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BASE REPORT 1

COURSE PARTICIPANTS' SURVEY RESULTS

INTRODUCTION

To provide information on participants in the Course, their background, expectations and experience of the Course, and outcomes for them, a survey was undertaken of all past and present students.

A survey form was mailed in May 2005 to everyone who had enrolled in the Course over the years of its operation (the period 1998 – 2004, with the exception of the year 2000). The accompanying letter, which invited participation, stated the purpose of the survey and provided the usual assurance of confidentiality.

The results were gratifying, with 47% of the participants contacted responding to the survey.

The survey consisted of four sections:

- Participants Profile
- Course Experience Questionnaire
- Course Objectives Survey (to be filled out only by those who completed the Course)
- Participants' Reflective Responses.

The survey forms are included as Appendices 3-6 in Section 3 of the Review Report.

Analytical reports are provided of responses to each of the sections of the survey

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A: PARTICIPANTS' PROFILE

PROFILE OF LOCATIONS AND STUDENT STATUS

A comparison of the profiles of student enrolments and survey respondents in terms of location and gender suggests that the survey provides a reasonable coverage on the basis of these two variables.

Christian Formation and Ministry Course Enrolment and Survey Response, by Gender, Year and Location of Enrolment

Year	Location	Enrolled M	Enrolled F	Total Enrolled	Excluded from survey* F	Response M	Response F	Total Response	Response Rate
1998	Forster	1	17	18		1	8	9	50%
	Hamilton	6	25	31	1	0	10	10	33%
1999	Lochinvar	5	17	22		3	10	13	59%
2001	Hamilton	5	24	29	2	3	8	11	41%
2002	Hamilton	9	11	20	1	5	6	11	58%
	Taree	5	12	17		4	4	8	47%
2003	Hamilton	2	7	9		1	4	5	56%
2004	Hamilton	7	15	22		4	6	10	45%
Total		40	128	168	4	21	56	77	47%
		24%	76%	100%		27%	73%	100%	

* Excluded from survey: address unknown (N= 3); conflict of interest (N= 1).

Christian Formation and Ministry Course Respondents Completion or Continuation* by Gender, Year and Location of Enrolment

Year	Location	Completed or continuing M	Completed or continuing F	Respondents Completed or continuing	Respondents Not Completing	Respondents Continuing	Completion/continuing Rate among respondents
1998	Forster	1	7	8	1		89%
	Hamilton	0	7	7	3		70%
1999	Lochinvar	3	5	8	5		62%
2001	Hamilton	3	7	10	1	1	91%
2002	Hamilton	4	5	9	2		82%
	Taree	2	3	5	3		63%
2003	Hamilton	0	2	2	3	2	40%
2004	Hamilton	2	5	7	3	7	70%
Total		15	41	56	21	10	73%
		27%	73%	100%			

* Continuation for people enrolled in 2003 or 2004.

It is noted that the completion (or continuation) rate among persons responding to the survey has been relatively high. This represents a bias, in favour of persons who have completed (or continued) in the Course, in the sample who responded. Among respondents, 74% of those enrolled before 2003, had completed 3 years yet, overall, only 55% of the intakes to this point have completed 3 years.

MOTIVATION PROFILE

Students leaving the Course

As might be anticipated, by the end of the first year of the Course a number of students had left after reconsidering the demands of their other commitments and the relevance of the Course for their needs. Thereafter, changing personal circumstances or relationship with the institutional church were the dominant reasons for leaving the Course. Changed personal circumstances were, by their nature, unpredictable and could intervene at any stage. Of the two people who indicated that issues related to the course had led them to withdraw subsequently, one did so because 'satisfied' with where it had brought her, the other found weekend requirements unsuitable and had missed some assignments. These results seem to confirm the importance, in the design of the course, that the first year has, potentially, something of a 'stand alone' character.

Christian Formation and Ministry Course Non-completing Respondents, by reason and stage left the Course

Stage of course	Issues with course ^(a)	Pressure of commitments ^(b)	Personal circumstances ^(c)	Parish Issues ^(d)	Not Stated	Total
During Yr 1	2	2			1	5
End of Yr 1		4			1	5
End of Yr 2	1	1	1	2		5
During Yr 3	1		2		1	4
Not stated	1		1			2
Total	5	7	4	2	3	21

(a) Satisfied with what had been gained; not what I wanted; out of my depth; venue too uncomfortable, weekend requirements unsuitable.

(b) Study, work, ministry commitments.

(c) Personal illness, family illness, family move.

(d) Clash within the parish.

Reasons for enrolling

Half of the respondents cited more than one motive for enrolling in the Course. Their own faith development was indicated as a consideration by 88% of those responding. Ministry was mentioned by 42%.

Christian Formation and Ministry Course Reason for Enrolling in the Course

Source	Respondents Not Completing	Ongoing	Completed	Total	Percentage
Skills for ministry	1		1	2	3%
Faith Development	8	6	16	30	39%
Other*	2	1	2	5	6%
Ministry & Faith Development	4	2	21	27	35%
Faith Development & Other	3		5	8	10%
All three of above	1	1	1	3	4%
Not stated	2			2	3%
Total	21	10	46	77	100%

* 'Other' reasons for enrolling in the course ranged from 'curiosity', 'just to follow a call', 'looking for a direction in life', 'aware of the need to do something', 'learn about how the church functions in this modern era', to 'get back into study mode' and 'learning in a group setting and face to face teaching'.

Information about the Course

Respondents came to know about the Course in a variety of ways, and often from multiple sources. A number specified more than one source, making it a little difficult to get a clear picture in this instance. Personal contact with people who know about or had done the course, and with TWEC staff (particularly as they conduct short courses in parishes), are important routes by which people come to know about the Course. Written information, particularly notices in parish bulletins, are an important source generating awareness as, to a lesser extent, are brochures available at churches and items published in the *Aurora*. No one referred to an Internet source.

Christian Formation and Ministry Course Most Important Source of Information about the Course

Source	Respondents Not Completing	Ongoing	Completed	Total Most Important	Percentage	Total of all mentions#	All mentions Percentage
Printed material*	2		6	8	10%	8	9%
Parish Bulletin	7	1	8	16	21%	18	20%
Talk given at Church	3	1	6	10	13%	11	12%
Friend	2	1	11	14	18%	16	18%
Past Participant	2	3	6	11	14%	14	16%
TWEC staff	1	4	7	12	16%	16	18%
Parish Priest	1			1	1%	1	1%
Unsure	1		2	3	4%	3	3%
Not stated	2			2	3%	2	2%
Total	21	10	46	77	100%	89	100%

Despite being asked to indicate their most importance source of knowledge about the Course, 12 respondents could not resist giving two sources.

* Diocesan newspaper, brochures handed out at church

SELECTED FEATURES OF DEMOGRAPHIC PROFILE

Age profile

The respondents to the survey were spread over a wide range of mature age groups. This spread is representative of the people attracted to the course.

Christian Formation and Ministry Course Survey respondents, by age group

Age at enrolment	Frequency	Percentage
Under 35 years	0	0%
35-39 years	4	5%
40-44 years	7	9%
45-49 years	13	17%
50-54 years	17	22%
55-59 years	9	12%
60-64 years	12	16%
65-69 years	6	8%
70 years and over	1	1%
Not stated	8	10%
Total	77	100%
Average age	53.0	

A preliminary analysis of the survey responses suggested that there was little clear relationship between variables such as gender or age and features of student status and many other aspects of the responses.

Country of Birth

Most respondents were Australian born (82%).
 Only 1 person indicated they were Aboriginal or Torres Strait Islander origin.

**Christian Formation and Ministry Course
 Survey respondents, by age group**

Country of Birth	Number	Percentage
Australia: Aboriginal/Torres Strait Islander origin	1	
Australia: other	62	
Australia Total	63	82%
England	3	4%
Ireland	1	1%
Holland	2	3%
Italy	1	1%
Germany	1	1%
USA	2	3%
Vietnam	1	1%
Indonesia	1	1%
Not stated	2	3%
Total	77	

Educational Background

As with the age groups of people enrolling in the Course, there is a considerable spread in the educational backgrounds of people enrolling in this course, both in terms of secular education and in terms of faith education and formation.

**Christian Formation and Ministry Course
 Highest Previous Educational Qualifications**

Level of Education	Respondents Not Completing	Ongoing	Completed	Total	Percentage
University	8	5	21	34	44%
TAFE/ other tertiary	6	2	9	17	22%
Completed High School	2	1	4	7	9%
Junior HS/Intermediate	3	1	9	13	17%
Not stated	2	1	3	6	8%
Total	21	10	46	77	100%

There was a relatively high non-response rate to the question asking ‘previous Faith Education/Formation’, indicating that, in the absence of prompts, people found difficulty in interpreting this question. The responses given varied widely, some respondents referring to years of Catholic schooling, others mentioning a large variety of faith support and formation courses and groups. Because ‘Cursillo’ received a number of specific mentions, it has been recorded separately

Christian Formation and Ministry Course Previous Faith Education/Formation

Type of formation	Respondents Not Completing	Ongoing	Completed	Total	Percentage
Formal ^(a)	2	1	11	14	18%
Cursillo	3		5	8	10%
Other ^(b)	5	4	9	18	23%
Parish/School	2		5	7	9%
Nil	5	2	9	16	21%
Not stated	4	3	7	14	18%
Total	21	10	46	77	100%

(a) Includes diplomas, seminary and religious institute study, and Aquinas Academy

(b) Ranges from attending catechist courses, other miscellaneous courses, Renew groups, prayer/study groups to self-study.

Main Employment whilst doing the course

Preliminary analysis suggests that there may be a pattern in relationships between main employment while doing the course and factors such as age, completion of the course and continuation into the Practicum. However further statistical testing at this level of disaggregation may be of little value, given small expected cell values.

Christian Formation and Ministry Course Main employment whilst doing course, age at enrolment and status in course

	Average age	Total	Did not complete	Ongoing	Completed	Funding Source
Pastoral/diocesan work	54	8	3 (38%)	0	5	4 (b)
Nursing & health related	56	8	2 (25%)	1	5	
Teaching	49	12	2 (17%)	3	7	1 (a)
Other paid employment	47	12	6 (50%)	2	4	3 (a)
Unemployed	50	2	1 (50%)		1	2 (a)
Sub-total		55%				
Retired	61	16	4 (25%)	3	9	3 (a)
Home duties	50	9	2 (22%)	1	6	2 (a)
No paid employment	47	5	0	0	5	4 (a), 1(c)
Not stated	55	5	1 (20%)	0	4	2 (a)
Total	53.0	77	21 (27%)	8	46	

(a) Some funding support from TWEC.

(b) Some funding support from employer (including Parish or Congregation).

(c) Some funding support from Parish.

INTERFACE WITH PRACTICUM

The rate at which those respondents who completed the Course progressed into the Practicum unit is relatively high, with over two-thirds reporting doing so. Taken at face value, this suggests a highly successful program in Christian Formation and Ministry.

However, it is possible that the pattern of responses is exhibiting a further dimension of response bias, in that those who were most committed to the objectives and approach of the Course, and subsequently to ministry, were more likely to complete the survey than those who felt less attached to these elements.

**Christian Formation and Ministry Course
Progress to the Practicum by Year and Location of Enrolment**

Year	Location	Respondents Completing 3 years	Respondents Proceeding to Practicum	Transfer Rate among respondents
1998	Forster	8	4	50%
	Hamilton	7	5	71%
1999	Lochinvar	8	4	50%
2001	Hamilton	9	9	100%
	Sub-total	32	22	69%
			Potentially interested in Practicum*	
2002	Hamilton*	9	6	67%
	Taree*	5	2	40%
Total		46	26	65%

* Respondents indicating interested in proceeding to Practicum or specifying in their responses that the Practicum was cancelled or not offered.

**Christian Formation and Ministry Course
Persons Completing Three Years and not Proceeding to the Practicum,
by reason**

	When Practicum offered
Not Stated	4
Lack of time/ work commitments	2
Not accepted/not completed prerequisite	2
Already working as Pastoral Associate	1
Illness	1
Total	10
	Years when Practicum not offered
Not Stated	4
Lack of time/ work commitments/moved	2
Practicum not offered	8
Total	14

All except one person enrolling in the Practicum when it was available, completed it. The non-completing respondent expressed dissatisfaction, seeing 'no point' in continuing with that unit.

Only students who had enrolled during the period 1998-2001 could, potentially, have proceeded into the Practicum unit, as this option was not available in 2005. An analysis limited to responses from these intakes also displays the previously noted association between main employment whilst doing the course and age and completion of the course, and is suggestive of an association with continuation into the Practicum.

Christian Formation and Ministry Course 1998-2001*
Main employment whilst doing course, age at enrolment and status in course

	Average age	Total	Did not complete	Completed	Commenced Practicum	Transfer Rate [#]
Pastoral/diocesan work	54	8	3 (38%)	5	3	60%
Nursing & health related	56	5	1 (20%)	4	3	75%
Teaching [^]	49	7	2 (29%)	4	2	50%
Other paid employment	46	3	1 (33%)	2	1	50%
Unemployed	52	1	0	1	1	100%
Sub-total		55%				
Retired	58	5	1 (20%)	4	1	25%
Home duties	50	7	2 (29%)	5	4	80%
No paid employment	46	4	0	4	4	100%
Not stated	51	3	0	3	3	100%
Total	51.3	43	10 (23%)	32	22	69%

* Intake years whose graduates were offered the Practicum.

Percentage of those completing the 3-year course.

[^] One student continuing.

B: COURSE EXPERIENCE QUESTIONNAIRE RESULTS

Overall Satisfaction

Overall course satisfaction was very high and almost unequivocal. Over seventy per cent of respondents indicated that they ‘strongly agreed’, and an additional twenty percent or more ‘agreed’, that their experience was worthwhile and that, overall, they were satisfied with the quality of this course. Only four respondents disagreed with these statements.

	13) worthwhile		49) satisfied with quality	
	N	%	N	%
Missing	2	2.6%	3	3.9%
1) strongly disagree	0	0.0%	1	1.3%
2) disagree	1	1.3%	2	2.6%
3) uncertain	2	2.6%	0	0.0%
4) agree	16	20.8%	17	22.1%
5) strongly agree	56	72.7%	54	70.1%
Mean =	4.7		4.6	
Standard deviation =	0.592		0.751	

Good Teaching

Most respondents strongly agreed or agreed that the teaching staff normally gave them helpful feedback on how they were going, motivated them to explore their own faith life, were extremely good at explaining things, made their units of study interesting and made a real effort to understand difficulties they might be having with their work. There was little disagreement on these matters. The strongest agreement was on motivation to explore own faith life and on explaining things.

	03) feedback		10) explore		15) explain		16) interesting		27) understand	
	N	%	N	%	N	%	N	%	N	%
Missing	3	3.9%	6	7.8%	4	5.2%	4	5.2%	3	3.9%
1) strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%
2) disagree	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3) uncertain	6	7.8%	3	3.9%	5	6.5%	6	7.8%	5	6.5%
4) agree	33	42.9%	30	39.0%	31	40.3%	37	48.1%	39	50.6%
5) strongly agree	34	44.2%	38	49.4%	37	48.1%	30	39.0%	29	37.7%
Mean =	4.4		4.5		4.4		4.3		4.3	
Standard deviation =	0.691		0.582		0.623		0.625		0.712	

Generic Skills

There was general agreement and, to a lesser extent, strong agreement that the course sharpened respondents' ability to analyse scripture and theology, developed capacity for self-reflection, and helped people to develop the ability to connect life and learning. Respondents were less certain that the course helped develop their ability to work as a group member, with 13% disagreeing with this and a further 23% uncertain.

	06) group member		14) scripture theology		23) self-reflection		43) connecting	
	N	%	N	%	N	%	N	%
Missing	4	5.2%	3	3.9%	4	5.2%	4	5.2%
1) strongly disagree	2	2.6%	0	0.0%	0	0.0%	0	0.0%
2) disagree	7	9.1%	3	3.9%	1	1.3%	3	3.9%
3) uncertain	18	23.4%	6	7.8%	4	5.2%	4	5.2%
4) agree	36	46.8%	38	49.4%	39	50.6%	35	45.5%
5) strongly agree	10	13.0%	27	35.1%	29	37.7%	31	40.3%
Mean =	3.6		4.2		4.3		4.3	
Standard deviation =	0.937		0.758		0.643		0.754	

Clear Goals & Standards, Assessment, Workload

There was general agreement that respondents usually had a clear idea of where they were going and what was expected of them in this course and very strong or strong disagreement that all that was really needed to do well in the course was a good memory.

Opinion was much more divided on the suggestion of other potentially negative aspects in relation to scope and workload. Respondents tended to agree that the volume of work in the course meant it couldn't all be thoroughly comprehended, some doing so strongly. However more than a third disagreed or strongly disagreed with this suggestion. There was some indecision both on this question and in response to the suggestion that the workload was too heavy, although the majority disagreed or strongly disagreed with the suggestion that the workload was too heavy.

	28) clear what expected		04) memory		09) too much to comprehend		19) workload	
	N	%	N	%	N	%	N	%
Missing	2	2.6%	3	3.9%	2	2.6%	4	5.2%
1) strongly disagree	1	1.3%	41	53.2%	8	10.4%	10	13.0%
2) disagree	0	0.0%	26	33.8%	19	24.7%	36	46.8%
3) uncertain	8	10.4%	4	5.2%	11	14.3%	14	18.2%
4) agree	48	62.3%	1	1.3%	25	32.5%	6	7.8%
5) strongly agree	18	23.4%	2	2.6%	12	15.6%	7	9.1%
Mean =	4.1		1.6		3.2		2.5	
Standard deviation =	0.681		0.873		1.281		1.132	

Stimulation and Intellectual Motivation

There was very strong agreement that respondents found their studies intellectually stimulating and motivating as well as agreement or strong agreement that the course has stimulated interest in the further faith development. There was more indecision on the statement that the course has stimulated interest in ministry although nearly sixty percent agreed (or strongly agreed) that it had done so.

	02) intellectual stimulation		07) motivating		25) further faith development		35) stimulated interest in ministry	
	N	%	N	%	N	%	N	%
Missing	4	5.2%	2	2.6%	2	2.6%	5	6.5%
1) strongly disagree	0	0.0%	1	1.3%	0	0.0%	1	1.3%
2) disagree	1	1.3%	2	2.6%	1	1.3%	9	11.7%
3) uncertain	4	5.2%	3	3.9%	2	2.6%	16	20.8%
4) agree	24	31.2%	27	35.1%	37	48.1%	29	37.7%
5) strongly agree	44	57.1%	42	54.5%	35	45.5%	17	22.1%
Mean =	4.5		4.4		4.4		3.7	
Standard deviation =	0.669		0.808		0.617		1.010	

Graduate Qualities

There was strong agreement, supported by agreement, that the course provided a broad overview of faith and ministry, and had encouraged respondents to value perspectives other than their own. There was somewhat more uncertainty in relation to the proposition that respondents had learned to apply principles from this course to new situations, with twenty percent undecided on this. Similarly, while there was general agreement and strong agreement that the course developed confidence to investigate new ideas and had stimulated enthusiasm for further study, about ten percent were undecided on these qualities.

	11) overview		17) confidence		30) further study		36) apply principles		48) value perspectives	
	N	%	N	%	N	%	N	%	N	%
Missing	2	2.6%	4	5.2%	2	2.6%	5	6.5%	5	6.5%
1) strongly disagree	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%
2) disagree	2	2.6%	2	2.6%	3	3.9%	1	1.3%	1	1.3%
3) uncertain	4	5.2%	7	9.1%	9	11.7%	15	19.5%	5	6.5%
4) agree	27	35.1%	36	46.8%	38	49.4%	28	36.4%	33	42.9%
5) strongly agree	42	54.5%	28	36.4%	24	31.2%	28	36.4%	33	42.9%
Mean =	4.5		4.2		4.1		4.2		4.4	
Standard deviation =	0.722		0.736		0.850		0.799		0.678	

Learning Resources and Student Support

There is clear agreement and strong agreement that relevant learning resources were accessible when needed, it had been made clear what resources were available to help, respondents considered course materials were relevant and up to date and that study materials were clear and concise. The last mentioned statement evoked a little more uncertainty than the other three. Uncertainty was also voiced as to whether the information technology used in teaching and learning was effective, although three-quarters of respondents agreed that it was.

	24) resources accessible		33) material clear & concise		38) clear what available		41) relevant & up to date		47) IT effective	
	N	%	N	%	N	%	N	%	N	%
Missing	2	2.6%	3	3.9%	2	2.6%	3	3.9%	5	6.5%
1) strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2) disagree	0	0.0%	2	2.6%	1	1.3%	1	1.3%	2	2.6%
3) uncertain	4	5.2%	8	10.4%	6	7.8%	2	2.6%	13	16.9%
4) agree	40	51.9%	37	48.1%	33	42.9%	33	42.9%	38	49.4%
5) strongly agree	31	40.3%	27	35.1%	35	45.5%	38	49.4%	19	24.7%
Mean =	4.4		4.2		4.4		4.5		4.0	
Standard deviation =	0.584		0.740		0.690		0.623		0.750	

Learning Community

Although the clear majority agreed that participants' ideas and suggestions were used during the course and that they learned to explore ideas confidently with other people, there was less strong agreement on these issues, particularly on the former, where more than a quarter were undecided.

There was very clear agreement also that respondents felt part of a group of students and staff committed to learning and that this was an experience of Church community for them, with more than half of respondents registering strong agreement on this.

	18) part of group		20) suggestions used		22) explore confidently		31) experience of community	
	N	%	N	%	N	%	N	%
Missing	3	3.9%	4	5.2%	5	6.5%	3	3.9%
1) strongly disagree	0	0.0%	0	0.0%	0	0.0%	2	2.6%
2) disagree	1	1.3%	2	2.6%	3	3.9%	2	2.6%
3) uncertain	6	7.8%	21	27.3%	13	16.9%	4	5.2%
4) agree	25	32.5%	39	50.6%	35	45.5%	27	35.1%
5) strongly agree	42	54.5%	11	14.3%	21	27.3%	39	50.6%
Mean =	4.5		3.8		4.0		4.3	
Standard deviation =	0.706		0.720		0.804		0.911	

C: COURSE OBJECTIVES SURVEY RESULTS

The objectives identified for the course stated that, by the end of the course participants will:

- (1) have reflected on their life's journey [*journey*];
- (2) have developed skills to enhance their capacity for involvement in their own life and ministry [*involvement*];
- (3) have a deeper knowledge of and access to the theological, scriptural and historical sources of the Church's Tradition [*knowledge*];
- (4) have engaged in forms of learning which affirm and challenge their call to ministry [*call to ministry*];
- (5) have developed skills for life and ministry as a result of being supported and challenged to reflect on their own adult development and their faith education [*skills*];
- (6) be informed about local developments and events influencing the direction of parish ministries in the Diocese of Maitland-Newcastle [*informed*];
- (7) have enhanced their capacity to participate well in groups and in collaborative ministry within their parish communities [*collaborate*].

Only persons who had completed the course were invited to respond to this section of the survey, in order to be consistent with the manner in which the course objectives are stated.

Forty-six respondents had completed the course and were asked to rate, using a scale of 1 to 5, how satisfied they were that each of the objectives was achieved and how important was the objective for them, with '1' = not satisfied/not important and '5' = very satisfied/very important. Only one eligible respondent did not complete at least part of this section of the survey.

Most respondents considered all of the objectives of some importance to them and expressed some satisfaction that the objectives had been achieved. In only 4 instances was an objectives rated at the lowest end of the importance scale. Similarly, in only 4 instances was satisfaction rated '1' or '2'.

Using the ratings as weights, the objectives can be ranked in importance. However the range is not great (particularly between the top three), indicating that respondents considered all of the objectives of the course as relevant to them.

In almost all instances, the rating given to 'satisfaction' was very close, if not the same, as that given to 'importance'. Subsequent tables show aggregate results and the coincidences for each of the objectives.

Importance of Objectives and Satisfaction that each was achieved

	Importance (mean weight)	Satisfaction (mean weight)
<i>knowledge</i> (3)	4.67	4.62
<i>skills</i> (5)	4.67	4.56
<i>journey</i> (1)	4.62	4.66
<i>involvement</i> (2)	4.44	4.36
<i>collaborate</i> (7)	4.33	4.33
<i>Call to ministry</i> (4)	4.26	4.28
<i>Informed</i> (6)	4.05	4.00

By the end of the course participants will have reflected on their life's journey

	Satisfaction						
Importance	blank	1	2	3	4	5	Total
Blank							
1							
2							
3					2	1	3
4					10	1	11
5	1				3	27	31
Total	1				15	29	45

By the end of the course participants will have developed skills to enhance their capacity for involvement in their own life and ministry

	Satisfaction						
Importance	blank	1	2	3	4	5	Total
Blank							
1							
2							
3				2	3		5
4				1	12	2	15
5	1			1	5	18	25
Total	1			4	20	20	45

**By the end of the course participants will have a deeper knowledge of
and access to the theological, scriptural and historical sources of the
Church's Tradition**

	Satisfaction						
Importance	blank	1	2	3	4	5	Total
Blank							
1							
2							
3					1		1
4					10	3	13
5					6	25	31
Total					17	28	45

**By the end of the course participants will have engaged in forms of
learning which affirm and challenge their call to ministry**

	Satisfaction						
Importance	blank	1	2	3	4	5	Total
Blank	2						2
1							
2					1		1
3				4	3		7
4				1	12	2	15
5					5	15	20
Total	2			5	21	17	45

**By the end of the course participants will have developed skills for life
and ministry as a result of being supported and challenged to reflect on
their own adult development and their faith education**

	Satisfaction						
Importance	blank	1	2	3	4	5	Total
Blank							
1							
2							
3				2			2
4				2	7	2	11
5					5	27	32
Total				4	12	29	45

By the end of the course participants will be informed about local developments and events influencing the direction of parish ministries in the Diocese of Maitland-Newcastle

	Satisfaction						
Importance	blank	1	2	3	4	5	Total
Blank	1						1
1		1			1		2
2					1		1
3			1	5	1		7
4				1	13	3	17
5			1		6	10	17
Total	1	1	2	6	22	13	45

By the end of the course participants will have enhanced their capacity to participate well in groups and in collaborative ministry within their parish communities

	Satisfaction						
Importance	blank	1	2	3	4	5	Total
Blank							
1		1		1			2
2							
3				2	2		4
4				2	9	3	14
5					5	20	25
Total		1		5	16	23	45