



**OMEGA**  
GRADUATE SCHOOL

AMERICAN CENTRE FOR  
RELIGION/SOCIETY STUDIES (ACRSS)



# 2021 ANNUAL REPORT

*Changing The World Through Social Research*

## Executive Summary: 2021 Year in Review

Dear OGS Stakeholders,

**2021 is OGS's 40th year anniversary! It's been another whirlwind year at OGS, but one word I think best sums it up is "faithfulness."** We continue to not only survive but thrive during the pandemic, capitalizing on opportunities to refine our existing programs and develop new programs for the future. Our executive team and staff continue to cohere as we focus on the three goals I was called to when I became president of OGS: Heal the Wounds, Restore the Foundations, and Adapt for the Future. These three overarching goals will continue to guide us in the years to come, but we can pause to marvel at what we've accomplished so far. I can't think of a better way to celebrate 40 years of our mission!

**Thanks to your help, the balance on our Line of Credit debt is ZERO.** When I became president in 2020, I asked for help in establishing a "fresh start" from debts of the past. Through faithful giving from OGS stakeholders, reducing expenses, increasing revenue, and strategically allocating resources, we successfully paid off the entire \$90,000 of debt this calendar year! You can know with confidence exactly how your donations were used. With this debt eliminated, we are now working on addressing other sustainability issues to ensure OGS has a strong foundation for the long-term. We have not had to accumulate any additional debt and we have a realistic budget to ensure stable operations. Thank you especially to my team who have worked tirelessly to faithfully move OGS forward.

**We continue to strengthen and expand.** It's hard to overstate the case of another incredible year of continuing stabilization and acceleration we've experienced (Ephesians 3:20). We achieved approval from THEC and TRACS for our new Doctor of Social Leadership degree, implemented the Gracism Studies Certificate, enhanced our delivery systems, and distributed more than \$100,000+ in grant relief and technology to our students during the pandemic. I believe we're also implementing our "Oxford Method for Educating Graduate Adult-Learners" (OMEGA) more faithfully than we have in many years.

**I would be remiss if I didn't again thank everyone who has faithfully laid stones in the foundations of OGS over the years.** Many people have made great sacrifices and led through times of turbulence, without whom I could not be leading OGS today. You are recognized, valued, and appreciated!

Sincerely,

**Joshua D. Reichard, PhD, DPhil, EdS, CCS**  
President & CEO, Certified Clinical Sociologist



Dr. Joshua Reichard  
President & CEO

***"Faithfulness works itself out in the context of complex social, political, economic, and cultural forces that prevail at a particular time and place."***

— James Davison Hunter, *To Change the World: The Irony, Tragedy, and Possibility of Christianity in the Late Modern World*



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## MISSION AND VISION OF OGS

Omega Graduate School exists to equip scholar-practitioners from a Christian perspective with research skills to integrate religion and society for positive social change.

***“Changing The World Through Social Research”***

**Omega Graduate School will become the world’s preeminent graduate research institution for advancing Christian social change.**

## CORE VALUES OF OGS

Who	We value professional scholar-practitioners who change the world
Where	We value safe places to think within a diverse global community of adult learners
How	We value tutorial methods for individualized, self-directed, lifelong learning
What	We value faith-integrated interdisciplinary social science research
Why	We value research-based problem solving for Christian social change

## 2021 OGS BOARD OF REGENTS

### CURRENT BOARD MEMBERS

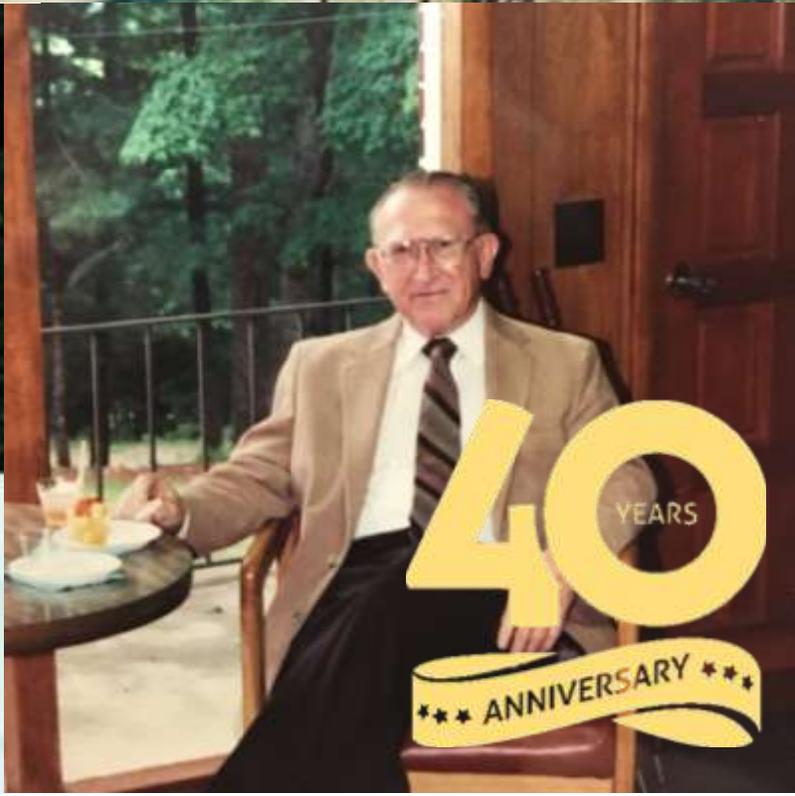
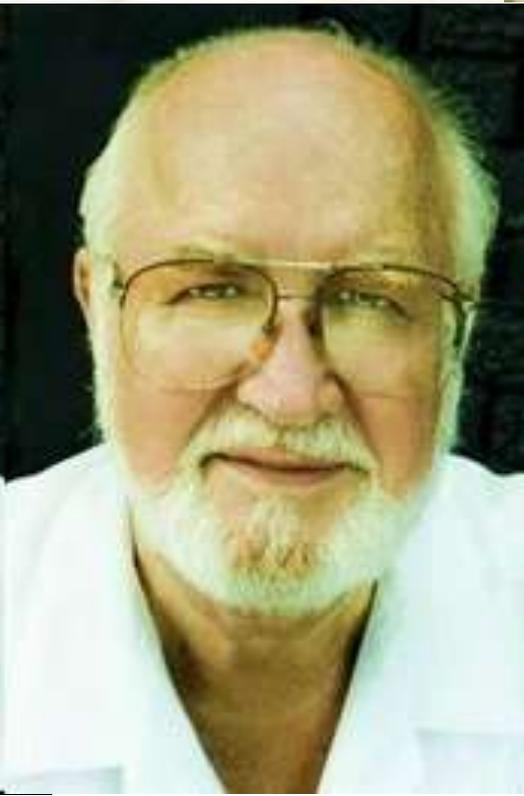
Chairman, Dr. Gary Nicholds

Chancellor, Dr. David Anderson

Dr. Steve Maltempo, Dr. Joe Charles, Dr. Shane Merritt, Dr. Bob Page,

Dr. Joe Olachea, Dr. Alfred Cockfield, Peggie Baumman-White,

Patsy Huffaker, Dr. Troy Fitzpatrick, Dr. Cleveland Huntley, Dr. Sharlene Buszka



# 40 YEARS

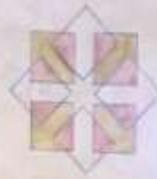
ANNIVERSARY





40 YEARS  
\*\*\* ANNIVERSARY \*\*\*

# Oxford



## TASK FORCE

### Declaration Of Interdependence

We, the working members of the Oxford TASK FORCE, in order to effect a major advance in American Graduate Education for Church-related professionals, do herewith proclaim this Declaration Of Interdependence.

Whereas, God uses men to do His work in the world, and

Whereas, Man can do nothing worthwhile without God's enablement:

We by this Declaration herewith invoke the blessings of God on the initiation and operation of Oxford Graduate School/American Institute of Ministry, and on our work together.

Whereas, the working members of the Oxford TASK FORCE have joined together to inaugurate the Oxford/AIM program, and

Whereas, the Oxford/AIM program is a significant advance in Graduate Education for Church-related professionals, and

Whereas, the Oxford/AIM program pledges to complement and not compete with existing schools and denominational programs of education, and

Whereas, Church-related professionals need a non-sectarian research oriented doctorate that remains Christian in perspective, and

Whereas, the Doctor of Philosophy in the practice of ministry is issued because the candidate demonstrates the practical application of academic knowledge in the environment of a professional laboratory, and

Whereas, the Ph.D. (praxis) meets not only the academic standards which recommend the Doctor of Philosophy, but the "praxis" designation represents academic achievement, teaching competence, and the ability to perform in an area of professional concentration.

We, the undersigned do herewith affix our signatures and affirm our bold commitment to work together with God to accomplish this task. This Declaration issued and signed in Chattanooga, Tennessee, on the 20th day of April in the year of our Lord, nineteen hundred and eighty-two.

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# ANNOUNCING THE DOCTOR OF SOCIAL LEADERSHIP DEGREE



After nearly a year of strategy, planning, and development, the team at OGS has gained authorization by the Tennessee Higher Education Commission and our accrediting agency, the Transnational Association of Christian Colleges and Schools, to offer a new degree program: **The Doctor of Social Leadership.**

**This is the first full degree program OGS has added to its program offerings since its founding in 1981 -- 40 years ago.** The DSL is a practitioner degree and is a subset of our existing PhD/DPhil program. The DSL is intended to provide a pathway for those who are less interested in academic research and more interested in the practical application of leading social change in organizations and communities around the world. We believe this strategic degree program offering will expand OGS's reach and help us achieve our mission of equipping Christian scholar-practitioners to advance constructive social change.

**Our incredible executive team and staff must be commended for all their hard work in collaborating to make this possible.** Their commitment to the mission of OGS is unparalleled and we could not do it without them. Most of all, we are thankful for God's ongoing provision for OGS!

*To all our alumni, students, faculty, and friends, please join us in celebrating the achievement of add-*

*ing the Doctor of Social Leadership degree to our program offerings! Thank you!*

The **Doctor of Social Leadership (DSL) degree** is a practical doctorate designed to prepare professionals for service in religion and society to lead social change. The program contains coursework in sociology, leadership, and Christian worldview studies. The degree is similar in scope and purpose to a Doctor of Ministry degree but designed for religious leadership in the social professions. The Doctor of Social Leadership (DSL) degree is a subset of the Doctor of Philosophy (PhD/DPhil) degree offered by Omega Graduate School. The DSL degree is an optional pathway/track with a practical/professional doctorate as an alternative with the research doctorate. In place of advanced courses in research design, statistics, and dissertation writing (upper third of the PhD/DPhil), DSL students diverge to complete a practicum project utilizing Action Research.

## **Who can benefit from a DSL degree?**

- Faith-oriented social workers
- Social service agency case workers and administrators
- Educators, counselors/therapists, and others in service professions
- Leaders of community agencies and safety forces
- Government workers, public administrators, and community organizers

# 2021 STUDENT SUCCESS REPORT

## Dr. Curtis McClane Chief Student Success Officer (CSSO)

**I have learned these past two years that student success is defined on two levels:** Satisfactory Academic Progress being made each term, and individual obstacles being overcome so assignments can be turned in by the designated deadline. Special attention this year to these two dynamics has already led to retention of struggling students.

**The CSSO role enables me to hear the hearts of our students and what they are struggling with.** My role entails listening carefully, caring deeply, offering encouragement, and praying fervently for each student. On a regular basis students are contacted to make sure they are on track with their assignments and moving forward. This includes the role of the PhD/ DPhil Tutor and the new DSL Tutor.

The practical outcome of this new role is seen in retention, students feeling supported, and as a person students can contact for any reason if they have questions. I wrote and personally signed welcome cards to all of our new students. They are telling us that taking the extra step towards the “personal touch” has made a real difference. This has been a very difficult year for many of our students due to financial

challenges related to the larger COVID-19 impact on our society.

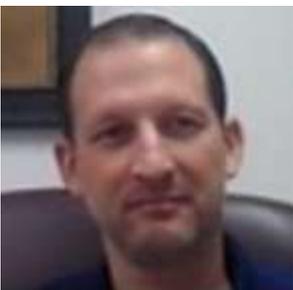
**A huge part of this role has been to help each student navigate the challenges of COVID-19 without having to drop out.** Financial considerations and assignment extensions have been granted that enabled the students to go forward. Moreover, because of my continuing engagement, students who have dropped out have voiced a desire to re-enter when it becomes more financially feasible for them to do so.

**As part of intentional Professional Development in my role as CSSO, I just finished a course at Harvard Graduate School of Education.** This course focused on Omega Graduate School being an educational “community of inquiry” and my specific role in keeping students connected and engaged. Additionally, in the spring, I had a book review published in *Biblical Higher Education Journal* (Vol. XVI, Spring 2021) that focused on technology and community building for spiritual growth entitled: “Ecologies of Faith in a Digital Age.” This resource has helped me in understanding and implementing strategies for student learning and retention.

Finally, as OGS Chaplain, which dovetails nicely with the CSSO role, I continue my intercessory prayer ministry on behalf of students and the OGS wider family. May God bless us with signs of His divine pleasure because we are continuing the OGS kingdom mission to His glory!



83%  
Student  
Retention  
Rate



**During the core I've seen so much transformation, so much growth,** just in this week from everyone; I have had the honor and privilege to spend time with — and to ultimately learn from. I cannot wait to read the students' dissertations. It is just a true privilege to be at **OGS and experience the transformation. This is family, this is God's kingdom.** Each one of you should be very proud of yourselves; if you put in the work you see the fruits of your labor.

— Dr. Sean Taladay

# 2021 STUDENT TESTIMONIES



***Helping Good Teachers Become Great Teachers***

**Susan Holmes, PhD/DPhil Student**  
**Educational Leadership Trainer, Maryland, USA**

Omega Graduate School has genuinely impacted my life. I had said no to continuing my education at the doctoral level for over ten years. I honestly did not believe that this would be something that I would do. However, over the last few years, I felt the Holy Spirit encouraging me to study more. I sensed a dramatic change in myself but had no idea what lay ahead. When OGS came calling, by way of Dr. Davis, I was still uncertain. To say that I am being transformed would be an understatement. I feel as though I am being put through the fire. Since the start of my program, there have been several challenges along the way, but God has led me every step of the way. I am learning so much and am beyond grateful to have such caring professors in my life. 1 Peter 1:7-21 is a reminder that my faith is like pure gold, and it will be we will be tested. I believe that OGS is what God has chosen to test the genuineness of my faith, and I pray I would stay the course and not fail. I am reminded that I was paid for with a price worth far more than gold. My Core week with OGS was awesome! To know that I can pray with my professors and be prayed over by them is still something that I can hardly believe.

**Schercitha Miller, DSL Student**  
**Leadership Trainer, North Carolina, USA**

I had a great class this week: Clinical and Applied Sociology with Dr. Reichard. I loved the way he had us break down how to do a project and he shared how he had done a project. It was very interesting, we were really engaged, we students shared some of the skills we had in common. I am going to meet one of my classmates for dinner in the future.



***Helping Toxic Leaders Become Transformational Leaders***



**LaMonya Kirkland, PhD/DPhil Student**  
**Workplace Conflict/Family Violence Mediator, North Carolina, USA**

Thank you, Dr. Hughes, for accommodating me during the core week with my work schedule. My take away is to continue the journey strong. I feel blessed that God has allowed me to have an accountability partner in Ramatu, and hopefully we will be able to get together consistently so I can continue my journey.

***Resolving Conflict Within School Systems***

**Brenda McClure, PhD/DPhil Student**  
**Women's Studies, Oklahoma, USA**

In the years of being a part of OGS this term is the best experience I have had. And I will also say that for the first time I didn't hate the online environment. I am not going to tell you that I do not want to make another trip to Tennessee, but the interaction of the students this core was good!



***Healing Marital Abuse and Empowering Women***



**Ramatu Afegbua Sabbatt, PhD/DPhil Student**  
**Founder of Manga African Dance, Inc., Georgia, USA**

Thank you Dr. Hughes for accommodating every one of us as students. This is a testimony on behalf of all the students. It is a safe environment for learning. You can speak your mind. And all of the professors are so patient. All praise and glory goes to God.

*Networking Non-Profit Leaders in the Music/Arts Industry*

**Cindy Schmitt, DSL Student**  
**OGS Director of Online Learning, Florida, USA**

I attended Dr. Reichard's Clinical Sociology class, which is just an amazing course. He brought clinical sociology alive with real-world examples. In addition, the conversations in Dr. Horn's class, Morality, Law, and Ethics in a Global Society, were so rich we are going to have a couple more post-core class sessions. It was the best opportunity I have seen where people felt safe to discuss divergent views. Viewpoints, experiences, and perspectives in all classes this term helped me grow.



*Helping Leaders Engage Teams in Meaningful Online Conversations*



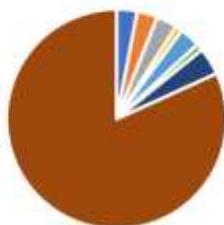
**Jared Sorber, PhD/DPhil Student**  
**Pastor, Maryland, USA**

I definitely benefited from the time with all of my professors; just being able to ask questions along the way and continue to add to the knowledge that I already had. But the clarity of what's next was a huge help to me.

*Fostering Multicultural Missions and Creative Arts*

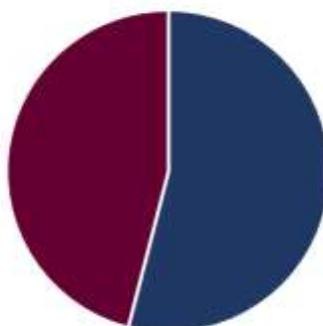
## 2021 STUDENT DEMOGRAPHICS

National Origin Diversity



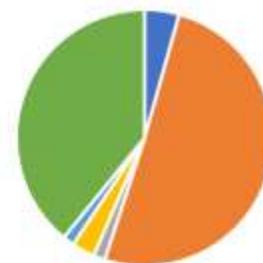
- Antigua and Barbuda
- Barbados
- Ethiopia
- Fiji
- Kenya
- Romania
- Trinidad and Tobago
- United States

Gender Diversity



- Male
- Female

Racial Diversity



- Asian
- Black
- Hispanic
- Pacific Islander/Native Hawaiian
- Other
- White

# DR. GODWIN UDE, ALUMNUS OF THE YEAR



Dr. Godwin Ude is a multi-gifted and well-trained business consultant, pharmacist, psychotherapist, clinical counselor, wellness coach, author, scholar, speaker, personal development coach, missionary, community development consultant, family & marriage therapist, teacher, preacher, ordained minister, leadership consultant, serial church planter/consultant, husband and father of three smart kids. He is the recipient of the 2021 OGS Alumnus of the Year Award. Dr. Ude's presentations at OGS this year were entitled:

- Exploring the Causes of Poor Academic Performance of African Canadian Children in K-12 Grades, presented for policy influence at the Vancouver Foundation and Federal Minister of Family, Children and Social Development, Hon. Ahmed Hussen.
- Evaluating the Impact of Disinformation on Diverse and Marginalized African-Canadian Community

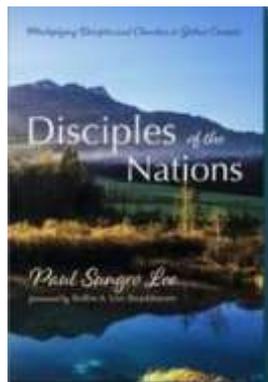
## ALUMNI PUBLISHING SPOTLIGHT

*Changing The World Through Social Research*



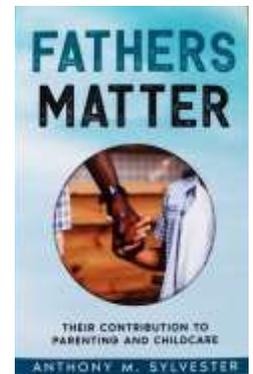
**Dr. Paul Sung-Ro Lee**  
OGS Alumnus, Missionary

Written by someone who lived and experienced cross-cultural mission proportionally each in America, Africa, and Asia, *Disciples of the Nations* provides readers both practical and scholarly models of the world mission in the context of global multiplication of discipleship and church planting. Field-tested and validated effective through empirical researches, Professor Paul Lee and the Evangelical Alliance for Preacher Training/Commission team expanded the kingdom of God into fifteen countries of Africa and Asia by producing thousands of disciples and planting over three hundred local churches through the multiplication of Christian leadership training. Lee shares the secret of the exponential growth in this unprecedented volume.



**Dr. Anthony Sylvester**  
OGS Alumnus, Pastor

Do you sometimes wonder why your husband, son and brother or other males in your family sometimes get in a rage about simple matters, including statements that other people may have made about them? Have you often wonder why your husband or father struggles to be an example of a husband or father? Have you also wondered why some men believe that they need to have extramarital affairs? What is the contributing factor in abandonment, rejection and violence, including domestic violence? This book provides answers.



# ACADEMIC REPORT

Dr. Cathie Hughes, Chief Academic Officer (CAO)

**Building on the momentum of innovations due to the unexpected of 2020, the Office of Academics continued to prioritize initiatives for improvement and growth in pivotal areas.** The virtual residency experience, faculty-student engagement, ongoing facilitated academic support, and new program development were pre-eminent. Creating the historical residency week's robust interactive participation embedded in OGS' unique and powerful DNA drives our fidelity to the details of scheduling virtual residency weeks. Each set of cores has distinctives designed to equip students with the knowledge and skills to progress toward desired goals. For instance, Core 1/A students attend the first session of each course together, and Core 5 students attend Core 7 mock proposal sessions. Scheduling incorporates video conferencing features that serve more students collaboratively and amplifies the tutorial methodology and equipping of students.

**The introduction of multiple post-core week points of contact** is increasing faculty-student engagement. Scheduled faculty-guided tutorial sessions are held for courses throughout the term and facilitate students' confidence in reaching out to faculty for guidance as needed. In addition to promoting a substantive sense of community, multiple venues for ongoing virtual face-to-face contact foster a commitment and ability to complete assignments and increase student retention. The well-attended Topic Talk Thursdays and Persuasive Communication Forum Paper Presentations are opportunities for encouragement and demonstrate the practical application of OGS' mission, vision, and values in the lives of students, faculty, alumni, and stakeholders from around the world.

**Ongoing facilitated academic support includes the introduction of office hours with Dr. David Ward.** From his background with spiritual formation and vocational coaching, Dr. Ward helps students discern indicators of calling and life mission. An appointment each term can guide students in cultivating a longitudinal perspective in their development to connect the dots between courses, research interests, and opportunities to apply their learning to change the world in personal, professional, and ministry contexts. Zoom-based Calling Conversations with Dr. Ward are available for Core 2-5 & C students.

**New program development includes the introduction of the Doctor of Social Leadership (DSL),** a practical degree affording the opportunity to apply theological action research and practical theology solutions in ministry, faith-based agencies, and communities.



237+

Zoom Sessions Held

18

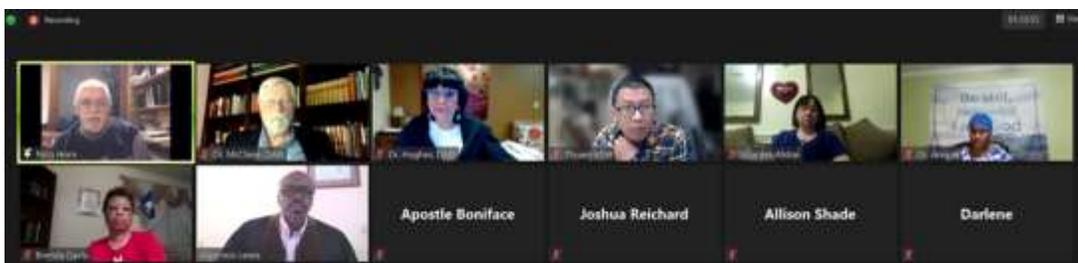
Courses Revised

24

Topic Talk Thursdays  
24+ Participants on Zoom

5

Graduates



# MAJOR ACADEMIC MILESTONES IN 2021

## Increased Student and Faculty Engagement

**Academics Made Practical.** An end-of-week all-student-oriented overview of syllabi, assignments and deadlines, developmental readings, DIAL, and general academic items, with allotted Q&A time to prepare students and exceed expectations for facilitated remote learning support during the term.

**Mid-term course meetups** (all programs, all cores) initiated in the Fall term: Student-faculty zoom-based tutorial sessions were scheduled two weeks before the 60-day and 100-day assignment due dates.

## OGS Academic Programs Highlights

**Doctor of Social Leadership (DSL) Program:** Piloted this new program in Fall 2021. The DSL program is a practical degree that incorporates 11 Ph.D./DPhil courses, two pre-candidacy requirements, and a dissertation-level prospectus, similar to a dissertation proposal. Students prepare a final Action Research Project written within a theological or sociological framework from a Christian Worldview.

**Family Life Education (FLE) Program:** Completed revision of all FLE program syllabi to include seminal and current 2017 and newer academic resources and alignment of program and course objectives, essential elements, outline, and assignments.

**Masters (MLitt) Program:** Formalized the Capstone project. Offered a Capstone Course in Core C. Introduced Capstone milestones with specific deliverables, developed an academically sound Capstone template, and established a Master's Research Council (MRC).

**The Core 7 Dissertation Workshop** is a highly engaging and immersive experience. Accordingly, pre-core assignments were introduced and were submitted to the Graduate Research Council (GRC) prior to attendance. This new feature prepared students to refresh their thinking about and articulate their research design. Also maximizing effectiveness, preliminary review of all student research projects empowered faculty to have advance purview of students' research prior to the Core week. The preparatory assignments focused on pre-proposal/proposal review content and information needed for engagement with milestone action plan workshops, mock proposal reviews, and peer review defenses.

**Fall 2021 Core 5/7 hosted 22 students**, which involved

meticulous coordination within and between the cores. Core 5 students also attended Core 7 mock proposal defenses. Consensus was reported across the Core 5 student body that attending one session of peer-review proposal defenses contributed significantly to understanding how the research track is preparing them for dissertation-level work.

## Topic Talk Thursdays



**Dr. Ming Wang (MD, PhD)** - Appreciating Freedom in America by Finding Common Ground

**Dr. Paul Lee** - Disciples of the Nations: Multiplying Disciples and Churches in Global Contexts

**Dr. Godwin Ude** - Causes of Poor Academic Performance of African Canadian Grade School Kids

**Dani Womack, JD** - Sacred Scarcity - Lack versus Scarcity

**Dave Moser, MLitt** - Theological Reflection

**Dr. Curtis McClane, Dr. Cathie Hughes, Richard Gamble, MA** - Panel Discussion - Theological Reflections

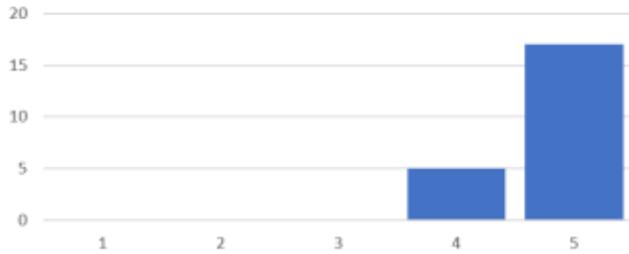
## 2021 Faculty Journal Article Publications

Hughes, C. (2021). The Impact of Creditworthiness on Financial Well-Being, Anxiety, Depression, Hopelessness, and Suicide. *Journal of Accounting and Finance* 21(3). <https://doi.org/10.33423/jaf.v21i3.4400>

Reichard, J. (2021). Convivial Social Media Selves? A Socio-Theological Examination of Computer-Mediated Connectedness. *Journal of Interdisciplinary Studies* 33, 83-104. <https://doi.org/10.5840/jis2021331/25>

Taladay, S., & Panesar-Aguilar, S. (2021). Spirituality and Transformational Leadership Practices: A Quantitative Study. *Journal of Human Resource Management*, 9(4), 102-107. <https://doi.org/10.33423/jhrm.v9i4.4400>

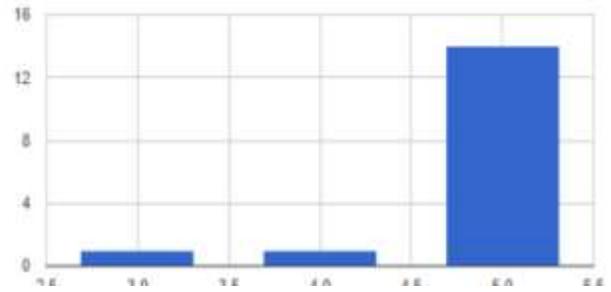
# 2021 INSTITUTIONAL EFFECTIVENESS HIGHLIGHTS



4.77 / 5.00

## I understand the “tutorial method” implemented by OGS.

As part of our commitment to “Restore the Foundations”, we continue to see improvement in our students’ understanding our own professed learning methodology by focusing on restating our mission, vision, and core values at every opportunity and intentionally integrating them with every core orientation, posting them in classrooms, and consistently communicating them to stakeholders.



4.91 / 5.00

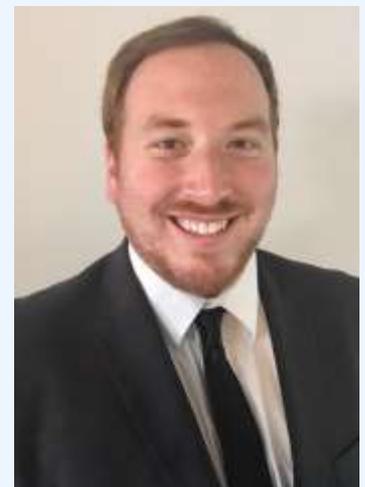
## The Senior Tutor reached out to me to offer support completing assignments.

Thanks to Dr. McClane’s new role as Chief Student Success Officer and PhD/DPhil Senior Tutor, Richard Gamble’s work as the MLitt Senior Tutor, and Dr. Ward’s ongoing support via virtual office hours, we believe students are not only understanding the OGS tutorial method but experiencing it as Dr. Green and the Oxford Task Force intended it.

## Richard Gamble, Registrar Report

In 2021, we have continued to make improvements to DIAL that have enhanced faculty training, student engagement, and student tutoring during the academic terms:

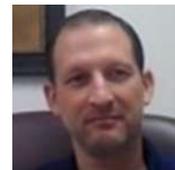
- **We have created two faculty training courses (FT 101 & FT 102)** each containing various resources for new and returning faculty that will support professors as they teach and engage with students in the virtual environment.
- **We created a course called The Gathering Place (AA 101) in which all active students and faculty are enrolled.** The Gathering Place provides a location for OGS students and faculty across all Cores to build community by introducing themselves, sharing information, ideas, and prayer requests, and engaging in conversations concerning topics of interest under the Discussions tab of the course. Under the Resources tab, students can access the General Helps repository, which contains useful and required materials for masters and doctoral students to use throughout the program. Students can also access links for the Zoom General Sessions throughout the term, a Zotero tutorial, and an academic calendar with assignment due dates for each term.
- **On the students’ DIAL home page, DIAL notifies them if someone has replied to one of their discussion posts.** This innovation helps students and professors respond to each other’s discussion posts sooner so that engagement with one another occurs more regularly throughout the term.
- **DIAL can generate a student activity report** in which OGS Senior Tutors can view which assignments have been turned in by a student for a particular course. This has made student academic progress easier to track for the Tutors so that they can initiate informed communication that encourages and aids students in their academic success.



# FACULTY HIGHLIGHTS

## OGS Welcomes New Faculty Members

**Dr. Sean Taladay**— Dr. Taladay is the Executive Director of the Mechling-Shakley Veterans Center in Pennsylvania and an adjunct professor at Omega Graduate School. Dr. Taladay brings experience providing support, assistance, and encouragement to graduate students throughout the dissertation research process. Dr. Taladay earned his Doctor of Education degree at the American College of Education, where he served as graduate assistant for Dr. Reichard. Dr. Taladay is also known as a talented singer performing at such venues as the Kennedy Center in Washington, DC.



**Dr. Bernard Grenway**— Dr. Grenway is the lead consultant and CEO at Grenway Consulting Group and adjunct professor at Omega Graduate School and American National University. With over 12 years of experience teaching and consulting, Dr. Grenway brings extensive knowledge of organizational development. Dr. Grenway has provided keynote addresses for organizations such as the Society for Human Resource Managers, Distinguished Lecturer Series: The University of Maine, and more.



**Dr. Brenda Davis**— Dr. Davis is the Chief Admissions and Enrollment Officer and an adjunct professor at Omega Graduate School, a Continuing Professional Development Instructor for Teaching Literacy in the Content Areas Pt1, serves as a middle school coordinator, AVID elective teacher, and a mentor for teachers at Johns Hopkins University School of Education. Dr. Davis is the founder and director of The Inobe Group, an educational consulting project focusing on families, literacy, and leadership.



**Professor Frank Eastham**— Professor Eastham serves as the Chief Operations Officer at Bridgeway Community Church and is adjunct faculty at Omega Graduate School, John Hopkins University, and McDaniel College. With over 35 years of teaching and school leadership experience, Frank demonstrates his passion and practical application of Gracism tenets in all he does. As a cross-cultural and leadership consultant, Frank provides workshops in several content areas, including racial reconciliation and creating capacity for communities to connect.



**Caroline Geer, MLS**— Caroline Geer serves as the Director of Library Services at Omega Graduate School. Caroline earned her Master of Library Science, Information Science Track at the University of Texas at Austin. Ms. Geer has over 30 years of experience in teaching and more than 12 years of Library experience focusing on Information resources. Ms. Geer is a Ph.D. student at Omega Graduate School.



## Dr. Ward Promoted to Distinguished Faculty

Many of us know and love Dr. David Ward and the unique gifts and spirit he brings to the OGS mission and experience. Dr. Ward was promoted to Distinguished Faculty status by the OGS Board of Regents this year. Dr. Ward's role has changed slightly but he will continue to do what he does best: encouraging students to live out their calling through the OGS experience.



# DRS. DEKOVEN AND ANDERSON AWARDED DLITTS



At the 2021 Congregation Weekend event, Drs. Stan DeKoven, OGS Lead Faculty and President of Vision International Education Network, and Dr. David Anderson, OGS Chancellor and Pastor of Bridgeway Community Church, both read papers for the presentations of their Doctor of Letters (DLitt) awards.

Dr. DeKoven presented a paper on why OGS should offer a Human Services degree and Dr. Anderson presented a paper on why OGS is offering the Graduate Certificate in Gracism Studies.

Drs. Jimmilea Berryhill, Bob Winford, Douglas Lawton, and Louis Wilson served as a rigorous dais.



# REMEMBERING FRIENDS OF OGS

## Maj. General Jerry Curry

Oxford Task Force Signatory and First OGS Chairman of the Board of Regents

Major General Jerry Ralph Curry, U.S. Army Retired; B.A., M.A., D.Min., was part of the Oxford Task Force and OGS's first Chairman of the Board of Regents. He passed peacefully at home at the age of 87, a 34-year military career in which he worked his way up through the ranks of the infantry, retiring as a major general. His life is detailed in his autobiography, *From Private to General, an African American Rises Through the Ranks and The Dream Continues*.



## Rabbi Dr. Oswald Garagorry

OGS Alumnus and Supporter

Rabbi Dr. Oswald Garagorry, 71, died August 10, 2021 at his home on Woodmoor Mountain that he designed and built himself. He was an unusually gifted academician and man of many talents and interests. His unyielding love for the Torah and lifestyle principles as taught by Moses were the foundation of a life dedicated to the service of the God of Abraham, Isaac, and Jacob; along with his wife Sonia of forty-nine years. In 2004, he received his Rabbinical Ordination from Jerusalem, Israel and 2005 he became the Rabbi of Aliyah Congregation located in Monument, Colorado and remained at that position **until 2018**. Oswald's life-long pursuit of education culminated in 2011 with the founding of a Yeshiva

Torah Institute in Monument, Colorado. Dr. Garagorry earned his DPhil, from Omega-Oxford Graduate School, MLitt, Omega-Oxford Graduate School, MA Teaching, MA Psychology, BA Philosophy, BA Psychology, and BA Theology. He was also fluent in Spanish, Portuguese, and English. Dr. Garagorry was responsible for the metal roofs on the buildings on the OGS campus as well as the etched signs on the buildings.

## Dr. Richard Nelson

OGS Alumnus and Board of Regents Member

Dr. Richard A. Nelson, known endearingly to his grandchildren as Duck-Duck, was called home to be with his Heavenly Father, on April 27, 2021. Richard was a life-long learner earning multiple degrees: B.A. Psychology from Chico State College, M.A. Vocational Education from Long Beach State College, and Doctor of Philosophy from Omega-Oxford Graduate School. His passion for writing resulted in a series of published books on Work, Family, Bible ministries, Leadership training, along with his poetry anthology, "Glimpses of Life in Pictures and Words". He was the founder of Morning Star Publishing Company, and Morning Star Construction through which he diligently built multiple homes, townhomes, and commercial buildings in the growing middle Tennessee landscape. Greater than any of these accomplishments was Richard's absolute passion for the Lord and for people, inviting them in and sharing the love of Christ freely and generously. His willingness to walk in obedience has impacted thousands of lives across the world, from the US to China, Kenya, India, Laos and beyond. Richard looked past a person's ethnicity, race, or religion, and always saw an eternal soul.



## Nona Humphrey

**Many of you may remember Nona being on the OGS campus with Dr. Richard Humphrey** now and again for nearly three decades. Perhaps you shared a meal with her in the Gathering Place or had the privilege of receiving a kind word from her. The OGS community sends our love and condolences to Dr. Humphrey during his time of grief and loss. May he know God's comfort and a peace which transcends all understanding. *Nona and Dr. Richard Humphrey were inseparable companions and life partners. Nona passed away on Saturday, April 26, 2021, and entered into her heavenly reward after a lifetime of ministry and service to God's Kingdom.*

# OTHER HIGHLIGHTS OF THIS YEAR



## OGS Co-Hosts IIR Virtual Symposium

On October, 16, 2021, OGS co-hosted a scholarly symposium with the Institute for Interdisciplinary Research, publisher of the world's leading Christian interdisciplinary academic journal, the *Journal of Interdisciplinary Studies*. The event was a great opportunity for OGS to have a global impact with an academic partner! We were proud to serve as co-hosts for this prestigious event! The theme was THE ARTS & TRANSCENDENCE 2021, which endeavored to bring together scholars from a wide range of disciplines and denominations for an exciting international conference that took both scholarship and faith seriously.

Our own Mrs. Cindy Schmitt, doctoral student and Director of Online Learning, served as the symposium facilitator with OGS featured prominently in the program! OGS is invited to co-host the symposium again in 2022.



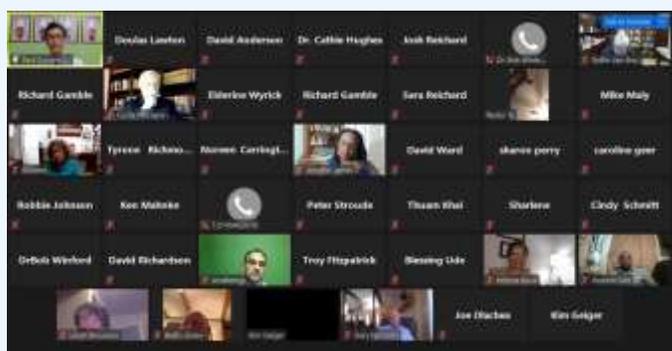
## 2021 TRACS Accreditation Conference

This year, President/CEO Dr. Joshua Reichard, CFOO Sharlene Daniel, and Board of Regents representative Dr. Steve Maltempi, attended the TRACS accreditation conference in St. Louis. They learned important information about Department of Education regulation, federal grants, state authorization compliance, and board governance training.

Special Thanks to Dr. Steve Maltempi

Dr. Steve Maltempi, OGS alumnus and Board of Regents member, and his wife Joy have spent a considerable amount of time this year volunteering on the OGS campus in Dayton, TN, helping us adapt during the pandemic. We are extremely grateful to Dr. Maltempi and his family for their support.

# VIRTUAL CONGREGATION WEEKEND



**OGS hosted its first ever Virtual Congregation Weekend April 23-24, 2021.** Events included Dr. Reichard's State of the School Address, Recognition of Classes of 1990, 2000, 2010, 1991, 2001, and 2011, Presentation of Alumnus of the Year Award, Recognition of Appreciation for Former President Dr. Kim Geiger, Former Board Chairman, Dr. Loren Humphrey, and Former Chancellor Dr. Rollin Van Broekhoven, Dr. Paul Sung-Ro Lee, Book Presentation, Disciples of the Nations, Presentation of World-Changing Social Research by Dr. Godwin Ude, Guest Speaker - Dr. Oskar Gruenwald, Institute for Interdisciplinary Research and the *Journal of Interdisciplinary Studies*, Dr. Matt Vos, OGS Faculty, *Journal of Sociology and Christianity*, Jim Strecker, Doctoral Student Persuasive Communication Forum Paper, Dr. Hollis Green, Chancellor Emeritus, presentation of new book, Beyond the Pulpit and Lecture Hall, Dr. Rollin Van Broekhoven, Update on China Ministry, Retired Chancellor of OGS, Scholar's Porch - Open Discussion/Fellowship, and Presentation of DLitt Papers by Drs. DeKoven and Anderson followed by a Virtual Presentation of DLitt Degrees by Dr. Gary Nicholds, Chairman of the Board of Regents, and Dr. Hollis Green, Chancellor Emeritus.

# ADMISSIONS REPORT

## Welcome Dr. Brenda Davis, Newly Appointed CAEO, Chief Admissions and Enrollment Officer

**OGS Admissions opens the door to offer a timeless graduate education where students can anticipate responding to God's call on their life.**

Our goal is to facilitate students who bring their social problems to engage in timeless graduate studies at OGS. We currently have 106 new leads representing 12 countries for Spring 2022!

**We are using the process of discernment and intentionality, integrated with the common themes of service and relationships,** to recruit people from around the globe who will overflow into the world to change it. Our admissions process is designed to enhance selectivity that results from the cohesiveness of OGS interdepartmental connectedness.

**Inquiries include our newly offered Doctor of Social Leadership program, along with our existing programs.**

While our Admissions application system allows prospective students to present a comprehensive academic profile, we rely on personal one on

one connections for substantial recruiting leads. We are calling all alumni to be a "Keeper of the Link" by sending the name of one individual recommended to attend Omega Graduate School.

**We have the pleasure of interviewing each individual applicant to engage in conversations about God's calling on their life** and to share the news of our commitment to providing a quality educational experience grounded in authentic relationships and community. Our admissions process is rigorous and competitive compared to other graduate schools.

### Virtual Open Houses

Our Admissions online presence for the OGS Community of Inquiry will host the first of three Virtual Open House events on November 30th, December 11th, and January 5, 2022.

**Please refer any prospective students to our website or by email to [admissions@ogs.edu](mailto:admissions@ogs.edu)**



47%

Inquiry to Application Conversion

12%

Inquiry to Registration Conversion

"OGS is small and may not be as prestigious as Yale, Harvard, or even Oxford. I am not saying that OGS is less than in any way, but I understand why I said no to my continued studies for years. It is because God was preparing me for OGS, which challenges my worldview, strengthens my belief system, and prayerfully continues to transform me."

— Susan Holmes  
New PhD/DPhil Student

106

Admissions Inquiries

40

Applications  
Pending

12

Countries Represented

Check Out Our New Admissions Portal!

<https://ogs.edu/info/>

# FINANCIAL REPORT

Sharlene Daniel, MLitt

Chief Financial and Operating Officer (CFOO)



This year OGS fully paid off its line of credit debt of **\$65,000** and distributed more than **\$100,000** in student tuition and fees relief and technology to its students and faculty. Through careful navigation of federal grants related to the COVID-19 pandemic, OGS has adapted to virtual/online learning and helped each of our students adapt with us. In the midst of adapting, we have also continued our trajectory of reducing expenses, increasing revenue, and stabilizing our financial situation for the future. Although more work must be done, we are in the best financial position ever.

## 2021 Financial Health Highlights

- ✓ **Paid Off Line of Credit Debt** in calendar year 2021 thanks to faithful giving to the “Fresh Start Fund”. No Line of Credit draws for two years in a row.
- ✓ **Round 2 PPP Loan Forgiven.** We received both rounds of the Payroll Protection Loans and both have been fully forgiven.
- ✓ **Staff Raises and Improved Faculty Compensation.** This year we provided staff raises and increased faculty compensation to competitive rates.
- ✓ **Income Exceeding Expenses.** For the second year in a row our income has exceeded our expenses, resulting positive net income.



*Enhancing Trust*

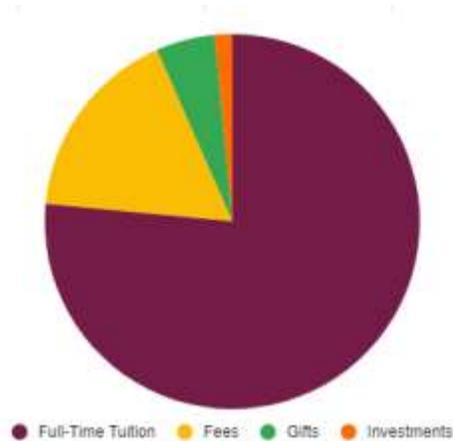
**Evangelical Council for Financial Accountability®**

440 W Jubal Early Dr, Suite 130  
Winchester, VA 22601

<http://www.ecfa.org/>

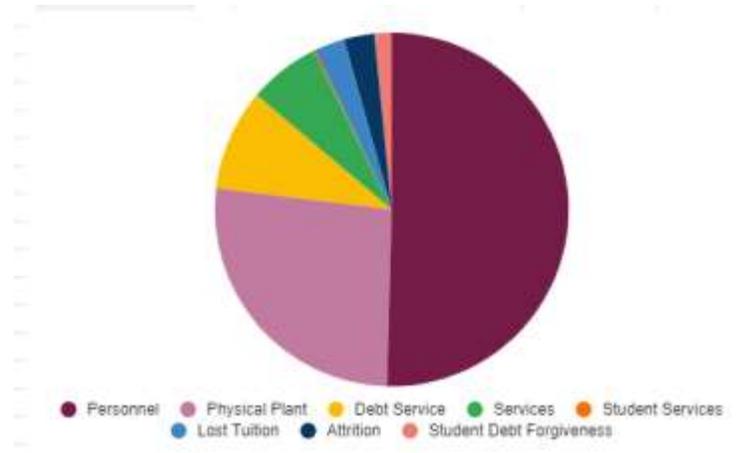
## FY2021-2022 BUDGET

### REVENUE



Estimated Revenue: \$394,100.00

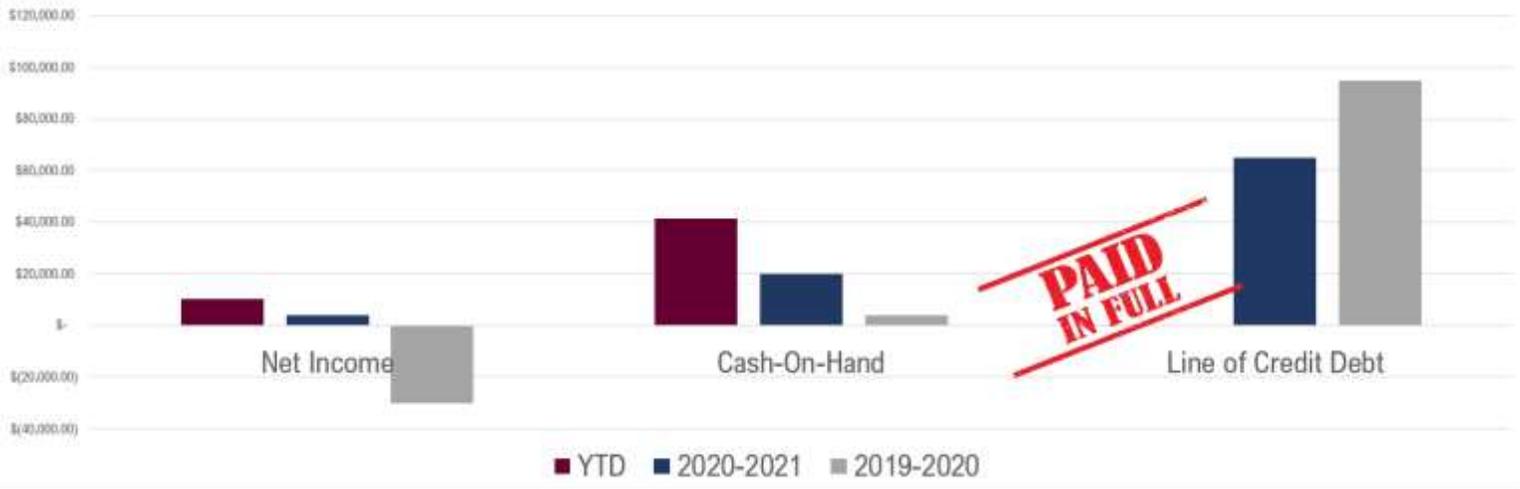
### EXPENSES



Estimated Expenses: \$383,178.00

# FINANCIAL METRICS

FY 2020-2021 Financial Metrics



## HEERF Grants (Includes CARES Act, CRRSAA, & ARP)

With each iteration of COVID-19 grant funding for which OGS was eligible, our team worked diligently to ensure we maximized opportunities to help OGS as institution, but most of all our students, weather the storm of the pandemic. This created immense amounts of additional work, but ultimately, it was worth it.

Through hard work and perseverance, OGS strategically used its federal pandemic grants to support its students in the transition to online/virtual learning. Without a doubt, Sharlene Daniel's attention to detail and Dr. Reichard's strategic thinking helped OGS effectively utilize grant relief to the maximum benefit of our faculty and students through the pandemic. Here is a brief summary of how funds were used for our students:

- **\$8,000.00** = 8 of the 38 U.S. Students submitted requests for additional COVID tuition relief
- **\$61,000.00** = 38 U.S. students completed the institutional authorization form
- **\$7,650** = 51 Students Fall 2021 Tech Fees
- **\$7,950** = 53 Student Spring 2021 Tech Fees
- 55 Students Received laptop computers
- 54 Students received Office 365 software
- 37 eligible students attending Spring 2021 term classes received a direct COVID relief check of \$150.00 each
- ARP (American Rescue Plan) funding was available for distribution to non-U.S. students
- **\$12,325.00** = 9 International Students completed the institutional authorization for COVID tuition relief

53

Students received funding which paid their Fall Term Technology and Materials Fee

\$61,000

In COVID-19 Relief for US Students

\$12,325

In COVID-19 tuition relief for 9 International Students

55

Students received laptop computers and Office 365 software

## Honoring Mrs. Sarah Lambert

**Sarah Lambert**, Omega Graduate School Librarian, retired this year after wonderful service since 2011. Sarah brought her experience as a Christian librarian and former missionary to bless OGS students. Married to a retired Professor at Covenant College, Sarah brought her experience and skill as a Librarian to support the Library's Mission of supporting students' research and faculty needs with a stellar Library collection. Sarah worked closely with Dr. David Ward as they added more than a thousand books to our collection every year from the Library of Congress Surplus Book program and from regular donations from OGS Alumni's personal libraries.

Sarah team-taught for years in the foundational *course SR953 Research for 21<sup>st</sup> Century Scholarship*. Students will remember her guided tours of our physical Library and her able instruction in learning how to access books onsite in the OGS Course Reserves and General Collection as well as how to get oriented to our virtual library. She enjoyed helping students discover the joy

of research and how to use our databases on the OGS website library pages.

Sarah always began class wanting to hear where students were from, how they were interested in changing their worlds through their diverse research interests, and, of course, what local libraries they had access to for their local pursuit of research! She would always open class in prayer and share her experience before her career as a missionary in Latin America with her husband and as a librarian at a private school in Chattanooga. In Sarah's warm retirement letter she wrote, "I can see that God is using OGS in the students' lives around the world. I wish you God's richest blessings on your endeavors." Sarah, thank you for your heart for helping our students and years of faithful service to the OGS mission!



— Dr. David Ward

## THE FUTURE OF THE SOCIETY OF SCHOLARS

**Some alumni and friends of OGS have asked, “What happened to the Society of Scholars” program?**

**In an effort to focus on stabilizing the institution internally and financially, the Society of Scholars was placed under the direction of the Office of the President by the Board of Regents in January, 2020.** Dr. Reichard made the decision to put Society of Scholars activities on hold until further notice to ensure the resources, time, and attention were placed on building a stronger and more sustainable future for Omega Graduate School. This report demonstrates the tremendous strides we have made in the past two years. However, due to the pandemic and other issues, Society of Scholars activities will likely remain on hold through 2022. If you are interested in helping with a resurrection of the Society of Scholars through intentional strategic planning, careful stewardship of resources, and alignment with the vision, mission, and core values of OGS, please contact Dr. Reichard via email. We look forward to collaborating for the future of the Society of Scholars!

## JOURNAL OF SOCIOLOGY AND CHRISTIANITY

**Founded by Dr. Reichard in 2010 as *The Journal for the Sociological Integration of Religion & Society*, with Dr. McClane as the founding Editor, the official academic journal of OGS is now the *Journal of Sociology and Christianity (JSC)*.** JSC is a peer-reviewed, academic publication designed to provide a forum for the latest research and commentary relative to the intersection of Christianity and society. ISSN 2572-4088. The journal is now widely read and indexed by major academic library services. JSC is published jointly by Omega Graduate School and the Christian Sociological Association. JSC is published bi-annually in April and October.



We celebrated our 10th year anniversary in 2020! Learn more about JSC at [www.sociologyandchristianity.org](http://www.sociologyandchristianity.org)

# WORDS OF ENCOURAGEMENT FROM OUR CHANCELLOR AND BOARD CHAIRMAN

## A Word from Our Chancellor, Dr. David Anderson



**What a joy it is to see good leadership and godly favor drive the academic success, social research, and the synergical learning style of OGS.** With the establishment of two new academic programs, including the Gracism Studies program, a strong board of regents, new faculty and administrative positions being filled, and the line of credit fully paid off, my heart is overflowing with gratitude and thanksgiving to God.

**I also want to thank our board chairman, Dr. Nicholds, all of our board of regents, and the capable and forward thinking leadership of Dr. Joshua Reichard, our president.** Our quality alumni, like many of you, and the prospects that are incoming over the next year, I can tell you as the Chancellor, our future looks very bright for OGS. I personally encourage you to tell all of your friends, family members, and colleagues who are searching for growth, challenge, learning, and a safe place to think to check out OGS.edu. Just copy, paste, and send them the link. Tell them that this is the graduate school you are proud of and celebrate. Let them know that there are available opportunities for them to get in on what God is up to at OGS.

***Thank you for joining me in sharing the good news about OGS!***

## A Word from Our Board Chair, Dr. Gary Nicholds

### **Options for Investing in the Future of OGS are on the Final Page of the Annual Report**

**I hope that as you read this, you are as amazed as I am at all of the accomplishments in our Annual Report.** What an amazing year this has been! Who would have thought two years ago that OGS would be where it is today?

**Every day during my morning devotionals I pray for the leaders and staff of OGS and for our school's continued success.** I have read that faith is assurance of those things hoped for and certain of those things not seen. It is my opinion that this Annual Report is a manifestation of those words. OGS has been truly blessed by a loving God. Our work is not over, it has only begun. If we do not leave God, God will not leave us.

**You are now aware of our accomplishments at OGS over the past year.** But what you may not be aware of, or read, or see, is the attitude, teamwork, determination, and plain old tenacity and grit that takes place behind the scenes. Without this, all these accomplishments would not have happened. Proverbs 27:17 says, "As iron sharpens iron, so one person sharpens another." This has been very evident this year in the interaction between Dr. Reichard, his team, and the Board of Regents. I offer my sincerest appreciation and thanks to everyone for a job well done.

**We are in that time of year when we have experienced Thanksgiving and appreciation for blessings received and now, we enter Advent a season of anticipation and hope.** As we look forward to Christmas and the New Year, let us pray for one more thing... a grateful heart each and every day.

Please consider investing in the future of OGS with giving options on the next page.

— Dr. Gary Nicholds, Chairman of the Board of Regents





**OMEGA**  
GRADUATE SCHOOL

AMERICAN CENTRE FOR  
RELIGION/SOCIETY STUDIES (ACRSS)



PLEASE INVEST IN OUR FUTURE

**LINE OF CREDIT DEBT  
ELIMINATED IN 2021!  
FRESH START ACHIEVED!**

**To all our stakeholders who gave to help Omega Graduate School last year, thank you!** The Line of Credit Debt has now been FULLY PAID! We're encouraged by the more than 30 individual stakeholders who made gifts and pledges toward this fund! Thank you! We are also so thankful for board members, alumni, and volunteers who helped with campus improvements and library work to move OGS forward this year. *Your gifts make it possible for us to continue to achieve our mission!*

**Our FY2021-2022 budget only anticipates \$30,000 in donations and gifts.** Can you help us reach and exceed that goal so we can continue to stabilize OGS? Although we've made great strides, we still need your help! We can only build for the future with your help! Your gifts are tax deductible

THANK YOU!

30+ INDIVIDUAL STAKEHOLDERS  
GAVE TO THE MISSION OF OGS LAST YEAR!

GIVING OPTIONS

Give Securely Online

You can give securely online using the Donately® platform. Just visit:

[ogs.edu/give](https://ogs.edu/give)

Mail a Check

**Yes, you can make an "offline" donation!** If you'd like to make recurring monthly donations, we can send you out a monthly reminder or securely charge your credit card.

Please mail your check to:

Omega Graduate School  
Attn: Sharlene Daniel, CFOO  
500 Oxford Drive  
Dayton, TN 37321

Make a Pledge

**You can make a pledge by simply emailing Sharlene Daniel at [finance@ogs.edu](mailto:finance@ogs.edu)** with your pledge amount! We will send you monthly invoices for your giving pledge!

Omega Graduate School is a Cause You Can Trust

- OGS is an established 501(c)(3) with more nearly 40 years of history of financial responsibility.
- OGS is accredited by the ECFA (Evangelical Council for Financial Accountability)
- OGS undergoes an external audit by a CPA firm every fiscal year

We are an ECFA Accredited 501(C)(3) Nonprofit Organization

**You can give to OGS with peace of mind.** Omega Graduate School is accredited by the Evangelical Council for Financial Accountability®, a national financial accountability association, and submits annual external audits to its national accreditor, TRACS (Transnational Association of Christian Colleges and Schools).



Enhancing Trust