

Tool #2: 1-year Post Graduation Survey (B)

This online tool is a useful tool for assessing graduate feedback one year after initial graduation from the Associate in Biblical Studies program or completion of a certificate in Biblical Studies. For this measurement, one-year alumni responded to the question "I strive to apply foundational biblical teaching in current decisions and lifestyle choices". Only 1 alumni responded to this survey **Objective is Met.**

Objective is that 60% at least "Agree" that they apply foundational biblical teaching in current decisions and lifestyle choices

Year	Responding Student Sample	Strongly Agree	Agree	Neutral	Disagree
Spring 2023 Graduates	3	3/3 (100%)			
Spring 2024 Graduates	2	2/2 (100%)			
Spring 2025 Graduates	1	1/1 (100%)			

Tool #3: Alumni Survey (A)

This is an online survey, given every 3 years, consisting of ten questions. 31 alumni completed this survey in summer 2025. Answer choices ranged from Strongly Agree to Strongly Disagree. For this measurement, alumni responded to the question, "I believe my Bible college experience helped provide a biblical foundation from which I now make decisions and lifestyle choices." The objective is that 60% of responding alumni at least "agreed". **Objective is Met.**

Objective is that 60% at least agree

Academic Year	# of Students Surveyed	Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree	% that at least "Agreed"
2019/2020	30	46%	34%	14%	6%		80%
Summer 2022	53	32 (60%)	12 (23%)	9 (17%)			44/53 (83%)
Summer 2025	31	20/31 (65%)	5/31 (16%)	6/31 (19%)			

Tool #4: Alumni Survey (B)

This is an online survey, given every 3 years, consisting of ten questions. 31 alumni completed this survey in summer 2025. Answer choices ranged from Strongly Agree to Strongly Disagree. For this measurement, alumni indicated if they hold a staff position or a volunteer position in a local church, as well as what area of service they are in. The objective is that 35% of alumni will hold a paid or volunteer position in a local church. **Objective is Met.**

Objective is that 60% serve as staff or volunteer in a local church

Academic Year	# of Alumni Surveyed	# serving in a paid staff position	# serving in a volunteer position	Success Rate
Summer 2022	53	6 (11%)	46 (87%)	98%
Summer 2025	31	6/31 (19%)	21/31 (68%)	87%

Academic Programs

Areas of Concentration

The four Areas of Concentration (Education, Missions, Worship Arts, Interdisciplinary) consist of 9 hours in each specific area, plus an additional 3 credit hours from any other concentration. For this academic year, HCC graduated 5 students with areas of concentration. Areas of Concentration were as follows: 1 in Missions, 2 in Education, and 3 in Worship Arts. Student samples continue to be very small which easily effects results.

Area of Concentration assessments are under revision, so narrative information is presented here.

Missions
1 student in this area of concentration

- Successfully completed 9 hours of mission coursework
- Took part in a short-term mission trip to Mexico. She worked with a team in the mountains with indigenous people as well as serving in a school and a local church. This trip provided practical experience in short-term mission preparation and work
- Took part in mission projects in Omaha, NE and Love Packages

Education
2 students in this area of concentration

- 2/2 (100%) successfully completed 9 hours of education coursework
- 2/2 (100%) students observed/aided in classrooms 3 of 4 semesters of enrollment
- 2/2 (100%) student logged at least 2 hours per week for three semesters in working classrooms in either a school or church setting

Worship Arts
1 student in this area of concentration

- Student successfully completed 9 hours of worship arts coursework
- Student regularly observed a variety of worship areas on a local church worship team
- Student served on both a college worship team and a local church worship team on a regularly scheduled for 3 semesters of enrollment

Interdisciplinary Studies
1 student in this area of concentration

- Student successfully completed required coursework for this concentration
- Student observed and interviewed a variety of church personnel in their second year
- Student served on college and local church worship teams and in children's ministry

Certificate in Biblical Studies

This non-accredited program is primarily designed to meet the needs of adult learners completing the certificate over a period of time or for traditional students desiring only one year of biblical study. It provides a biblical foundation and an introduction to the work of Christian ministry.

1 traditional student and 1 non-traditional student completed the Certificate in Biblical Studies program this academic year. The following elements were key components of this completion:

- 2/2 students (100%) completed core Bible courses with above an A average
- 2/2 students (100%) completed the program of study above a 3.00 GPA on a 4.00 scale

- 2/2 students (100%) completed an oral Exit interview indicating that their program of study had increased their general knowledge and basic understanding of the Bible
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Certificate of Completion

This non-accredited program is available for students with special needs including academic, social, or specific life circumstances. Students are recommended for this certificate of completion by the Academic Dean and/or the Dean of Students.

No student received a Certificate of Completion in the 2025/2026 academic year.

HCC Bridge

This program allows qualified Heartland Christian Academy (HCA) juniors and seniors to take part in and receive college credit for college courses while still in high school. This is also a dual enrollment, and HCA students may receive high school credit for the college course(s) taken.

5 students enrolled in this program in the 2025/2026 academic year and were granted credit at both HCA and HCC.
- All students successfully completed the courses in which they were enrolled, earning a B average or above.

Institutional Effectiveness

Institutional Units Assessment Results

The following institutional units structured plans and analyzed results for the 2024-2025 academic year. Each unit used the results to formulate recommendations or actions to be taken which are tied to the results.

- **President's Office**
  Office Assessment Plan: An assessment was made to measure the success of serving HCC students by creating consistency for a future generational leadership transition. The intent was to meet with the Dean who is being considered as his successor on a monthly basis and to attend faculty/staff meetings at least twice per semester
  Results: Informal meetings were held with the Dean on a regular basis in each semester. The President formally attended faculty/staff meetings during the fall semester, and did drop-in attendance in several meetings during the spring semester.
  Actions: The President will continue meeting with the Dean and other developing leadership.
  Objective Met

- **Academic Dean's Office**
  Office Assessment Plan: An assessment was planned to monitor student success throughout select Bible/Theology courses. The Dean planned to request academic standing updates 2-3 times per block, with instructors indicating students who has outstanding work or fell below an acceptable grade check level. The goal was that

instructors, students, and the academic dean would identify academic needs quickly and develop a plan for student success in each course.
Results: In the fall semester, 100% of instructors submitted requested updates on due dates. Because no students were in academic jeopardy within the first semester, only occasional checks were requested in the spring semester. According to the Registrar's Report, 100% of enrolled students successfully completed their courses.
Actions: Continue to develop ways to help instructors do regular checks on student progress.
Objective Met

- **Dean of Administration**
  No Assessment carried out in 2025/2026

- **Dean of Students**
  No Assessment carried out in 2025/2026

- **Enrollment Office**
  Office Assessment Plan: An assessment was created to increase organization in the admissions office in order to better serve future students, applicants and inquiries. The plan was to develop a daily checklist of tasks for each week. The goal was that daily checklists would be written for 75% of each week, throughout fall and spring semesters. It was planned to us "My Day" electronic system for tracking checklists and reminders
  Results: A weekly schedule system was implemented but revised mid-year to better meet office needs. The system was switched to Populi, and the completion rate was 45%, partly due to the My Day system not meeting the needs of this office.
  Actions: Continue to use Populi as having a structured system helped the flow of daily office tasks. Consistency in use of this tool is key to success.
  Objective Not Fully Met, but information gathered is vital to future planning

- **Recruitment Office**
  Office Assessment Plan: The plan of assessment was to ensure safety for recruitment staff traveling by vehicle which they drive. It included the use of a Recruiter Vehicle Safety Inspection Checklist to be filled out and confirmed prior to trips over 3 hours long. Any safety issues identified would be scheduled for maintenance within 1 week of detection. This will be included in the Recruitment Monthly Reports.
  Results: The Vehicle Safety Inspection Checklist was developed and utilized this academic year. It helped provided a consistent process for checking vehicle safety. No major maintenance or safety concerns were identified. There was no inclusion in Recruitment Monthly Reports as no significant issues arose.
  Actions: Continue using the Checklist and begin including it in the Recruitment Monthly Report even if no significant issues have arisen.
  Objective Met

- ***HCC Office***
  No Assessment carried out in 2025/2026

- **HCC Library**
  Office Assessment Plan: The library planned an assessment for students and faculty asking for input regarding items they believed would help support their courses as well as input regarding the study atmosphere of the physical library. The planned result was tht 80% of students and faculty/staff would agree that the library is well-equipped to meet their academic needs. The survey was given in February 2026 with 100% participation of students and staff. Two popular response items were included in the next budget cycle, with these selections communicated to those taking the survey.
  Results: 100% of students and staff agreed or strongly agreed that the library is well equipped to meet their academic needs.
  Actions: Continue seeking faculty and student input at least 1/per semester for faculty and 1/year for students.
  Objective Met

- **Registrar's Office**
  Office Assessment Plan: The Registrar planned an assessment to benefit students by increasing the organization of office papers and documents for filing. A weekly checklist was created to be completed, placing documents in appropriate files. Reminders will be put into place as well.
  Results: The dated check list was created, but not always used on a weekly basis. Papers and documents were organized weekly 25% of the time. The reminder was not adequate for causing this to be affective
  Actions: Continue seeking systems to make this task more regular
  Objective Not Met

- **Residential**
  No Assessment carried out in 2025/2026

Institutional Survey Results

- **Admissions/Recruitment Survey**

This survey reflects that incoming students continue to be generally satisfied with the admissions and enrollment services. Five fall enrollees were surveyed. Students responded to factors for enrolling at HCC as follows:

Reflects percentage who identified item as a factor in enrollment at HCC; Students chose as many as applicable

Enrollment Factor	Fall 2022	Fall 2023	Fall 2024	Fall 2025
Desire for Spiritual Growth	83% (10/12)	75% (3/4)	100% (5/5)	100% (5/5)
Cost (tuition & board)	75% (9/12)	25% (1/4)	80% (4/5)	80% (4/5)

Size of Institution	33% (4/12)	25% (1/4)	60% (3/5)	20% (1/5)
Future Employment Opportunities	25% (3/12)	50% (2/4)	60% (3/5)	60% (3/5)
Geographic Setting	25% (3/12)	75% (3/4)	60% (3/5)	60% (3/5)
Appearance of School	33% (4/12)	50% (2/4)	60% (3/5)	60% (3/5)

Reflects student responses to items regarding admissions/enrollment fall 2023

Items	Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
Recruiting & admissions staff accurately portray the school	60% 3/5	40% 2/5			
Requested college materials were received in a timely manner	60% 3/5	40% 2/5			
Personalized attention prior to enrollment was received	60% 3/5	40% 2/5			
The admissions office is responsive to prospective students' unique needs and requests	60% 3/5	40% 2/5			
Personnel involved in enrollment are helpful	60% 3/5	40% 2/5			
Administrative offices are open during hours which are convenient for most students	80% 4/5		20% 1/5		
Enrollment procedures are clear and effective	20% 1/5	80% 4/5			
Program requirements are clear and reasonable	60% 3/5	40% 2/5			
Class change, add and drop policies are reasonable	60% 3/5	40% 2/5			

- **Institutional Integrity Survey**

  Students, faculty, and staff completed this survey in an online format which worked well (results were combined for the purposes of this report). Percentage reflects entities who at least "agreed" with each statement. There were a few responses that "somewhat agreed." There were no "disagree or strongly disagree" responses.

Reflects the percentage of respondents that at least agreed with each statement

Integrity Statement	Spring 2023	Spring 2024	Spring 2025	Spring 2026
HCC publications, statements, and advertising give accurate and fair descriptions	100% (21/21)	96% (22/23)	95% (21/22)	100% 17/17
HCC encourages respect for Heartland and surrounding communities	95% (20/21)	100% (23/23)	100% (22/22)	100% 17/17
HCC appears to work with integrity in all financial matters	100% (21/21)	96% (22/23)	100% (22/22)	100% 17/17

HCC consistently treats all students as equal	95% (20/21)	78% (18/23)	92% (20/22)	100% 17/17
HCC encourages respect for diverse backgrounds and perspectives	100% (21/21)	96% (22/23)	100% (22/22)	100% 17/17

- **Student Satisfaction Survey**
  Students completed online surveys regarding satisfaction with 5 general areas of the college including areas of contracted services. 11/12 Students rated several statements within each area and the area received a total score based up to 5.0. Overall, students indicate high satisfaction with the institution. Overall student satisfaction was 4.58.

Area of Institution	2022/2023	2023/2024	2024/2025	2025/2026
Campus Climate	4.64	4.48	4.64	4.66
Concern for the Individual	4.70	4.39	4.63	4.57
Course Effectiveness	4.58	4.37	4.61	4.64
General Campus, Housing and Student Life	4.38	4.25	4.60	4.71
Food Services	4.36	4.20	4.41	4.06

Institutional Advancement

Institutional Advancement continues to be an ongoing work. A related church/ministry, CNS ministries, provides the majority of support. This relationship is similar to denominational support. HCC continues to look for ways to make expanding connections across a widening support network.

Donor Base

Timeframe	# Monthly Donors	# Total Donors	# Major Donors ($1000 +)	Total Donations
August 2022 – July 2023	10	28	6	CNSIMI: $707,462 Other: $30,731 Total: $738,193
August 2023 – July 2024	10	38	12	CNSIMI: $678, 095 Other: $ 23, 420 Total: $701, 505
August 2024-July 2025	11	39	11	CNSIMI: $ 656,664 Other: $ 50,289 Total: $ 706,953
August 2025-July 2026	15	37	10	CNSIMI: $ 885,912 Other: $ 50,645 Total: $ 936,557

Student Services

Library

- **Library Statistics**

	Fall 2022	Fall 2023	Fall 2024	Fall 2025
Catalogued Volumes	12,628	12,800	13,107	13,251
Catalogued Titles	12,453	12,623	12,930	13,074
Average Monthly Circulation	2021/2022 90	2022/2023 114	2023/2024 160	2024/2025 97
Staffing: 1. Librarians 2. Support Staff	2021/2022 1 3	2022/2023 1 2	2023/2024 1 2	2024/2025 1 3
Budget for Information Resources	2021/2022	2022/2023 $65, 748	2023/2024 $66, 277	2024/2025
Expended for Information Resources	2021/2022 $51,351.44	2022/2023 $56, 408.40	2023/2024 $52,787.24	2024/2025 $57,619.28

Budget & Expenses include salaries

Library Student Satisfaction

	2022/2023	2023/2024	2024/2025	2025/2026
Frequency				
Daily	21.43 (3/14)	16% (3/19)	85 (1/13)	9% (1/11)
1/week	14.29% (2/14)	26% (5/19)	38% (5/13)	36% (4/11)
1/month	57.14% (8/14)	53% (10/19)	38% (5/13)	55% (6/11)
1/year	7.14% (1/14)	NA	8% (1/13)	
Never	0	5% (1/19)	8% (1/13)	
Type Used				
Audio/Visual	0	5.2% (1/19)	8% (1/13)	0
Reference	92.86% (13/14)	100% (19/19)	85% (11/13)	100% (11/11)
Non-Fiction	14.29% (2/14)	10.5% (2/19)	23% (3/13)	36% (4/11)
Magazines	7.14% (1/14)	10.5% (2/19)	-	0
Fiction	0	5.2% (1/19)	15% (2/13)	18% (2/11)
Electronic Journals	21.43% (3/14)	31.5% (6/19)	15% (2/13)	0
Services Satisfaction				
Very Satisfied	71.43% (10/14)	63% (12/19)	62% (8/13)	55% (6/11)
Satisfied	28.57% (4/14)	31% (6/19)	38% (5/13)	45% (5/11)
Somewhat Satisfied		5% (1/19)		
Selection Satisfaction				
Very Satisfied		37% (7/19)	46% (6/13)	45.5% (5/11)
Satisfied		47% (9/19)	46% (6/13)	45.5% (5/11)

Somewhat Satisfied		16% (3/19)	8% (1/13)	9% (1/11)

Data indicates that class-driven usage of the Library remains strong as indicated by 100% of student respondents having used reference materials, which students would not normally use on their own initiative. While electronic journals are introduced in select courses, few courses in this 2-year program require the use of such journals.

Fun Nights

2025/2026 Activity Roster:
Scavenger Hunt
Pizza & a Movie
Volleyball with Area High School Seniors

- **Student Satisfaction**

Category	Agree or Strongly Agree	Neutral/Some-what Agree	Disagree Or Strongly Disagree
Looked forward to Fun Nights	82% 9/11	9% 1/11	9% 1/11
At least Fun Night was offered per semester	100% 11/11		
Centered around relational activities	82% 9/11	18% 2/11	

- **Objectives**

Objective 1: Provide 1-2 Fun Nights per semester: **Objective Met**
Objective 2: Engage students in purposeful social activities throughout the academic year: **Objective Met** (roster indicates clear purposes)
Objective 3: Provide a setting in which students can build relationships with peers and leaders: **Objective Met**

Fun Nights were well-received by most students.The Student Council scheduled and planned all Fun Nights for the academic year.

Shepherd Groups

- **Assigned Groups**

D. Rihanek: H. Rickey
A. Melton: D. Say
R. Morrow: J. Lopez
S. Squires: N. Kostandy
C. Smith L. Robbins, G. Currea
J Barton: D. Albert, N. Espanosa
C. Rihanek: A. Mayes, G. Bandimere
M. Nickerson: E. Rihanek, B. Lingo

- **Student Satisfaction: Shepherd Groups**

Category	Strongly Agree/Agree	Somewhat Agree	Disagree	Strongly Disagree
Personal contact on a consistent basis while college was in session	91% 10/11	9% 1/11		
Received helpful guidance	91% 10/11	9% 1/11		
Each traditional student is paired with a seasoned leader each semester	Roster indicates this was achieved @ 100% (11/11)			

In the areas of helpful guidance around specific issues, the three leading areas were as follows: 82% received help with Personal Issues, 82% received help with Relational Issues, and 73% received help with Spiritual Issues

- **Objectives**

Objective 1: Each traditional student is paired with a seasoned leader each semester they are enrolled: **objective met**
Objective 2: Each traditional student has personal contact with their leader on a consistent basis while college is in session: **objective met**
Objective 3: Each traditional student receives personal guidance and support within each semester they are enrolled: **objective met**

Servanthood

- **Student Satisfaction (graduating students only)**

Category	Agree or Strongly Agree	Neutral	Disagree or Strongly Disagree
Can explain biblical basis for serving others	100% 5/5		
Developed a desire to find ways to serve others	100% 5/5		
Was involved in hand-on serving projects	100% 5/5		
Can identify ways communities were benefited by servanthood	100% 5/5		
I see graduates continuing to serve	100% 5/5		

- **Objectives**

Objective 1: Students will develop a biblical understanding of the need for a lifestyle of service: **objective met**

Objective 2: Students will develop a desire to serve others: **objective met**

Objective 3: Students will gain practical experience in serving others: **objective met**

Graduating students completed this survey, having completed all four sections of Servanthood. The responding students indicated strong satisfaction with the Christian Service area.

College Meeting Days

- **Schedule**

Date	Activity
Oct	International Lunch, Worship Meeting, KC Golf
Nov	Thanksgiving Feast & Christmas Decorating
April	Graduate Speakers & Brunch

- **Student Satisfaction**

Category	Agree/Strongly Agree	Somewhat Agree	Disagree
Offered enjoyable experiences	100% 11/11		
Offered opportunities for faculty, staff, & students to worship God/fellowship together	100% 11/11		
Beneficial for the future	100% (14/14)		

- **Objectives (goal is 80% agreement of each)**

Objective 1: Students will identify College Meeting Days as meaningful, enjoyable times: **objective met**

Objective 2: College Meeting Days will provide opportunities for faculty, staff, and students to worship God together or to fellowship and deepen relationships together **objective met**

College Meeting Days continue to be popular with students and have strong satisfaction

Chapel

- **Speaker Overview**

Category	#
Guests	4
Student Speakers	11
HCC Adults	9

- **Student Satisfaction (goal is 85% agreement of each)**

Category	Strongly Agree/Agree	Somewhat Agree	Disagree
Chapels featured worship time	100% (11/11)		
Chapel worship times meaningful	100% (11/11)		
I was normally engaged in chapel worship times	91% (10/11)	9% (1/11)	
Chapel speakers brought biblical understanding to help grow in my walk	100% (11/11)		
Adequate variety of chapel speakers	82% (9/11)	18% (2/11)	
Opportunity to hold a leadership position	100% (11/11)		
Opportunity to practice a new leadership skill	100% (11/11)		

- **Objectives**

Objective 1: Engage students in meaningful worship: **objective met**
Objective 2: Provide guest and faculty/staff speakers who bring biblical understanding to help students to grow in their walk with God: **objective met**
Objective 3: Provide a platform for students to experience leadership responsibilities in meetings: **objective met**
Students are well-satisfied with the chapel program this academic year.

Resident Assistants

- **Student Satisfaction with RAs**

	Highest Scores	Lowest Scores
Female	There was no female RA in 2025/2026	
Male	Highest scores were in the following 2 areas:	Lowest scores were in the following 2 areas:

	"Is familiar with residential policies" "Is pleasant and helpful in interactions with residents"	"Reinforces nightly quiet time and curfew in residences" "Carries out, or assists with carrying out, routine room inspections"

Male students were generally satisfied with the average of all areas being a 4.10 on a 5-point scale. This is an increase in score from the past two years, indicating that additional training may be benefiting the student experience.

Non-Traditional Students

- **Student Satisfaction:**

	Highest Score	**Lowest Scores**
2022/2023	Every criteria received 100% (8/8) satisfaction either strongly agreeing or agreeing	
2023/2024	6/10 survey items received 100% "agree or strongly agree" responses including that non-traditional students are well received as a part of HCC	¼ students strongly disagreed with 3 areas regarding library availability, payment options, and instructor availability.
2024/2025	100% (11/11) strongly agreed that "classes are scheduled at times that are convenient for me"	9% (1/11) students were neutral that "instructors are available outside of classroom time", "Monday night course offerings are subjects I am interested in", "non-traditional students are well received as a part of HCC"
2025//2026	100% (10/10) either strongly agreed or agreed with all but one area	10% (1/10) somewhat agreed the "payment options meet their needs"

Exit Survey

4 graduating associate-degree students and 1 Certificate in Biblical Studies student took the survey.

Item	Strongly Agree	Agree	Somewhat Agree	C.S.
I believe that the Bible is the inspired and inerrant Word of God	5/5 100%			**5.00**
I feel prepared to explain my convictions regarding the Bible as the inspired Word of God	2/5 40%	3/5 60%		**4.40**
I feel prepared to explain my convictions regarding my faith in Jesus Christ	5/5 100%			**5.00**
I feel prepared to explain my convictions regarding living life based on a biblical worldview	5/5 100%			**5.00**
I believe that my experiences at HCC helped me grow in my walk with God	5/5 100%			**5.00**
I understand a life of discipleship better as a result of my experiences at HCC	4/5 80%	1/5 20%		**4.80**
I have a desire to continue serving others as a result of my experiences at HCC	4/5 80%	1/5 20%		**4.80**
I am satisfied with my general knowledge and basic understanding of the Bible	3/5 60%	2/5 40%		**4.60**
I was required to use critical thinking skills in order to solve problems during my Bible College experience	4/5 80%	1/5 20%		**4.80**
I was given opportunity to utilize good oral communication skills during my Bible College experience	5/5 100%			**5.00**
I was given opportunity to utilize college-level writing skills during my Bible College experience	5/5 100%			**5.00**
I was given opportunity to utilize college-level reading skills during my Bible College experience	5/5 100%			**5.00**
I feel prepared for my next step in life as a result of my experiences at HCC.	4/5 80%	1/5 20%		**4.80**
I would recommend attending HCC to others.	5/5 100%			**5.00**
Composite Score Average Total				**4.8**