

# A.D. Bruce Religion Center

## Program Questionnaire



FY 2022

1. **Please provide a one-page executive summary of your questionnaire responses. This summary should include, in brief terms: your unit's mission, how you accomplish your unit's mission, and a justification of your unit's student fee allocation in terms of benefits for students.**

Since its opening in the fall of 1964 and its dedication in May 1965, the A.D. Bruce Religion Center has been a focal point for numerous on-campus religious activities for 52 years. While the building is a bustling center of many ongoing educational programs, activities and services, it is also a place for both quiet meditation and spiritual discovery and growth.

In support of the University's mission, the A. D. Bruce Religion Center provides an organized means for

- celebrating diversity,
- assisting in establishing and encouraging inter-faith dialogue, and
- the promotion of a continuing search for knowledge.

The Religion Center supports student success through our facilities management and resources, providing opportunities for student employment and internships and providing quality customer service to students, faculty, staff and our University guests.

The Religion Center is home to 10 campus ministry programs that provided financial support for the construction of the Religion Center. Three of those groups [Catholic Newman, Baptist Student Ministry and Hillel] subsequently constructed their own off-campus religion centers. They continue to retain their office suites in the A.D. Bruce Religion Center.

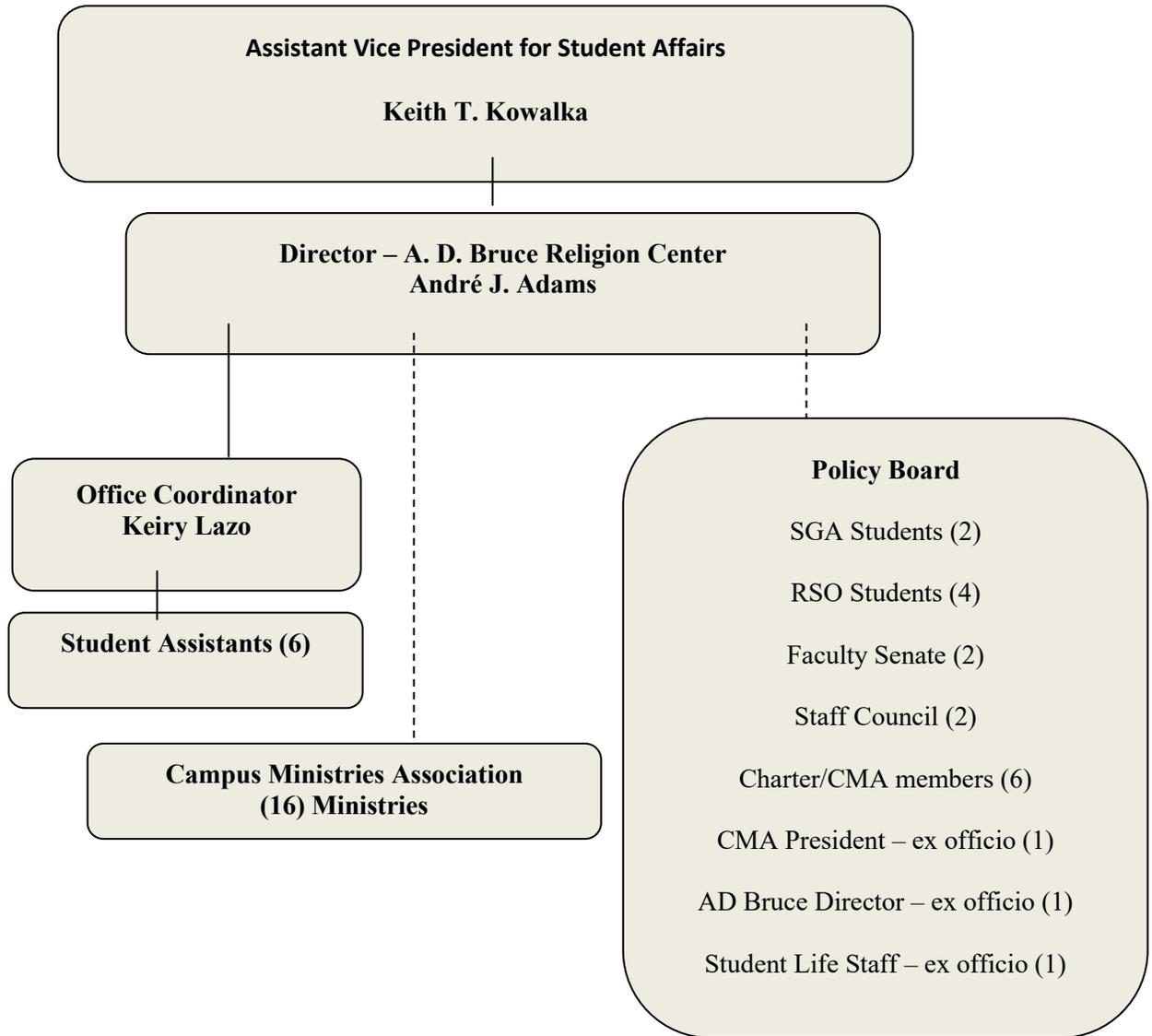
The original Charter denominations or Resident Ministries are: **Baptist Student Union** [*now Baptist Student Ministry*], **B'nai B'rith Hillel**, **Catholic**, **Christian Science**, **Church of Christ**, **Disciples of Christ** [*now included in United Campus Ministries*], **Lutheran** [*Missouri Synod*], **Lutheran / National** [*now Evangelical Lutheran Church in America/ELCA*], **Methodist**, **Presbyterian** [*now included in United Campus Ministries*] and **Protestant Episcopal**.

The Religion Center also provides support for the Campus Ministries Association (CMA) which is comprised of all of the full time staff of the campus ministry programs at the University of Houston currently representing 17 various faiths and denominations. CMA sponsors free lunches on Wednesdays during the fall and spring semester and host Inter-Faith Dialogue conversations during free lunches as well as through collaborative events with other ministries.

The Religion Center Policy Board meets during the fall and spring semesters and provides guidance and support for the programs, services and policies of A.D. Bruce Religion Center.

University of Houston students, faculty, and staff utilize the Center for programs, lectures, meetings, and special events. General purpose rooms are available for worship, study, discussions, and reflection. The Religion Center's University Chapel, with seating for 275, is the site for weddings, memorials, funerals, baptisms and quinceañeras, including the University's annual memorial service. The Meditation Chapel and two classrooms provide Friday Prayer space for the Muslim Student Association. The Religion Center provides office space for three Registered Student Organizations: Chi Alpha, Mission 24 and Muslim Student Association.

2. Provide an organization chart of your unit. Large units may need to have an overview chart and then more specific charts for each program. Where you have multiple staff in the same position (e.g. counselor, advisor, etc.), note this on your chart. Student employees should be cited on the chart and identified as students.



3. List your unit's strategic initiatives and action steps identified for the 2019-2020 academic year and cite the specific Division of Student Affairs and Enrollment Services (DSAES) Strategic Initiatives and University of Houston Strategic Goals to which they relate (links below). Please comment on your success in achieving these strategic initiatives/action steps. If a strategic initiative/action step changed during the year, please note this and explain. Also, list any new strategic initiatives/action steps, the rationale for the addition, and comment on your success in achieving these items.  
DSAES Plan: ([http://www.uh.edu/dsaes/about/strategic\\_plan.html](http://www.uh.edu/dsaes/about/strategic_plan.html))  
UH Goals: (<http://www.uh.edu/mission/>)

**Strategic Initiative 1 – Provide a satisfying and well-maintained auxiliary facility:**

Manage and provide for a satisfying and well-maintained auxiliary facility for the use of UH students, faculty, staff, alumni and University guests.

UH – Student Success; DSAES – Partnership, Resources

**Action Step 1.1:** Develop a plan of action that will address and prioritize facility needs for repair and/or replacement. The plan of action will outline a process for identifying financing these projects through the religion center budget, Student Life and DSAES development resources. Special attention will be given to proposing a viable payment process should an interdepartmental funding source be identified and approved.

**Status: Partially Accomplished.**

*We are regularly reviewing the facility and its repair/replacement projects; this was not fully completed due to COVID-19, and financial viability.*

**Action Step 1.2:** Monitor and review the UH Service Level Agreements for housekeeping, maintenance and grounds to ensure Religion Center needs are met and cost savings are achieved where applicable.

**Status: Accomplished.**

*We are regularly in communication with the Facilities department to make sure that our UH Service Level Agreements are being adhered to by housekeeping, maintenance and landscaping staff.*

**Action Step 1.3:** Develop a working partnership with the new custodial vendor and monitor the Custodial Cleaning Frequency Charts to ensure facility cleanliness and consistent staffing to support student organization activities and special event needs.

**Status: Accomplished.**

*We are working closely with MetroClean and meeting monthly to make sure that all of the facility's needs are being addressed on a consistent basis.*

**Action Step 1.4:** Review and revise the student assistant training program for special event assistance and improving and maintaining customer service based on an ethic of care. Special attention will be given to CPR and AED training for student assistants and resident ministry leadership.

**Status: Partially Accomplished.**

*All of the student employees go through student training retreat at the beginning of each semester. They also attend a monthly staff meeting where continued training on customer service, diversity and inclusion and work related situations are addressed. Due to COVID-19 not all the meetings and trainings were able to happen.*

**Strategic Initiative 2 – Support Campus Ministry Association:**

Provide administrative, advising and program support for the programs and services of the Campus Ministries Association (CMA).

UH – Student Success; DSAES – Partnership, Resources

**Action Step 2.1:** Develop program initiatives to support interfaith dialogue and campus outreach. Further develop collaborative programs and services with

registered student organizations and colleges and departments.

**Status: *Partially Accomplished.***

*We have established a monthly Interfaith Dialogue Dinner Series collaborating with Campus Ministries Association (CMA) and Registered Student Organizations (RSO). We have also collaborated with Campus Recreation to expand their Yoga classes to AD Bruce Religion Center. All programs were interrupted due to COVID-19.*

**Action Step 2.2:** Coordinate with the Center for Diversity and Inclusion, UH Wellness, the Religious Studies Department, the Campus Ministries Association and UH Contracts and Grants to plan a variety of Interfaith Dialogue programs that will provide students different learning options, to include speakers, cohort groups and reading options.

**Status: *Accomplished.***

*We have collaborated with Campus Recreation to host Yoga classes. We have also collaborated with CMA to host Interfaith Dialogue programs. We have had discussions with Center for Diversity and Inclusion, LGBTQ Resource Center and UH Wellness but due to staffing shortages the program planning was put temporarily on hold.*

**Action Step 2.3:** Identify and recruit a graduate assistant for the Religion Center to assist with the development of interfaith dialogue initiatives, support campus and community outreach and assist with the development and implementation of assessment projects.

**Status: *Changed***

*Recruiting a graduate assistant was not a priority this year.*

**Action Step 2.4:** Develop a student staff task force that will identify resources and models that will strengthen the current Campus Ministries Association initiatives on interfaith dialogue and identify new programs and services for spiritual wellness and improve religious competencies of the UH campus community. The task force will represent interested members of the Campus Ministries and representatives from Religious Studies and DSAES stake holders.

**Status: *Changed***

*The student staff task force has not yet become a priority due to COVID-19.*

### **Strategic Initiative 3 – Marketing:**

Promote the A.D. Bruce Religion Center programs and services to UH and the greater Houston area.

UH – Student Success; DSAES – Partnership, Resources

**Action Step 3.1:** Develop a plan of action in collaboration with the Student Centers Conferences and Reservations Office (CARS) and the University Hilton that will highlight UH facilities as a destination for special events.

**Status: *Partially Accomplished.***

*Continued collaborations with the University Hilton to promote weddings at the Religion Center and direct customers to the Hilton for receptions. We will also be including information about colleague departments on our website as well as flyer information for customers to read. Cross department, promotions were suspended for a period of time due to COVID-19.*

**Action Step 3.2:** Produce a quarterly Religion Center newsletter; review and update the Religion Center’s web site; and explore new and different ways in which the digital kiosk can further promote Religion Center events and support special events.

**Status: *Partially Accomplished.*** *Quarterly newsletter did not materialize.*

*We are currently rebuilding the website and reviewing options for producing a newsletter. We are collecting and creating content for newsletter.*

**Action Step 3.3:** Review and update A.D. Bruce Religion Center’s social media presence and marketing to include the A.D. Bruce Religion Center website:

[www.uh.edu/adbruce](http://www.uh.edu/adbruce) and other social media options.

**Status: *Accomplished.***

*Social media has been utilized more to engage with the campus community by promoting programs and events. We have created engaging social media posts and stories on various social media mediums to attract interest.*

**Strategic Initiative 4:** Expand assistance for and partnerships with students, registered student organizations (RSOs), colleges / departments and non-UH entities with the planning and presentation of their programs and events in the Religion Center.

UH – Student Success; DSAES – Partnership, Resources

**Action Step 4.1:** Continue to work with Student Government Association, Student Affairs and Enrollment Services, Advancement, the UH Alumni Association, UH Marketing and the Campus Ministries Association in the development and planning of the Annual UH Memorial Service.

**Status: *Completed.*** *UH Day of Remembrance was held on Tuesday, March 3, 2020. Worked with SGA, Faculty Senate, Staff Council, UH Alumni Association, Campus Ministries Association and Student Life marketing for a successful event and reception.*

**Action Step 4.2:** Develop a partnership with the College of Education and the Hilton College of Hotel and Restaurant Management that will further support student learning and engagement through internships, graduate assistantship and employment.

**Status: *Changed.*** *Graduate Assistant was not a priority this past year. There was some emphasis on partnership with Hilton, but it did not focus on graduate assistants. The partnership was focused on shared interests with regards to attracting wedding/wedding reception business.*

**Action Step 4.3:** Collaborate with the Moores School of Music to schedule and promote recitals and concerts at the A.D. Bruce Religion Center.

**Status: *Partially Accomplished.*** *We have engaged with the Moores School of Music about student recitals and concerts. We are currently connecting with Moores School students to perform at wedding ceremonies. The partnership will connect A.D. Bruce and customers of A.D. Bruce with current and graduate students who are looking for musical services during events.*

4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs and any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting these data.

A. Number of Registered Student Organizations making reservations.

There was no change in RSOs submitting reservation requests for FY20 [27] compared to FY19 [27].

B. Number of bookings by Registered Student Organizations.

There was a strong decrease in the number of bookings in FY20 [414] compared to FY19 [683]. This was strongly a result of bookings being cancelled from March to August due to COVID-19.

C. Event hours by Registered Student Organizations.

There was an increase in the number of event hours in FY20 [936.5] compared to FY19 [1,604]. This was strongly a result of the bookings being cancelled from March to August due to COVID-19.

D. Estimated Attendance by Registered Student Organizations [self-reported].

There was a significant increase in self-reported attendance in FY20 [20,566] compared to the [31,935] as reported in FY19. This was strongly a result of the bookings being cancelled from March to August due to COVID-19

	FY11	*FY12	*FY13	*FY14	FY15	FY16	FY17	FY18	FY19	**FY20
RSOs Making Reservations	25	30	36	36	39	32	22	31	27	27
RSO Bookings	764	775	817	997	773	767	656	714	683	414
RSO Event Hours	1,683	1,691	1,834	3,444	1,717	1,726	1,486	1,587	1,604	936.5
RSO Attendance	22,449	39,630	39,630	51,429	26,793	22,808	25,139	24,389	31,935	20,566

\* FY12 to FY14 Increase attributed to the SC Transformation Project

\*\* FY20 Decrease attributed to COVID-19

## AD Bruce Assessment Initiatives

- Customer Service Assessment
  - Actions
    - Using reservation contact information, we will send survey links to customers to assess the success of the event held in our facilities. Along with assessing the reservation process and helpfulness of the Religion Center staff throughout the process.
  - Highlighted Findings
    - 35.8% Response Rate
    - 19 Respondents (53 Weddings)
      - Response rates and total number of responses were affected due to COVID-19
    - Why did you choose ADBRC?
      - 35% Connection to University of Houston
        - 7.5% Connection to ADBRC
    - How did you hear about ADBRC?
      - 58.34% Either attended the University of Houston themselves or a family member attended.
    - Overall experience?
      - 94.74% were either Satisfied or Very Satisfied
  - Actions Based on Results/Findings
    - We will look to increase marketing efforts to about wedding services to UH students, faculty, staff and alumni.
- Campus Ministries Association FREE Lunch Program
  - Actions
    - Using attendance swipes acquired at each lunch event, we reviewed the demographic data to learn the types of students that are attending. Short surveys were handed out to first time attendees as they arrived for the lunch. Staff collected surveys from attendees when completed. We will also ask about helpfulness of program, need for program and if they attend other FREE food programs.
  - Highlighted Findings
    - 4.1% Response Rate
    - 98 Respondents (2,345 swipes)
      - Response rates and total number of responses were affected due to COVID-19
    - Primary reason attending the lunch...
      - 27.56% of respondents acknowledge a form of food insecurity
    - Primary reason to attend and/or tell a friend to attend
      - 66.35% of respondents want to support AD Bruce and connect with the community
      - 32.65% of respondents acknowledge a form of food insecurity
    - Other than the Wednesday lunch, other programs of interest
      - 11.51% Yoga program

- 13.16% Movie night with lecture/talk
    - 15.15% Interfaith dialogue
  - Actions Based on Findings/Results
    - We need to assist CMA with marketing this program to a wider student community.
    - We need to share information about this program with other campus departments that are working to assist students to address food insecurity challenges.
    - We need to look at providing meal options that also address dietary concerns. (Kosher, Vegetarian, etc.)
- Student Employee Training
  - Actions
    - After training student employees, we assessed the student employees work competences (skills) and post assess the student employees to determine if their work competence is a reflection of the training they received.
  - Highlighted Findings
    - 100% Response Rate
    - 7 Respondents
  - Actions Based on Findings/Results
    - We will begin a new one-to-one training model where we will take the time to work with each student assistant individually. This will allow us to focus on each student assistant's skill development through consistent dialogue and personalized training plan.

### **Benchmark Colleges & Universities, Houston Churches, and Professional Organizations**

Benchmark research includes comparison of rental/special fee rates and interfaith programming in the Houston market as well as with other public/private institutions. Currently, the Religion Center is only one of three religion centers with offices/ministerial services on a public university campus. Traditionally, most universities do not provide such space and support requiring their religious/spiritual groups to set up office and event space off campus.

#### **Campus Ministry Programs**

Florida State University  
 Massachusetts Institute for Technology  
 North Carolina State University – Chaplains Cooperative  
 Northern Illinois University – Association of Campus Religious Organizations  
 Pennsylvania State University  
 University of Notre Dame  
 Southern Illinois University – Edwardsville  
 University of Nebraska – Lincoln  
 Western Carolina University

#### **Chapels**

Auburn University – University Chapel  
 Bastyr [WA] University – Chapel  
 Emory University – Cannon Chapel  
 Howard Univ. – Andrew Ranking Memorial Chapel  
 Indiana Univ. – Beck Chapel  
 Michigan State Univ. – Alumni Chapel  
 Northwestern Univ. – Chapel [2]

Rice – Memorial Chapel  
Southern Methodist University – Perkins Chapel  
Texas Tech Univ. – Kent Hance Chapel  
Trinity Univ. – Chapel  
Tulane University – Rogers Memorial Chapel  
Univ. of Chicago – Rockefeller Memorial Chapel  
Univ. of Georgia – Chapel  
Univ. of Kansas – Danforth Chapel  
Univ. of Maryland – Memorial Chapel  
Univ. of Mississippi – Paris Yates Chapel  
Univ. of Missouri – A.P. Green Chapel  
Univ. of Southern California  
Univ. of S. Mississippi – Danforth Chapel  
Univ. of Tulsa – Sharp Chapel

**Houston Area Churches and Other**

Christ Church Cathedral (Episcopal)  
Christ the King Lutheran Church  
First Evangelical Lutheran Church  
First Methodist Church  
First Presbyterian Houston  
Houston First Baptist Church  
Saint John Vianney Catholic Church  
Saint Paul's Methodist Church  
American Guild of Organists  
American Youth Corp [*national interfaith dialogue org*]

5. **Please discuss any budget or organizational changes experienced since your last (FY2021) SFAC request, their impact on your programs, and your reason for implementing them. SFAC recognizes that some programs did not receive the funds that they requested, that some programs were impacted by additional expenses after the conclusion of the budget cycle, and that some programs may be ahead of or behind their self-generated income projections.**

Since our presentation in October 2019, we have experienced a few budget changes.

- COVID-19
  - The COVID-19 pandemic has had a tremendous effect on our budget. The Religion Center was forced to postpone and/or cancel scheduled reservations, over a period of 5 months as the building was closed and we were not able to host events with large gatherings. The cancellations for fee paying clients required refunds to be processed. For the customers who didn't cancel or request a refund (mostly weddings), their events have been postponed to at the request of clients to a undetermined future date when large gatherings are able to happen.
- Budget Freeze
  - As requested by DSAES leadership, budget spending was paused in efforts to not over extend our budget based on lack of revenue and cost savings for the University.

The annual allocation from the Rockwell Endowment of \$20,019.00 which is used for the annual operation of the A.D. Bruce Religion Center is used to off-set the cost of utilities.

6. **If your unit concluded FY2020 with a Fund 3 addition to Fund Equity in excess of \$5,000, please describe the conditions which caused the addition and provide a line- item identification of the budgetary source(s) of the addition (i.e. lapsed salary, conference travel, etc.).**

There was a balance of \$142,749 in our Fund Equity, which we were allowed to maintain to support on-going facility maintenance and improvement requirements for the facility. \$99,998 were funds which were carried over from FY20. These funds were not used due to the financial pause of the institution as a result of COVID-19.

7. **Please list your 2021-2022 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Values and University of Houston Strategic Goals to which they relate. Larger units may wish to group responses by subprogram. Under each strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.**

**Strategic Initiative 1 – Provide a satisfying and well-maintained auxiliary facility:**

Manage and provide for a satisfying and well-maintained auxiliary facility for the use of UH students, faculty, staff, alumni and University guests.

UH – Student Success; DSAES – Partnership, Resources

**Action Step 1.1 – Facility Maintenance & Repair:** Develop a plan of action that will address and prioritize facility needs for repair and/or replacement. The plan of action will outline a process for identifying financing these projects through the religion center budget, Student Life and DSAES development resources. Special attention will be given to proposing a viable payment process should an interdepartmental funding source be identified and approved.

**Action Step 1.2 – UH Service Level Agreements:** Monitor and review the UH Service Level Agreements for housekeeping, maintenance and grounds to ensure Religion Center needs are met and cost savings are achieved where applicable.

**Action Step 1.3 – Partnership with Custodial Vendor:** Develop a working partnership with the new custodial vendor and monitor the Custodial Cleaning Frequency Charts to ensure facility cleanliness and consistent staffing to support student organization activities and special event needs.

**Action Step 1.4 – Student Assistant Training Program:** Review and revise the student assistant training program for special event assistance and improving and maintaining customer service based on an ethic of care. Special attention will be given to CPR and AED training for student assistants and resident ministry leadership.

**Strategic Initiative 2 – Support Campus Ministry Association:**

Provide administrative, advising and program support for the programs and services of the Campus Ministries Association (CMA).

UH – Student Success; DSAES – Partnership, Resources

**Action Step 2.1 – Develop Program Initiatives:** Develop program initiatives to support interfaith dialogue and campus outreach. Continue to develop collaborative programs and services with registered student organizations and colleges and departments.

**Action Step 2.2 – Department Collaborations:** Coordinate with the Center for Diversity and Inclusion, UH Wellness, the Religious Studies Department, the Campus Ministries Association and UH Contracts and Grants to plan a variety of Interfaith Dialogue programs that will provide students different learning options, to include speakers, cohort groups and reading options.

**Strategic Initiative 3 – Marketing:**

Promote the A.D. Bruce Religion Center programs and services to UH and the greater Houston area.

UH – Student Success; DSAES – Partnership, Resources

**Action Step 3.1 – Special Event Collaborations:** Develop a plan of action in collaboration with the Student Centers Conferences and Reservations Office (CARS) and the University Hilton that will highlight UH facilities as a destination for special events.

**Action Step 3.2 – Newsletter:** Produce a quarterly Religion Center newsletter; review and update the Religion Center’s web site; and explore new and different ways in which the digital kiosk can further promote Religion Center events and

support special events.

**Action Step 3.3 – Social Media Presence:** Review and update A.D. Bruce Religion Center’s social media presence and marketing to include the A.D. Bruce Religion Center website: [www.uh.edu/adbruce](http://www.uh.edu/adbruce) and other social media options.

**Strategic Initiative 4 – Expanded Partnerships:** Expand assistance for and partnerships with students, registered student organizations (RSOs), colleges / departments and non-UH entities with the planning and presentation of their programs and events in the Religion Center.

UH – Student Success; DSAES – Partnership, Resources

**Action Step 4.1 – Annual UH Memorial Service:** Continue to work with Student Government Association, Student Affairs and Enrollment Services, Advancement, the UH Alumni Association, UH Marketing and the Campus Ministries Association in the development and planning of UH Day of Remembrance.

**Action Step 4.2 – Alumni Association/Hotel and Restaurant Management Partnership:** Create a working partnership with the UH Alumni Association and the Hilton College of Hotel and Restaurant Management to create a collaborative engagement when working with customers for special events (weddings).

**Action Step 4.3 – Moores School of Music Partnership:** Collaborate with the Moores School of Music to provide musical services for special events at A.D. Bruce Religion Center (weddings). In addition, work with their technicians to service the organ and standing piano. Create opportunities to schedule days and times where Moores School of Music students can practice on the organ in the University Chapel.

**Action Step 4.4 – Campus Recreation/UH Wellness Partnership:** Collaborate with Campus Recreation and UH Wellness to provide meaningful student programs to enhance student engagement wellness physically, mentally and spiritually.

- 8. Recognizing that the potential to generate additional Student Service Fee income for FY2022 base funding is extremely limited and recognizing that it is likely that some units will not be allocated the new base budget and/or one-time funds requested. Please provide a narrative of how your unit would accommodate a reduction of 5% in your total FY2022 base Student Service Fee budget request and provide a line-item explanation of where budgetary cuts would be made.**

A 5% budget reduction of \$11,133 would create major challenges for the daily operation of the A.D. Bruce Religion Center.

All budget items in the FY21 budgets are critical to the mission of the Religion Center with the exception of Travel and Membership dollars. Professional Development for the 2 full time staff members would be narrower in scope and limited to only on campus opportunities. All other budget lines are critical to the day to day operation of the Center and would reduce building and program services.

Having to cut student wages will impact on the Center's ability to provide setup and intake services for RSOs, colleges and departments and non-UH paying guests. Losing student wage dollars would require a reduction in building hours which is currently 8:00 AM to 10:00 PM [Sunday through Friday] during the fall and spring semesters. A reduction in building hours will directly impact RSOs and our campus ministry programs. Those groups would have to seek other meeting and event spaces on campus and could impact an already busy Student Center, meeting, and program venues on campus. The below cuts are a result of closing the building 2 hours early to reduce staff costs.

The greatest impact would be on income generation. SFAC has consistently challenged the Religion Center to seek additional funding resources. A reduction in building hours would also realize a possible reduction in income. As the building would now have limited hours available to host events for paying customers.

Current Budget	Base FY21 Budget	\$ 222,652		
Budget Reduction	5% Cut	\$ 11,133		
Admin Fee	6% Admin Fee	\$ 668	<b>Explanation of 5% Cut</b>	<b>Impact of 5% Cut</b>
Line 51	Student Wages	\$ 5,376	Student wages would be cut as a result of reducing building operational hours by 2 hours a day	By reducing operational hours we would not only reduce student labor but also resources for RSOs for meetings and events. We would also potentially reduce revenue for paying customer due to less available hours
Line 63	Advertising	\$ 1,683	Advertising efforts would be reduced by almost half	Advertising efforts would be minimal and would primarily rely on electronic newsletters and social media outlets
Line 74	Supplies	\$ 1,000	Office supplies would be reduced by two-thirds	The office would be challenged to operate with only a third of its budget line left
Line 78	Professional Development	\$ 250	Professional development line would be removed	Staff would not be able to attend professional development opportunities that have a fee. Staff would be challenged to find opportunities that are free
Line 79	Programs	\$ 2,156	Programming/Events line would be removed	All programs and events which are supported by AD Bruce would not be able to happen. All programs would need to either find new sources of funding from outside of AD Bruce or not happen for the year

- 9. What are the other possible sources of funding available to your unit and what efforts are being made to access them (e.g. grants, donations, etc.)? If you receive funds from other sources, please briefly describe the source, purpose, and duration of the funding and report the amounts received in the appropriate rows/columns on the SFAC Spreadsheet.**

The A.D. Bruce Religion Center will continue to benchmark with local venues and colleges and universities to stay competitive in the pricing of event space and facility services with the ultimate goal of increasing revenue.

The Campus Ministries Association, through their annual dues, provide programming support for Weeks of Welcome, Campus Prowl, Meet the Ministers tabling, and Interfaith Week each February.

The Rockwell Endowment continues to provide annual support for the operation of the Religion Center.

The Religion Center collaborates with University Development to identify foundations, grants and individuals donors to support program initiatives and the Restoration of and Transformation of the Religion Center.

- 10. Please describe any services that are similar to yours and/or any overlap between your unit and any other unit(s) providing services to students and the rationale for the overlap.**

There is no overlap between other units and the A.D. Bruce Religion Center