



SFAC Program Questionnaire

A.D. BRUCE RELIGION CENTER

FY 25-26



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

Mission:

The A.D. Bruce Center for Spirituality and Religion embraces, celebrates and fosters spiritual and religious experiences of the diverse University of Houston community.

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. Our primary focus is to engage students and create opportunities where student look to explore their relationship with faith, religion and spirituality. We look to build community through our signature programs, Free Wednesday Lunch, Interfaith Dialogue Dinner, Good Morning Mondays, Lego Your Stress programs and others, where students can connect with one another and build relationships which can also potentially lead to faith, religion and spiritual connections.

The Religion Center sponsors 13 campus ministry programs, 10 groups have office suites in the building. 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 10 Charter denominations or Resident Ministries, provided financial support for the construction of the Religion Center. Those groups 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 13 various faiths and denominations.

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 294, 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 currently provides office space to only one Registered Student Organization: UH Muslim Student Association.

2. Please discuss the means that you are utilizing to evaluate both your success in achieving the DSA strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exists, discuss any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting this data.

Building Utilization Numbers

Building utilization provides direct information with regards to foot traffic within the building. While these number represent all days of the week, we can always look at certain days when events are being hosted to determine if building programming is significantly affecting utilization numbers and engagement with building services.

Door Counters

Month	Fall 2021 Door Count	Fall 2022 Door Count	Fall 2023 Door Count	Increase/Decrease
August	6,506	6,769	8,110	20% Increase
September	6,493	11,134	11,091	0.4% Decrease
October	8,142	11,192	11,743	5% Increase
November	6,793	8,338	9,674	16% Increase
December	3,121	3,256	3,103	5% Decrease
TOTALS	31,055	40,689	43,721	7.5% Increase
Month	Spring 2022 Door Count	Spring 2023 Door Count	Spring 2024 Door Count	Increase/Decrease
January	2,849	4,691	5,849	24% Increase
February	6,449	10,598	10,153	4.2% Decrease
March	7,376	10,872	11,691	7.5% Increase
April	10,517	12,578	13,258	5.4% Increase
May (thru 5/15)	5,841	4,517	4,731	4.7% Increase
TOTALS	33,032	43,256	45,682	5.6% Increase
Month	Summer 2022 Door Count	Summer 2023 Door Count	Summer 2024 Door Count	Increase/Decrease
May (from 5/15)	2,433	1,309	3,791	190% Increase
June	1,991	2,005	2,624	31% Increase
July	3,055	2,469	2,722	10% Increase
August	6,769	8,110	2,144	74% Decrease
TOTALS	11,815	12,584	8,559	32% Decrease

RSO Reservations

	*FY12	*FY13	*FY14	FY15	FY16	FY17	FY18	FY19	**FY20	***FY21	FY22	FY23	FY24
RSOs Making Reservations	30	36	36	39	32	22	31	27	27	10	21	31	23
RSO Bookings	775	817	997	773	767	656	714	683	414	240	395	887	524
RSO Event Hours	1,691	1,834	3,444	1,717	1,726	1,486	1,587	1,604	936.5	443	835.50	3,364	1,770
RSO Attendance	39,630	39,630	51,429	26,793	22,808	25,139	24,389	31,935	20,566	4,088	13,220	58,912	33,433

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

*** FY20 Decrease attributed to COVID-19 from mid-March through August*

****FY21 Decrease attributed to COVID-19 and UH protocols on gatherings*

- Number of Registered Student Organizations making reservations.
 - Decrease of 8 Organizations
 - 26% Decrease
- Number of bookings by Registered Student Organizations.
 - Decrease of 363 Bookings
 - 41% Decrease
- Event hours by Registered Student Organizations.
 - Decrease of 1,594 Event Hours
 - 47% Decrease
- Estimated Attendance by Registered Student Organizations [self-reported].
 - Decrease of 25,479 Estimated Attendance
 - 43% Decrease

Signature Event Attendance

Our three signature programs all increase in attendance. We would credit the increase primarily to our increase in campus marketing and providing students with services they are looking for.

Program/Events	Fall FY22 Attendees	Fall FY23 Attendees	Fall FY24 Attendees	Increase/Decrease
Good Morning Mondays	259	518	707	36% Increase
Interfaith Dialogue Dinner	197	263	162	38% Increase
Free Wednesday Lunch	2580	2926	4429	51% Increase
Speaker Series	0	0	--	--
Spiritual Yoga	0	0	--	--
Program/Event	Spring FY22 Attendees	Spring FY23 Attendees	Spring FY24 Attendees	Increase/Decrease
Good Morning Mondays	379	583	808	39% Increase
Interfaith Dialogue Dinner	242	319	165	48% Increase
Free Wednesday Lunch	2096	3181	3820	20% Increase

AD Bruce Assessment Initiatives

Customer Service Assessment (Weddings)

Purpose

Using reservation contact information, we sent surveys to wedding customers to assess the reservation and communication process. We also asked about the building conditions and overall helpfulness of the staff throughout the reservation process. We determined the length of the reservation process as from initial contact through the end of the in-person event/reservation.

Highlighted Findings

- Why did you choose AD Bruce Religion Center for your wedding?
 - 92% because of both “Cost Effectiveness” and “Venue Aesthetics”
- How did you hear about AD Bruce Religion Center?
 - 70% Alumni or Family are Alumni
 - 20% Referred by someone at UH
 - 10% Wedding site
- Please rate your level of satisfaction: Interactions with ADBRC Staff?
 - 92% Very Satisfied
- Please rate your level of satisfaction: University Chapel conditions?
 - 80% Very Satisfied
 - 12% Satisfied
- Please rate your level of satisfaction: Overall Experience with ADBRC?
 - 92% Very Satisfied

Action Plan based on Assessment Findings

- Continue to explore options to update the venue
 - Refinish pews or replace pews and flooring
- Continue to develop student employees in ways that enhances confidence and critical decision making
- Find ways to partner/promote with UH Alumni Foundation.
- Note: We have to identify ways to enhance the ADBRC spaces/services so that there is value and reasoning behind increasing reservation rates.

Student Employment

Purpose

The student employee assessment was developed to assess the level of comfort and knowledge related to the student employee's position at A.D. Bruce Religion Center and what the Religion Center staff can do to enhance the work experience and competencies. The assessment is administered to each student employee at the end of the each semester.

Highlighted Findings

- As a result of my employment at A.D. Bruce Religion Center, I have increased my understanding and communicate effectively within cultures (Cultural Knowledge & Competence).
 - 80% Strongly Agree
 - 20% Moderately Agree
- As a result of my employment at A.D. Bruce Religion Center, I have increased my dependability, honesty, and trustworthiness (Ethics, Values & Integrity).
 - 70% Strongly Agree
 - 20% Moderately Agree
- What is the single most important factor positively affecting your level of satisfaction with this position at the A.D. Bruce Religion Center?
 - 80% Work Environment
 - 10% Flexible Work Schedule
- What is the single most important factor negatively affecting your level of satisfaction with this position at the A.D. Bruce Religion Center?
 - 80% Hourly Wage

Action Plan passed on Assessment Findings

- Continue to train and develop student employees in a way that is comprehensive and inclusive of different competencies.
- Continue to work with each individual student employee to gain the best understanding of their needs for them to be successful
- Continue to build upon the positive work environment by collecting regular feedback from our student staff.
- Continue to look at ways to increase our budget so we can look at our pay wages for student employees.

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
Baylor [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

American Guild of Organists
American Youth Corp [*national interfaith dialogue org*]
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
Wheeler Avenue Baptist Church

3. Please discuss any budget or organizational changes experienced since your last (FY2024) 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.

A.D. Bruce Religion Center experienced a significant FY24 increase from UH Facilities for our department Service Level Agreement.

- 25% cost increase in FY24 as compared with FY23 which also increased by 30%.
- FY25 SLA has not yet been submitted for review and approval. Any additional cost increases are unknown at this time.

A.D. Bruce Religion Center received \$29,127.73 in carry forward funds from FY24 to FY25. These funds were approved to pay for services that were planned and approved in FY24 but the expenses have not yet been billed but are expected to hit in FY25 as outlined below.

Amount	Program Description	Description – AD Bruce Religion Center SFAC
\$20,000.00	Wudu Consultant	Wudu Renovation Feasibility Study. Invoice not yet created by UH Facilities
\$3,750.00	Tree Removal	Funds set aside for removal of dead trees by UH Facilities/Brightview Landscaping. Workorder submitted, work not yet completed or billed
\$3,007.68	Front Door Repairs	Funds set aside for repairs needed on front doors for ADA door and access swipe. Work order submitted, work not yet completed or billed
\$630.00	Wireless Signal Booster	Funds set aside for new wifi booster for University Chapel. Work order submitted, work not completed or billed
\$27,387.68		

4. Recognizing that the potential to generate additional Student Service Fee income for FY2025 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 5.0% in your total FY2025 base Student Service Fee budget request and provide a line-item explanation of where budgetary cuts would be made.

Since we only have 2 full-time professional staff, the areas that will be affected the most would be hour student employees. As a result of each budgetary cut, our department would have to reduce its operation hours significantly. Reduction of department/building hours would greatly impact student employees. In addition, student organizations, worship organizations and non-university customers who are considering hosting their events in our venue spaces would no longer have access to our building because of the lack of availability due to the reduced hours. This reduction in operation hours would directly effect our departments ability to generate revenue. The reduced hours may not fit the needs of potential clients and the lack of funds to pay student employees impacts the capabilities to schedule potential clients during hours when the building is not open.

The reduction in operation hours could also indirectly affect other departments, like the Student Centers and campus recreation, as they could not be overwhelmed with requests from groups to accommodate their events.

For student groups, worship organizations and non-UH clients who are looking to host their events during times when the building would not be open, we would possibly have to explore pass through costs for all clients to pay for the building to be staffed during hours when its closed. While that may sound like an intriguing opportunity, it actually could be one of our most challenging obstacles. To staff a building with employees who are not regularly working is one of the most difficult things to manage. The staff would for the most part transition from a scheduled staff to an stand-by/on-call staff. Now you don't even know if you can accept business reservation until you can secure available staff first.

The budget for A.D. Bruce Religion Center is not the healthiest of budgets to begin with. In any of the provided reduction scenarios, the impact could be so great that the department may not regain what it loses in customer support, staff retention, revenue generation and program attendance.

Current Budget	Base FY25 Budget	\$ 231,839	
Budget Reduction	5.0% Cut	\$ 11,592	Explanation & Impact of 5.0% Cut
			Building operational hours would need to be reduced. As a result, student wages would be reduced.
			Reduction of building hours directly impacts the buildings' ability to host events, particularly in the evening hours. Registered Student Organizations would be forced to look towards other campus buildings to host their events. This would also greatly impact the buildings ability to earn revenue as many paying clients would be turned away because our building hours would not being open to accommodate their needs. A reduction of building hours in this scenario would require the building close on the weekends (Saturday & Sunday). The building's ability to capitalize on generating revenue from weekend rentals would hurt not only our budget but also our reputation as an unavailable venue location. Additionally, hosting weekend worship services would now mean that students would have to find locations off campus to practice their worship. There is potential the building would also need to close earlier on the weekdays. Closing earlier on the weekdays would have RSO and faith-based ministry groups looking for alternative locations to host events. The engagement with visitors would change while also changing how student employees would find consistent hours of employment would be questioned.
	Student Wages	\$ 11,592	

5. 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. We will also continue to research opportunities where we can increase our visibility as a reservation venue for weddings, receptions and celebrations of different types.

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 individual donors to support program initiatives and the Restoration of and Transformation of the Religion Center.

- i. **If applicable, what can be done to increase donations, sponsorship sales, and other revenue streams? Please answer each separately.**

Increase Donations

- Increase engagement with University Advancement to determine priorities.
- Engage campus faculty and staff to recruit and invite opportunities to donate to programs/services.

Increased Sponsorship Sales

- We will continue to reach out to campus partners for sponsorship of...
 - Free Wednesday Lunch Program
 - Interfaith Dialogue Dinner
 - Good Morning Mondays

Increased Alternative Revenue Streams

- Identify and apply for potential grants applications.

6. Please use the following file naming conventions when submitting your pdf files to the Dean of Students:

FY26Q_DepartmentName	Questionnaire
FY26AOT25a_DepartmentName	Add'l One time request - change "a" to "b", "c", etc for additional one-time requests
FY26WS_DepartmentName	Excel worksheet
FY26BA_DepartmentName	Base Augmentation request
FY26OTa_DepartmentName	One time request - change "a" to "b", "c", etc for multiple one-time requests
FY25PRES_DepartmentName	Presentation

NOTE: *The totality of your responses to these questions should give the members of the Committee a comprehensive understanding of the role and function of your unit(s). To the extent that your responses do not accomplish this, please revise them accordingly.*

Questionnaire completed by (please include name, title, email, and phone number):

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