



# Program Evaluation: Mighty Oaks Legacy Program

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MIGHTY OAKS





## Disclosure Statement

This Capstone project represents work from PSAA Capstone students. The Capstone team represents a diverse group of individuals with various professional backgrounds and experiences. Statements made within this report only reflect work completed for the purpose of this evaluation and completing requirements for the PSAA Capstone project. The work contained within the paper does not represent any professional or personal affiliations of any member of the Capstone team.



## Executive Summary

### Program Evaluation: Mighty Oaks Legacy Program

<b>Introduction</b>	<p><b>Mighty Oaks (MO)</b> is a faith-based nonprofit organization providing services to veteran and first responder communities. Through the utilization of peer-based support, MO seeks to eliminate suicide, break cycles of divorce, develop healthy family legacies, train resilience, and encourage their participants to impact their communities. One of MO's programs is the <b>Legacy Program (LP)</b>, a weeklong intensive group retreat. Participants of the LP attend presentations on faith-based topics, the impact of stress on daily life, and hear testimonies from others who have overcome shared experiences. Previous LP graduates lead these presentations and breakout groups to provide an opportunity for more personal connections to be made. Since the organization was founded in 2012, MO has hosted more than 35 retreats with over 5,000 graduates.</p>
<b>Literature Review</b>	<p>A literature review found that over 42,000 organizations deliver services and resources to veterans and first responders. These organizations span across a range of faith-based organizations, secular nonprofit organizations, public agencies, and for-profit organizations. Some literature suggests faith-based organizations are effective in alleviating feelings of anxiety and depression, and nonprofit organizations have garnered a reputation for assisting one to connect core values with expressive action. Despite successes,</p>



	<p>one of the limitations discovered with faith-based nonprofit organizations is a lack of data measurement and systems to determine service impact. Relevant literature also suggests the utilization of peer support has been associated with positive role modeling, increased social connection, and longer sustained recovery. The literature review also found that retreat model interventions can be effective in the short-term, but a parallel between the literature and the LP was inconclusive.</p>
<b>Methodology</b>	<p>To complete this program evaluation, a variety of methodologies were utilized. These include comparative analysis, surveys, and a brief review of organizational documents and records - including previously implemented internal surveys. This evaluation's survey included impact measures to determine faith-based outcomes and alleviation of stress-related challenges. These surveys were sent to all LP participants who completed a program between January 1, 2024, and October 10, 2024. The surveys were distributed to two groups, labeled "pre-and post-surveys" and "post-survey only" groups. Through the mixed methods approach, the evaluation found that the LP has assisted program graduates with enhancing their faith connection and alleviating stress-related challenges.</p>
<b>Data Analysis</b>	<p>The survey utilized in this evaluation focused on anonymity. Though this focus protected LP participants, it also made it impossible to determine if the same participants responded to the pre- and post-surveys in the first group. Experiences of stress-related challenges prior to LP attendance were reported at differing frequencies in the pre- and post-survey results, possibly indicating different participants took each survey or participants better</p>



	<p>understood their level of stress-related challenges after program attendance. This evaluation found the pre- and post-survey group identified a greater reduction in stress-related challenges than the post-survey only group. This outcome could indicate a stronger connection to the LP's impact immediately after program completion, with impact reducing over time. The evaluation was unable to rule out other implications, causes, or threats to the validity of the program as the retreat-style nature of the LP offers participants an opportunity to disengage from their current environment, which may be a contributor to their stress. Based on this analysis, the evaluation was unable to determine if there is a true correlation or causation between the LP and a reduction in stress-related symptoms, increase in faith connection, and empowerment to meet goals.</p>
<b>Recommendations</b>	<p>Insights gained from conducting this program evaluation informed recommendations to MO. Recommendations discussed in this paper include improving survey timing and methods and enhancement of data collection methods for future program evaluations. Additional recommendations related to the LP itself include maintaining faith-based identity while expanding services and strengthening aftercare options.</p>

*A project of PSAA Capstone I & II, Executive Master of Public Service and Administration Summer/Fall 2024*



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## Introduction

### Background: Mighty Oaks (MO)

Mighty Oaks (MO) is a faith-based 501(c)3 nonprofit organization providing services to veterans, first responders, and their spouses. Founded in 2011 by Chad Robichaux, former Force Recon Marine and MMA champion, the mission and vision of the organization is to help military and first responder communities who have endured hardship (Mighty Oaks 2024b; Mighty Oaks 2024f). MO employs 27 full-time employees, has 9 Board members, and several volunteers to aid in serving its mission (Mighty Oaks 2024a). Many of these individuals share a unique connection to the mission.

MO provides several programs to veterans, first responders, and spouses of veterans or first responders. These include aftercare programs, marriage conferences, Military Resiliency Programs, and the Legacy Program (LP) for men and women independently (Mighty Oaks 2024d). Each program is free of cost to participants and aims to support the goals of MO to eliminate suicide, break cycles of divorce, develop healthy family legacies, train resilience, and encourage participants to impact their communities (Mighty Oaks 2024b; (Mighty Oaks 2024c). Though MO offers a variety of programs, this evaluation only provides an in-depth evaluation of the LP.





## Background: Participants

The needs of LP participants are extensive and complex. For many veterans and first responders, the reporting on mental health outcomes is stark (Raskin 2016; U.S. Fire Administration 2023; Craddock and Telesco 2022). The National Veteran Suicide Prevention Annual Report identifies suicide as the 13<sup>th</sup> leading cause of death overall, and the second leading cause of death amongst veterans under the age of 45 (U.S. Department of Veteran Affairs 2023).

LP participants have often experienced exposure to high levels of stress, leaving many to face significant challenges. These unresolved challenges may lead to difficulties with interpersonal connections and maintaining physical and emotional balance. Designed on the basis that social support can provide a source of stress relief through shared experience and understanding, MO facilitates programs that provide opportunities for support. The evaluation's inclusive criteria include those who have graduated from the LP in 2024 and assess the program's impact on reducing stress and improving well-being. Exclusion criteria include incomplete surveys.

## Background: Legacy Program (LP)

The LP is a weeklong intensive retreat program designed to address the challenges of target beneficiaries. The organization provides a LP for Men and an LP for Women. Program activities take place at one of MO's partner lodges, each



located in a remote area and designed to provide an unplugged experience to program participants. Over the years, MO has hosted 35 annual LP retreats with 5,000 program graduates (Mighty Oaks 2024f). The program design provides non-clinical, peer-based support, and utilizes instructional workshops and opportunities for relationship building to strengthen individuals' connection to their faith and each other.

To attend the program, one must be serving or have previously served in any component of the military, be or have been a first responder, or be the spouse of a veteran or first responder. Depending on the level of severity of stress-related challenges, applicants may be referred to other agencies providing more in-depth treatment options if these challenges fall outside of MO staff's expertise.

The LP for Men is a five-day program that assists male participants in overcoming the challenges related to military life, combat deployments, and symptoms of stress-related challenges. Through the program, participants learn about "discipline, brotherhood, legacy, courage, honor, faith, and leadership" (Mighty Oaks 2024d). The LP for Men is also offered in a format specifically for first responders and focuses more specifically on the needs of this group (Mighty Oaks 2024d).

The LP for Women is similar. This program takes place over four days and aims to assist women with cultivating spiritual strength of character with the goal of giving participants "a Biblical blueprint of womanhood" (Mighty Oaks



2024d). Participants are connected with a group of like-minded individuals and share about challenges of military life and the symptoms of long-term stress and the challenges this stress may cause.

Each day, LP participants begin by raising and saluting the flag. Following this, days are filled with meals, presentations on a variety of topics, and break-out groups. Presentations include faith-related topics, the impact of stress on daily life, and testimonials from others who have shared experiences and overcome. Break-out groups follow these presentations and allow for more personal connections to be made throughout the program. Opportunities to engage in recreational activities and the nature surrounding each of the MO lodges are available to participants throughout the program (Mighty Oaks 2024d).

## Program Logic

The following logic model was developed to aid in the evaluation of the LP. Effective logic models illustrate how the organization's inputs and activities create outputs and outcomes for any program or service within that organization. Inputs include assets or resources utilized by the program. Activities describe how identified resources are allocated and administered. Outputs and outcomes are the result of the inputs and activities related to the program (Center for Community Health and Development University of Kansas 2024).



To facilitate the LP, the organization needs volunteers and a space to conduct program activities. The activities section of this logic model includes a timeline for following up with program participants to measure its effectiveness in reaching its desired outcomes. Because the organization utilizes a peer-to-peer approach to impart new coping skills and build supportive relationships with peers through a faith-based approach, both metrics should be considered in the follow up surveying of participants.

Based on this program logic, the short-term outcomes provide participants with an opportunity to learn new coping skills and participate in peer-to-peer support. This leads to midterm outcomes where beneficiaries practice and maintain these learned skills and utilize peer-to-peer relationships following program involvement. The long-term outcome aligns with the mission of the organization to alleviate stress-related challenges long after participation in the program. To gauge the efficacy of the program, substantial efforts for surveying clients before and after participation would provide clarity on the resulting impact of the LP.

**Problem:** Support services for addressing complex stress are in short supply for target beneficiaries of the LP.

**Solution:** The LP provides a retreat to facilitate peer-to-peer support and teaches participants coping skills for addressing negative stress-related outcomes.

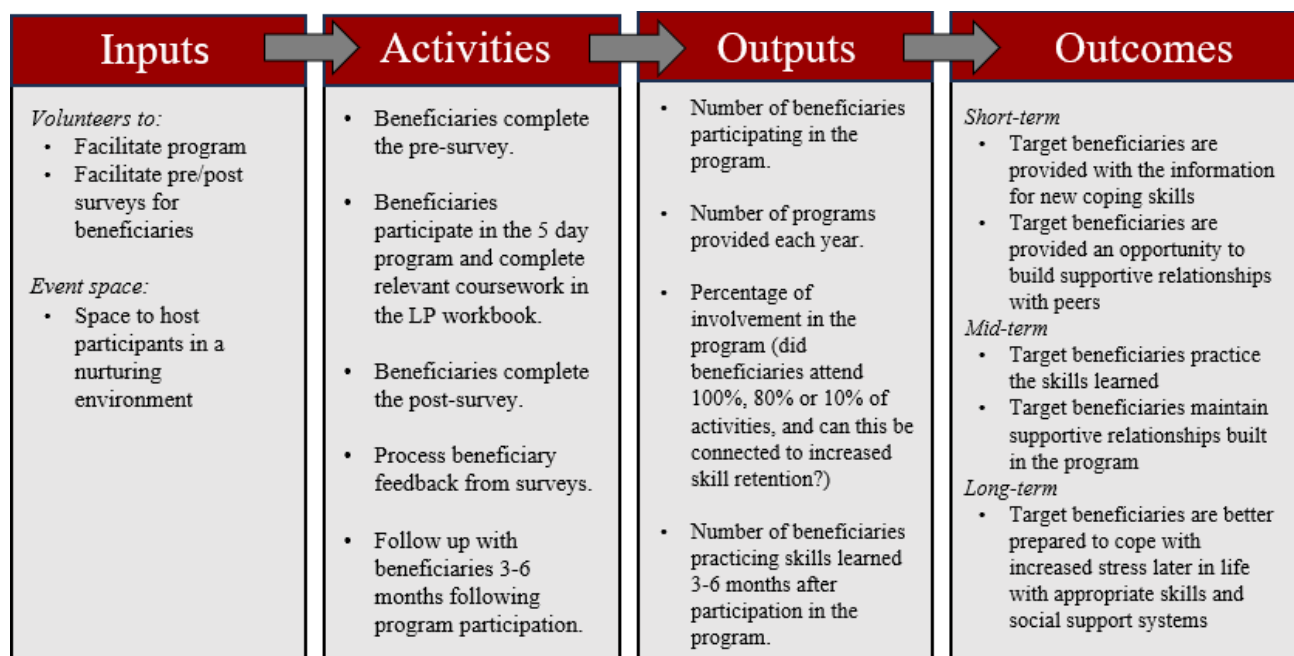


Figure 1 – Legacy Program Logic Model

## Literature Review

A thorough program evaluation of the LP requires an understanding of the effectiveness of faith-based, peer-to-peer services provided through a retreat model framework. This section will introduce identified literature and limitations of the research findings.



## Similar Organizations

This evaluation found that over 42,000 organizations deliver services and resources to veterans and first responders in the United States (Werber et al. 2015). These organizations range from faith-based organizations (FBOs), secular nonprofit organizations (SNP), public agencies (PUB), and for-profits entities (FPs). While the total number of SNP organizations in the United States is far greater than FBOs, we have seen that FBOs are increasingly recognized by other private, public, and government sectors as important partners for delivering health and social services for these populations (Werber et al. 2015).

## Efficacy of Faith-Based Services

In America, FBOs operate a multi-billion-dollar industry and provide social services to over 70 million Americans (Johnson 2002). Some literature suggests FBOs are more effective than traditional nonprofit providers in achieving desirable outcomes (Clerkin and Grønbjerg 2007). Significant nonprofit research shows NPOs are understood to be a tool to connect one's core values with expressive action (Frumkin 2005). A review of over 100 studies, concluded that faith connections and religious involvement are significant resources for individuals managing stress (Johnson 2002). Programs such as the LP provide individuals with an opportunity to access support services that align with their religious values. While a full assessment of faith-based impact for the LP falls



outside of the scope of this evaluation, it cannot be ignored that this component of the program plays an impactful role in program outcomes.

It is not uncommon for FBOs to lack systems for data measurement and service impact. This is often because the focus of the organization is on ramping up service provision rather than refining assessment systems (Weber et al. 2015). Another shortfall identified is the absence of FBO staff from data collection, input, and reporting. In today's nonprofit sector data metrics are essential to an organization's financial, programmatic, and human capital goals.

## Efficacy of Peer Support Services

Peer support is a service provision model where individuals with shared experiences can support others in recovery. When approached correctly, the peer support role utilizes specific boundaries to differentiate between a helping relationship and friendship. These boundaries are vital to the counseling-based model (Cowie and Wallace 2000). Various studies suggest peer support engages clients who may be hesitant to receive clinical support. Additionally, peer support has been associated with positive role modeling, reduced stigma surrounding mental health support, increased feelings of authenticity, increased social connection, and longer sustained recovery (Weir et al. 2019). These effects highlight the benefits of peer-to-peer relationships, which may help individuals address specific challenges (Moran et al. 2012).





Essential peer-to-peer support uses a foundation to create boundaries to time and place in hopes of improving and establishing the helping nature of the peer-to-peer role. The overall goal is to offer a culture of healthy and able interactions, improving the individual through practical support in validating themselves and recognizing who they are and where they have come from (Mead, Hilton, and Curtis 2001).

## Efficacy of Retreat Model Interventions

The LP uses a retreat model to introduce faith-based non-clinical support to beneficiaries. This model removes an individual from the intensity of their current situation and aims to provide an individual with a calm space to focus wholly on their own needs. The intent is to allow for opportunities of growth and change in an unpressured environment. Many studies have evaluated approaches combining retreat-style intervention with evidence-based practices such as mindfulness exercises, cognitive behavioral therapy interventions, and other therapy models. Overarchingly, the literature reflects a great deal of short-term improvement through such models, but largely suggests improvement of symptoms is not sustained at long-term follow-ups (Levine et al. 2001).

A study examining the impact of a retreat-styled intensive intervention found these retreats offered connection, normalization, experience sharing, and safety as significant contributors to improving symptoms (Slikboer et al. 2020).



The same observation was echoed in another study, which concluded that this model provides a sense of community-promoted wellness and a reduction of distress (Monk et al. 2017).

Another study of retreat-delivered interventions found that the retreat produced a decrease in symptoms in addition to self-reported increases in life satisfaction, support systems, and coping (Ward, Wood, and Young 2020).

Though studies reviewed for this evaluation engaged some form of clinical intervention in conjunction with a retreat model, literature reflective of retreat-model efficacy without evidence-based or clinical practices is scarce.

Given the repetitive arguments in the literature suggesting retreat-model interventions can be beneficial, it could be surmised that the LP approach is validated in the short term. Each of the above studies finds that retreats are effective in reducing psychological distress (Ward, Wood, and Young 2020). Still, the literature support of LP cannot be considered a direct comparison since the above studies reflect programs implementing clinical evidence-based practices.

## Methodology and Research Design

This program evaluation utilizes a variety of methodologies. These include comparative analysis, surveys, and a brief analysis of current organizational documents and records. This section provides a meaningful overview of the rationale for this evaluation's design.



## Approach

Through the comparative analysis, the literature review revealed similar organizations were not correlated enough to the LP because of the absence of clinical practices within the program and differing target beneficiaries. Therefore, a direct comparison cannot be drawn. A review of responses from previously implemented LP surveys was also included in this evaluation. These surveys were internal to the organization and not utilized in-depth for this evaluation. This assessment provided some insight into the values of the organization and current metrics used for impact measurement. This evaluation's surveys, conducted with LP participants from January to October of 2024, provides vital information regarding participants' faith expression and intensities of self-reported stress-related challenges.

## Limitations

While the research methods of this evaluation were designed to best fit the requirements of the LP, it is prudent to highlight the limitations of such methods. Comparative analysis is a popular method of analysis (von Schnurbein, Perez, and Gehringer 2018). Still, it introduces significant challenges in limiting external variables from one program to the next (Fischer and Magetti 2016). The timing of programs, the nature of clientele, and similarities or dissimilarities of one



organization to the next could impact the strength of the comparison of organizational impact.

Limitations to pre- and post-surveys also exist. One such limitation is the rate of response to the survey. While beneficiaries may be willing to respond to immediate follow-up after participation, should the organization wish to track impact beyond a few weeks, there may be barriers to response as individuals return home. Another limitation is the validity of self-reporting. Since each negative stress-related outcome may be defined differently between individuals, it is difficult to quantify these outcomes. There is also the additional limitation of human capital for follow-up on impact measures which may limit the frequency or depth of measurement possible. This shortage of human capital is not uncommon in the sector (Werber et al. 2015).

The limitations of the analysis of internal documents must also be considered, though this limitation is more clearly defined. The information provided in internal MO documents highlights a program focused on faith-based initiatives and practices, while the research team was asked to focus primarily on stress-related challenges and outcomes. Though this evaluation's surveys include both stress-related challenges and faith-based components, the focus of internal documents and program monitoring data do not share the same focus. The use of internal organizational measures was extremely limited.



## Impact Measures

Impact measures are a tool for increasing accountability of the use of resources and can legitimize the efforts of programs in achieving mission driven outcomes (Mailhot, Michaud, and Tella-Rozas 2020). Increasing the capacity of organizations to measure effectiveness is a growing trend in the nonprofit sector (Werber et al. 2015). By aligning impact measures with the organization's mission, MO could clarify LP objectives.

Faith-based outcome metrics are already included in internal MO surveys (Mighty Oaks 2024e). The internal survey includes three of the eight questions directly related to professions of faith, pre- and post-program. Internal assessments of clientele reveal that a majority (75%) of respondents share faith-focused responses for their attitudes and personal goals following the program in the other five open-text questions (Mighty Oaks 2024e). This leads one to understand that faith-based outcomes are a highly valued element of the LP. For this reason, it could not be removed completely from this evaluation's survey.

The second important outcome is the alleviation of stress-related challenges. To understand the effectiveness of the program in addressing these challenges, i.e., marital/relational challenges and mood challenges, additional measurement beyond current internal record keeping is required. The aim of this evaluation's survey design is to provide a more substantial and useful data set for organizational leadership to utilize as they work to measure program impact.



## Data Collection and Ethical Considerations

Due to the nature of services rendered by the LP, this evaluation demands a review of standards and practices and outcome-based criteria for efficacy evaluation. A considerable portion of this evaluation's data collection was obtained using an anonymous survey developed by the research team, approved by Texas A&M University's Institutional Review Board (IRB), and emailed to target LP participants through Qualtrics.

The evaluation approach provided several checks to ensure the anonymity of all participants. Ethical considerations the research team adhered to align with the recommendations from Sieber (1993), which include management and planning of the entire research process to ensure all stakeholder's "risks and perception of risks, and benefits" are thoughtfully considered and remain above reproach. The survey, written and utilized by the research team to capture necessary program evaluation data, was vetted and approved by the Texas A&M Human Research Protection Program (HRPP), which is "composed of institutional leaders, research review committees, and agents of Texas A&M University. This board is responsible for protecting the rights and welfare of participants in research conducted or reviewed by Texas A&M University" (Human Research Protection Program n.d.). The voluntary, anonymous survey was conducted in such a way as to prevent personally identifiable information from being made available to the research team. In addition, informed consent



was made available to each recipient of the survey explaining risks, benefits, and how to address any questions about completing the survey. The informed consent statement can be found in [Appendix 1](#).

## Surveys

The evaluation design incorporated pre- and post-surveys. These are short, mixed-methods surveys aimed at gathering data on the perceptions of LP participants before and after participation. The pre-survey provided an established baseline for participant experiences and insights while the post-survey measured the outcomes based on clients' self-assessments. The design of both surveys can be found in [Appendices 2 and 3](#).

## Compilation Protocol

A convenience sample was developed using the LP participants and labeled “pre- and post-surveys” and “post-survey only” groups. This method of sampling was used to provide the largest participant pool obtainable given the time restriction of this evaluation. Participants between August 13, 2024, and October 10, 2024, were grouped into the “pre- and post-survey” group. Participants from January 1, 2024, through August 12, 2024, were provided a “post survey only.” The post-survey remained the same for each group.





## Contact Method

Each participant was sent a weblink to the survey embedded in an email ([Appendix 4](#)) via email addresses provided by MO. Pre-surveys were sent two days before the participant's first day of the program, and an additional emailed link to the post-survey was sent two days after the program's completion.

Two incidental disclosures resulted from participants who emailed back regarding their confidentiality. These exposures were addressed by forwarding those emails to MO leadership for review and cooperation to mitigate future incidents. Additionally, all questions or comments about confidentiality were sent directly to the organization.

## Survey Responses

Surveys were sent to all LP participants who completed a program between January 1, 2024, and October 10, 2024. The “pre- and post-surveys” group was composed of 170 LP participants. The pre-survey received 32 unique responses, and the post-survey received 34 unique responses. The “post-survey only” group was composed of 363 LP participants, with 37 unique survey responses. The distribution of responses by LP attended is depicted in Figure 2, and distribution of responses by self-identified gender are depicted in Figure 3.

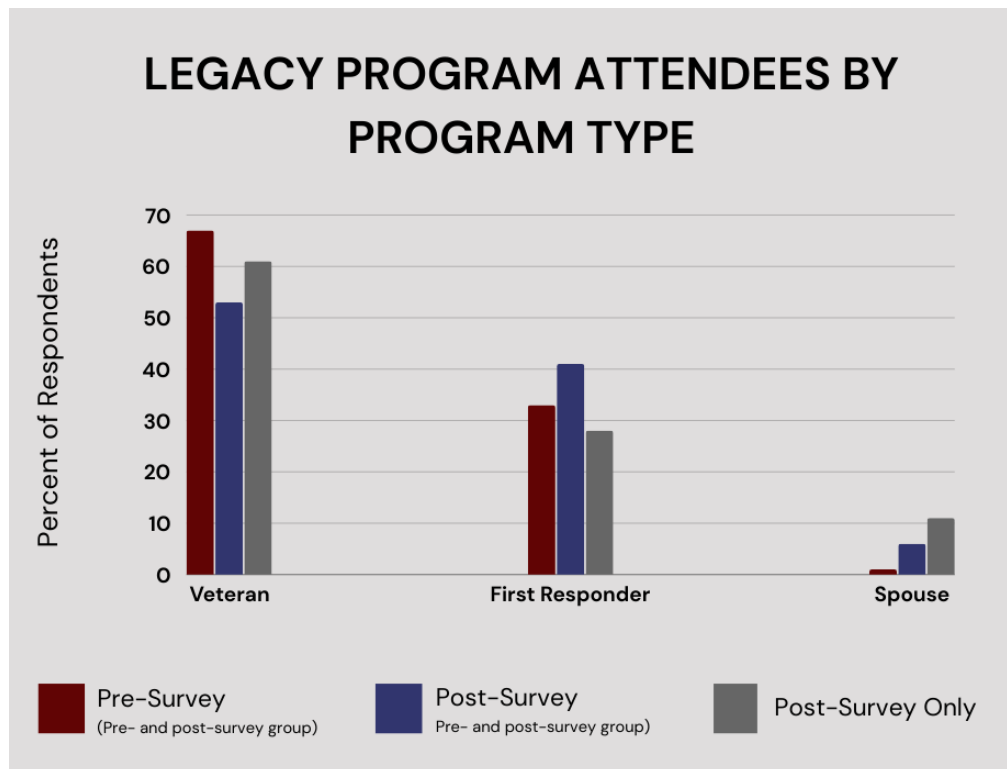


Figure 2 - Legacy Program Attendees by Program Type

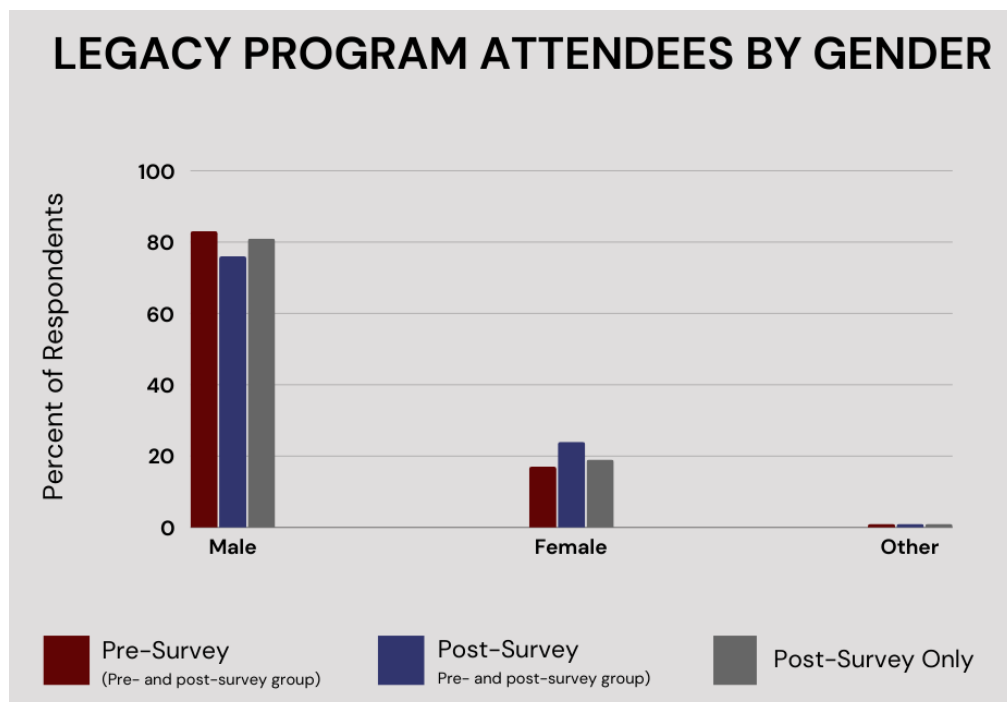


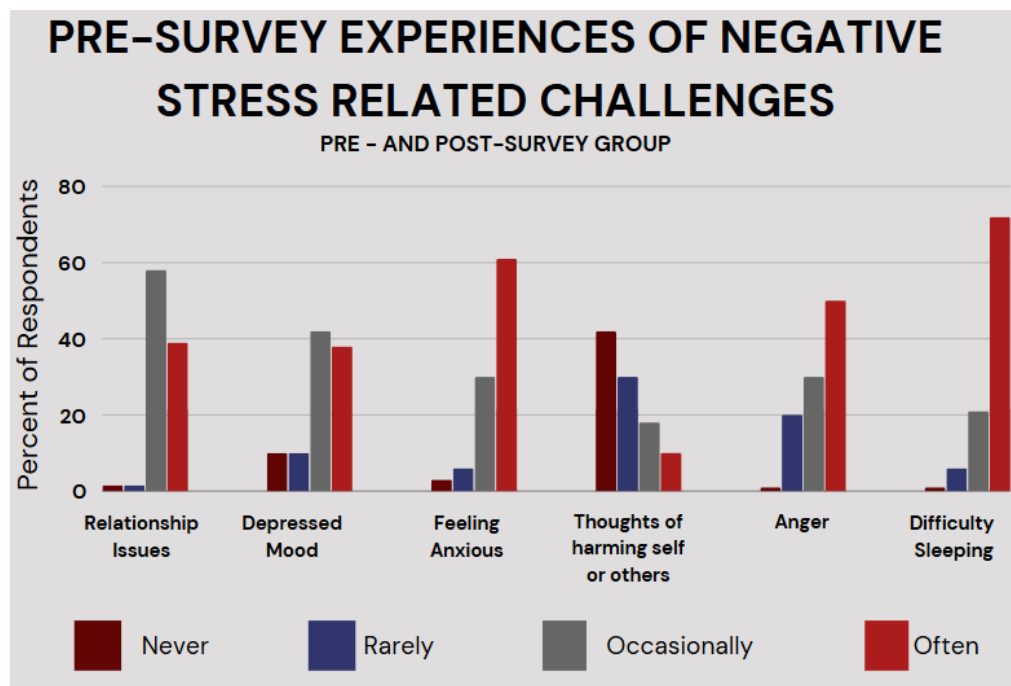
Figure 3 - Legacy Program Attendees by Gender



## Survey Results

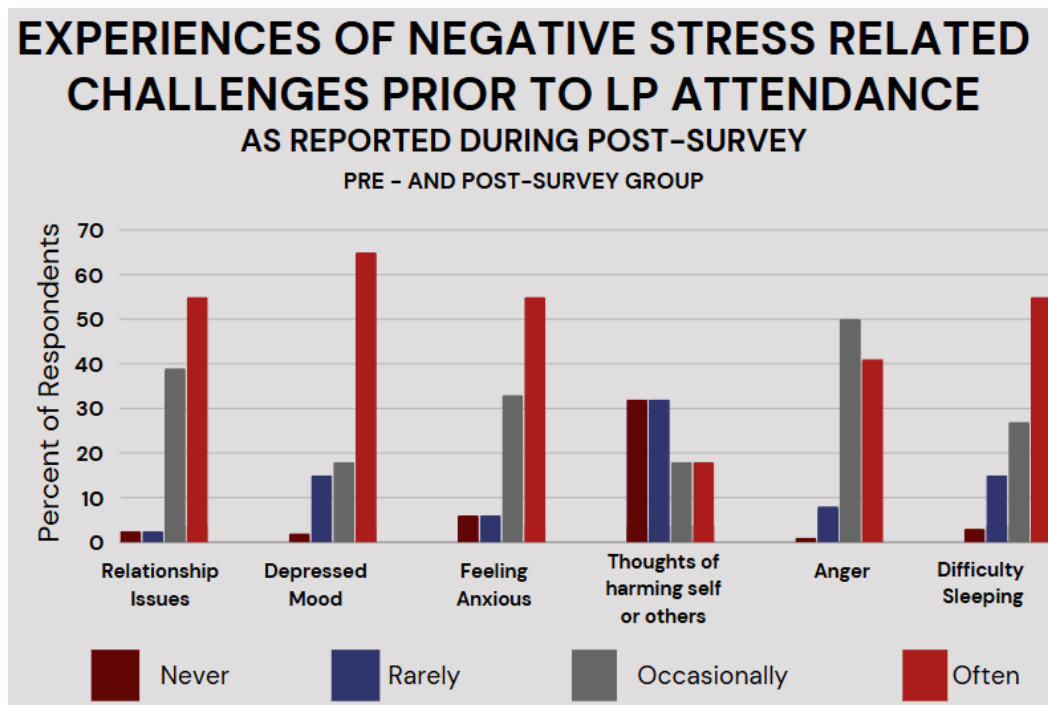
### Pre- and Post- Survey Results

Of the 32 pre-survey responses, 30 respondents completed the survey in full. All 32 surveys included responses related to intensities of stress-related challenges. Most respondents reported experiencing at least one of these symptoms at least occasionally, while 75% of respondents agree that these symptoms negatively affect their lives, and the remaining 25% stated they somewhat agree with this statement. See Figure 4 for a summary of stress-related challenges experienced prior to LP attendance.



*Figure 4 - Pre-Survey Experiences of Negative Stress-Related Challenges - Pre- and Post-Survey Group*

All 34 post-survey responses from this survey group included responses related to intensities of stress-related challenges prior to the program. These results are similar to reports of the same symptoms in the pre-survey, however respondents reported experience of these symptoms at higher frequency pre-program when asked after program attendance. Also, similar to the pre-survey responses, post-surveys indicated that all participants were at least somewhat in agreement that their concerns negatively affected their lives. Lastly, the post-survey showed a 4% increase in “Agree.” See Figure 5 for a summary of stress-related challenges experienced prior to LP attendance, when reported post LP program.



*Figure 5 - Post-Survey Experiences of Negative Stress-Related Challenges - Pre- and Post-Survey Group*

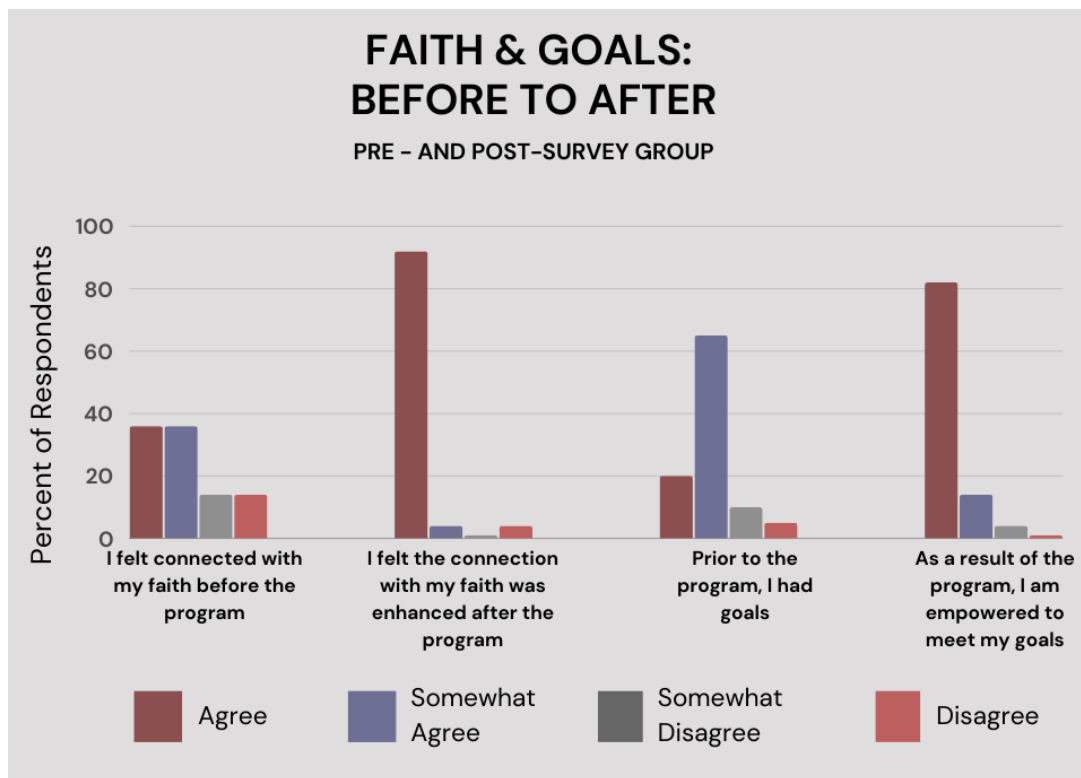


The post-survey asked respondents if there was a reduction in their stress-related challenges after attending the LP. Most respondents either agreed (76%) or somewhat agreed (18%) that they experienced a decrease in negative stress-related challenges. The remaining 6% of respondents somewhat disagreed with this statement; however, it should also be noted that one survey did not include a response to this question.

Because the approach used in this evaluation focused on ensuring the anonymity of all participants, it is impossible to determine if the same LP participants responded to the pre- and post-surveys. Though pre-program experiences of stress-related challenges were reported at similar frequencies on the pre- and post-survey results, relationship issues and depressed mood were reported at a higher occurrence and anger at a lower occurrence on the post-survey. These results could indicate that different participants took each survey or that the participants better understood the level of their stress-related challenge after program attendance.

Responses related to participants' faith expression, familiarity with community resources, and presence of goals were provided by 30 of the 32 pre-survey respondents. The personal experiences expressed by respondents indicate most participants were connected to their faith, had some familiarity with the resources within their community, and had clearly defined goals prior to attending a LP.

Post-survey respondents were asked to answer questions related to their faith expression, familiarity with community resources, and presence of goals prior to LP attendance. They were additionally asked if the connection with their faith was enhanced, and they felt empowered to meet their goals as a result of the LP. All 34 post-survey respondents answered these questions. Almost 100% of respondents indicated that the connection to their faith was enhanced and over 80% agreed that they felt empowered to meet their goals as a result of the LP. See Figure 6 for full results.



*Figure 6 - Faith Connection and Goals Pre- and Post-LP Attendance - Pre- and Post-Survey Group*

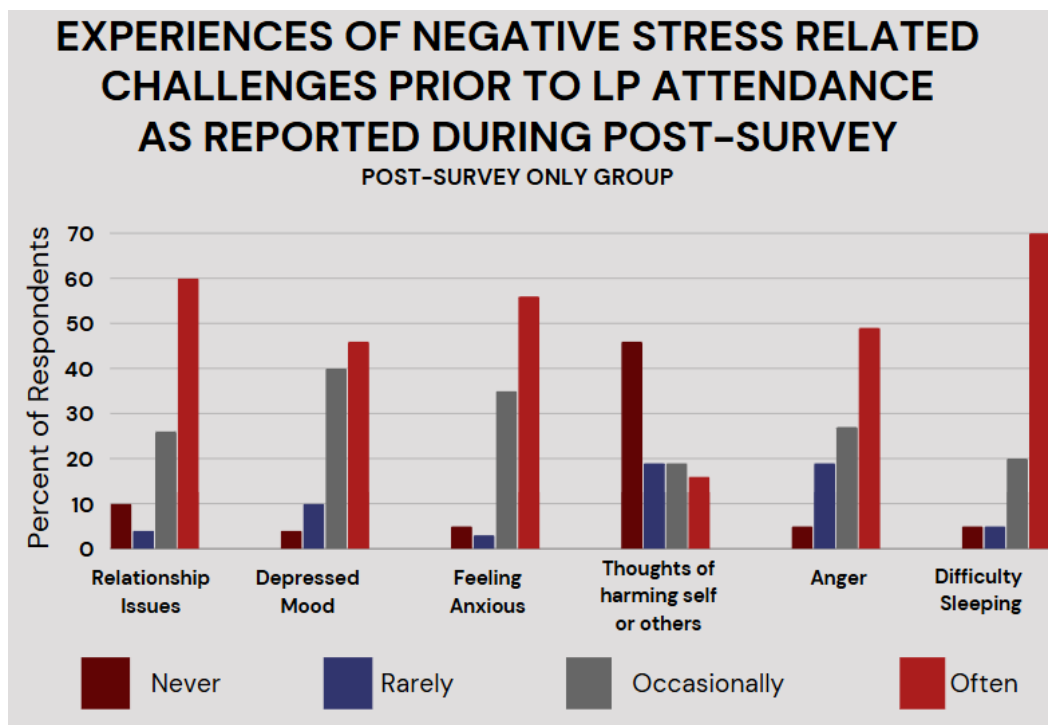


## Post-Survey Only Results

The second survey group only received the post-survey. All LP participants who completed the program between January 1, 2024, and August 12, 2024, received the post-survey on August 13, 2024. This allowed the evaluation to collect additional insights from participants who attend the LP within a mid-range timeframe, rather than the short-term design in the pre- and post-survey group.

All 37 post-survey responses from this group included responses related to intensities of stress-related challenges prior to the program. Similar to the other survey group, most post-survey only respondents noted experiencing at least one of these symptoms occasionally or often. Of the responses, 83% agree that these symptoms negatively affect their lives, 14% somewhat agree, and only 3% disagree with this statement. See Figure 7 for a summary of post-survey only summary of stress-related challenges as reported post LP attendance. It should be noted that one survey participant did not respond to this survey question.



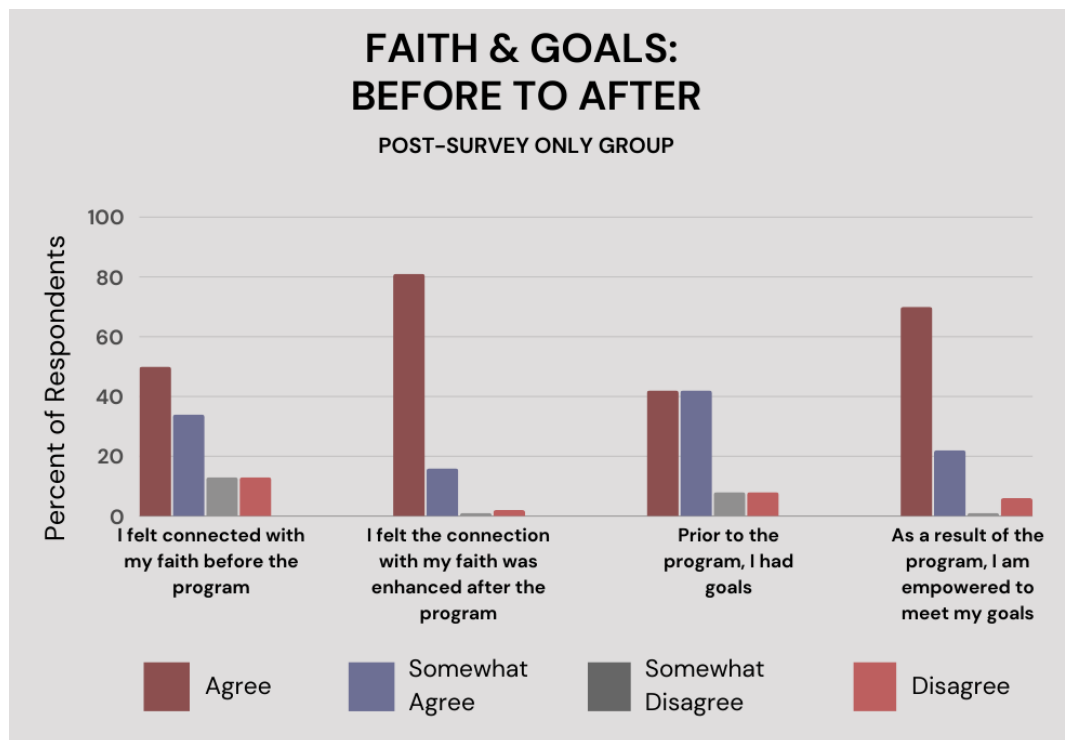


*Figure 7 - Post-Survey Experiences of Negative Stress-Related Challenges - Post-Survey Only Group*

The post-survey only group were asked to identify if there was a reduction in their stress-related challenges after attending the LP. Of the respondents, 60% agreed and 31% somewhat agreed that there was a reduction in these symptoms, while 3% somewhat disagreed and 6% disagreed. It should be noted that two survey participants did not respond to this question.

Post-survey only participants responded to 36 of the 37 questions related to their faith expression, familiarity with community resources, and presence of goals. Over 80% of respondents at least somewhat agreed that they were connected to their faith prior to LP attendance, and only one respondent disagreed

that their faith was enhanced as a result of the program. Similarly, over 80% of post-survey only respondents identified having goals prior to the LP, and all but 3 respondents indicated that they feel empowered to meet these goals as a result of the program. See Figure 8 for full results.



*Figure 8 - Faith Connection and Goals Pre- and Post-LP Attendance, Post-Survey Only Group*

## Data Analysis and Discussion

The approach used in this evaluation focused on ensuring the anonymity of all participants. Therefore, it is impossible to determine if the same LP participants responded to the pre- and post-surveys in the first group. Though pre-program



experiences of stress-related challenges were reported at similar frequencies on the pre- and post-survey results, relationship issues and depressed mood were reported at a higher occurrence and anger at a lower occurrence on the post-survey. These results could indicate that different participants took each survey or that the participants better understood the level of their stress-related challenge after program attendance.

Additionally, 16% more of those who completed the post-survey immediately after attending a LP agreed that there was a reduction in stress-related challenges than those who completed the post-survey one to seven months after program completion. This could indicate a stronger connection to the program's impact exists immediately after program completion, with the impact reducing over time.

While this evaluation's results appear to show a correlation between completing the LP and reducing stress-related challenges, increase in faith connection, and empowerment to meet goals, it is impossible to determine if there is a true correlation, or causation, between the two. This evaluation is unable to rule out other implications, causes, or threats to the validity of the program with the current data set. The retreat-style nature offers LP participants an opportunity to remove themselves from their current environment, which may be a contributor to their stress-related challenges. Additionally, the time away from these challenges, and other responsibilities, allows participants to focus their time and



attention on deepening their faith and planning for their goals. However, dynamics outside of the LP curriculum may contribute to responses received on surveys.

## Recommendations

### Improve Survey Timing and Methods

Based on this evaluation's obstacles and the need to strengthen understanding of the LP's impact, the first recommendation concerns improving survey timing. This recommendation can be further broken down into three parts. First, the LP could conduct more thorough pre/post-program surveys to capture timely participant feedback. Second, the implementation of follow-up surveys at intervals of 3, 9, and 12 months would aid in assessing long-term impact. Third, to build on long-term data, planning to check in and follow up with participants 12 months after completing the LP would provide a broader data set to determine the program's long-term efficacy.

### Enhance Data Collection and Program Evaluation

The second recommendation for the organization is to strengthen internal measurement efforts and to continuously analyze data in an ongoing effort to refine programs. This evaluation found an increased need for qualitative and quantitative methods to gather more comprehensive feedback. Inclusion of stress-



related measures introduced in the surveys in Appendices 1 and 2 would benefit the LPs effort for internal monitoring.

Ascertaining which pieces of the LP led to any desired positive outcomes in a continuous effort would assist MO in determining where to strategically allocate resources. Based on the information provided about the LP outcomes it is recommended that outcomes are measured in two categories: faith-based metrics and the alleviation of stress-related challenges. Further, the lack of data available on the impact of faith-based programming creates an area for MO to be a leader in research and validation of faith-based programming.

### Maintain Faith-Based Identity While Expanding Services

Even by expanding the survey topics to include stress-related challenges, it is not recommended that the organization lose its faith-based identity or commitment to its mission. It is recommended that the organization balance expanding partnerships with government agencies and clinical service providers while staying true to the organization's mission.

### Strengthen Follow-Up and Aftercare

The survey data shows a significant increase in faith connections for participants following program involvement. To continue fostering this component of the LP, it is recommended that additional events could be offered throughout the year



either online, in person, or both. These events could feature meaningful follow-up topics to engage participants and bolster program effectiveness.

These follow-up programs provide some advantages. The first is the longevity of monitoring the impact of the organization. A mentorship program that pairs graduates with new participants to build lasting connections would not only bolster the peer-to-peer connections but allow for participants to be accessible for surveying and follow-up evaluations. Participants may benefit from follow-up graduate programs to help them reconnect with others and refresh their commitment to, or relationship with, their faith and the improvements they are making in their lives related to stress.

## Conclusion

The Mighty Oaks Foundation (MO) was established with the mission “to save lives, restore families, and change legacies through Recovery and Resilience programs around the world for Military and First Responder communities who have endured hardship” (Mighty Oaks. 2024b). MO seeks to accomplish this mission using immersive faith-based programs such as the Legacy Program (LP). Therefore, the goal of this program evaluation was to evaluate the efficacy of MO’s LPs and provide recommendations to strengthen the organization’s opportunities to meet their participant’s needs.



The evaluation required several approaches to facilitate effective recommendations. Methods used included a comparative analysis through literature review, surveys, and a brief analysis of current organizational documents and records. Research available for retreat styled programs is minimal and data findings over longer periods of time are virtually non-existent. The lack of research data minimizes the ability to substantiate retreat styled program approaches based on literature support alone, requiring additional data collection opportunities such as the participant surveys.

Surveys utilized by the evaluation team found that all participants reported some improvement of self-reported experiences negatively impacting their lives, with the largest increase in a reported connectedness with faith and familiarity with community resources. Though the surveys showed positive outcomes, this finding provides minimal support for improvement over the 8-month evaluation period. This is a major limitation of the data collection conducted for this evaluation. This limited time frame prevented the team from creating further control measures to rule out external inputs affecting outcomes. Due to this, the team is only able to establish mild correlation between the LPs approach and outcomes.





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## Appendix 1: Informed Consent Statement

### Texas A&M University Human Research Protection Program

#### Informed Consent

##### *Title of Research Study:*

The Mighty Oaks Foundation, Review and Analysis of Veteran Legacy Program Effectiveness for Veterans Experiencing Post Traumatic Stress Syndrome – The Woodlands Facility

##### **Investigator:**

Brian S. Nakamura, Ph.D.

##### **Why am I being asked to take part in this research study?**

You are invited to participate in this study because we are trying to learn more about the benefits of The Mighty Oaks Foundation Legacy Program and your experiences, pre and post participation.

You were selected as a possible participant in this study because you've completed the 5 day intensive program hosted by The Mighty Oaks Foundation. You must be 18 years of age or older to participate.

##### **Why is this research being done?**

The survey is designed to collect data regarding your thoughts and experiences prior to attending the 5-day intensive program and subsequent to completing it.

##### **How long will the research last?**



It will take approximately 10 minutes to complete each survey.

### **What happens if I say “Yes, I want to be in this research”?**

If you decide to participate, please do the following:

- Complete the survey the best you can and try to answer all response questions.
- If you are unclear on how to answer one or more of the questions, please feel free not answer and move on to the next question.
- Do not provide any personal information, which includes your name, address, telephone number, or any other identifiable information.
- Please do your best to respond to and submit both the pre and post session surveys, as it will help The Mighty Oaks Foundation to better understand program effectiveness and how to improve upon its efforts.
- Once surveys are complete, please return to your instructor, who will then provide as raw data to the Capstone Team for classification and evaluation on behalf of The Mighty Oaks Foundation

### **What happens if I do not want to be in this research?**

Your participation in this study is voluntary. You can decide not to participate in this research and it will not be held against you. You can leave the study at any time. And if you complete the pre or post survey, there is no requirement to complete both, although it is recommended.

### **Is there any way being in this study could harm me?**

There are no sensitive questions in this survey that should cause discomfort. However, you can skip any question you do not wish to answer, or exit the survey at any point.



## **What happens to the information collected for the research?**

Efforts will be made to limit the use and disclosure of survey information, including research study and other records, to people who have a need to review this information. We cannot promise complete privacy. Organizations that may inspect and copy your information include the TAMU HRPP/IRB and other representatives of this institution, The Mighty Oaks Foundation, and The Bush School of Public Service and Administration Capstone Team.

Your information will be kept confidential to the extent allowed by law. The results of the research study may be published but your identity will remain confidential. All surveys will be stored in a locked office at TAMU and returned to The Mighty Oaks Foundation subsequent to study completion. Qualtrics and Microsoft Excel will be used to categorize and evaluate all non-personal data provided.

No direct personal identifiers will be collected.

## **Who can I talk to?**

Please feel free to ask questions regarding this study. You may contact me if you have additional questions or concerns at (979) 862.3421, [bnakamura@tamu.edu](mailto:bnakamura@tamu.edu).

You may also contact the Human Research Protection Program at Texas A&M University (which is a group of people who review the research to protect your rights) by phone at 1-979-458-4067, toll free at 1-855-795-8636, or by email at [irb@tamu.edu](mailto:irb@tamu.edu) for:

- additional help with any questions about the research





- voicing concerns or complaints about the research
- obtaining answers to questions about your rights as a research participant
- concerns in the event the research staff could not be reached
- the desire to talk to someone other than the research staff



## Appendix 2: Pre-Survey



TEXAS A&M UNIVERSITY  
The Bush School  
of Government & Public Service

### 1. I am experiencing:

Relationship issues	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Depressed mood	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Feeling anxious	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Thoughts of harming self or others	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Anger	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Difficulty sleeping	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>

### 0. The above concerns negatively affect my life.

Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Disagree ☐

### 0. Personal Experience Report:

I feel connected with my faith.	Agree <input type="checkbox"/> Somewhat Agree <input type="checkbox"/> Somewhat Disagree <input type="checkbox"/> Disagree <input type="checkbox"/>
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I am familiar with the resources available in my community.	Agree <input type="checkbox"/> Somewhat Agree <input type="checkbox"/> Somewhat Disagree <input type="checkbox"/> Disagree <input type="checkbox"/>
I have goals.	Agree <input type="checkbox"/> Somewhat Agree <input type="checkbox"/> Somewhat Disagree <input type="checkbox"/> Disagree <input type="checkbox"/>

**0. Legacy Program applied for:**

- Veteran ☐  
First responder ☐  
Spouse ☐

**0. Gender:**

- Male ☐  
Female ☐

**0. Is there any other information you would like to share with us about your experience with Mighty Oaks?**

TEXT BOX ANSWER

\*Those in crisis or having thoughts of suicide can call the National Crisis Line at 988. Veterans press 1.



## Appendix 3: Post-Survey



TEXAS A&M UNIVERSITY  
The Bush School  
of Government & Public Service

**1. Prior to the program, I was experiencing:**

Relationship issues	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Depressed mood	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Feeling anxious	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Thoughts of harming self or others	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Anger	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>
Difficulty sleeping	Never <input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Often <input type="checkbox"/>

**0. The above concerns negatively affect my life.**

Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Disagree ☐

**0. After the program, I had a reduction in the above-selected experiences.**

Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Disagree ☐

**0. Personal Experience Report:**



I felt connected with my faith before the program.	Agree <input type="checkbox"/> Somewhat Agree <input type="checkbox"/> Somewhat Disagree <input type="checkbox"/> Disagree <input type="checkbox"/>
I felt the connection with my faith was enhanced after the program.	Agree <input type="checkbox"/> Somewhat Agree <input type="checkbox"/> Somewhat Disagree <input type="checkbox"/> Disagree <input type="checkbox"/>
I am familiar with the resources available in my community.	Agree <input type="checkbox"/> Somewhat Agree <input type="checkbox"/> Somewhat Disagree <input type="checkbox"/> Disagree <input type="checkbox"/>
Prior to the program I had goals.	Agree <input type="checkbox"/> Somewhat Agree <input type="checkbox"/> Somewhat Disagree <input type="checkbox"/> Disagree <input type="checkbox"/>
As a result of the program I am empowered to meet my goals	Agree <input type="checkbox"/> Somewhat Agree <input type="checkbox"/> Somewhat Disagree <input type="checkbox"/> Disagree <input type="checkbox"/>

**0. Legacy Program applied for/attended:**

- Veteran ☐  
First responder ☐  
Spouse ☐

**0. Gender:**

- Male ☐  
Female ☐

**0. Is there any other information you would like to share with us about your experience with Mighty Oaks?**

TEXT BOX ANSWER

\*Those in crisis or having thoughts of suicide can call the National Crisis Line at 988. Veterans press 1



## Appendix 4: Survey Invitation Email



TEXAS A&M UNIVERSITY  
The Bush School  
of Government & Public Service

Subject Line: Mighty Oaks Survey from Texas A&M – The Bush School  
Capstone Project

Dear Recovery Program Participant / Graduate (depending on Pre- or Post-),  
We hope this email finds you well.

We are excited to inform you that Mighty Oaks is collaborating with students from the Bush School of Government and Public Service at Texas A&M University. As part of a Capstone Project, Bush School students are conducting a program evaluation on the Legacy Program.

You are invited to partake in a survey to gather feedback on the Legacy Program. Should you choose to participate in the survey, the input you provide will add incredible value to the Capstone Project and our effort to conduct an effective and beneficial program evaluation.

We want to assure you that your privacy is our top priority. All responses are anonymous and will be used solely for this Capstone Project.

To complete the survey please follow this link:



**Follow this link to the Survey:**

[\\${1://SurveyLink?d=Take the Survey}](#)

Or copy and paste the URL below into your internet browser:

[\\${1://SurveyURL}](#)

Thank you in advance for your participation. Should you have any questions or concerns about the survey, please see the below contact information:

Mighty Oaks Foundation: [Will@mighyoaksprograms.org](mailto:Will@mighyoaksprograms.org)

Texas A&M University Capstone Students: [tiffany.price@tamu.edu](mailto:tiffany.price@tamu.edu) or  
[jlutz8134@tamu.edu](mailto:jlutz8134@tamu.edu)

Best regards,

Texas A&M University Capstone Students



## Appendix 5: Survey Results

### Pre-Survey

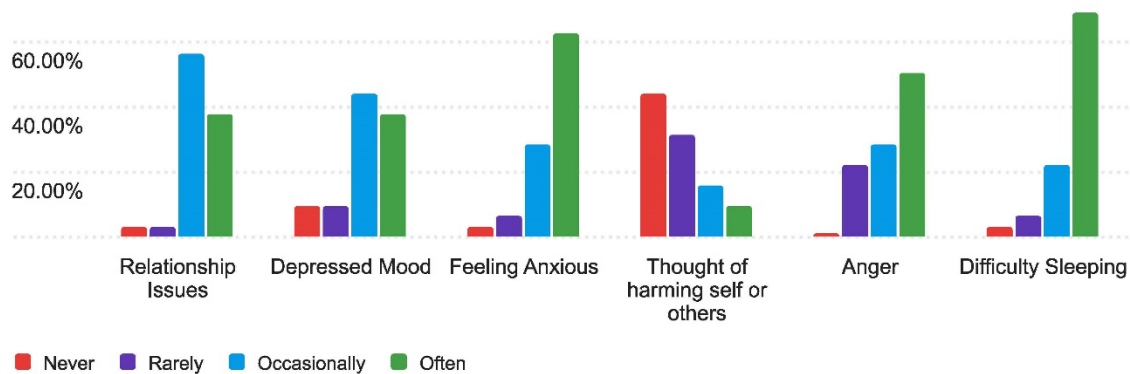
1

#### Q1 - I am experiencing:

32 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Difficulty Sleeping	1.00	4.00	3.56	0.75	0.56	32	114.00
Feeling Anxious	1.00	4.00	3.50	0.75	0.56	32	112.00
Anger	2.00	4.00	3.28	0.80	0.64	32	105.00
Relationship Issues	1.00	4.00	3.28	0.67	0.45	32	105.00
Depressed Mood	1.00	4.00	3.09	0.91	0.83	32	99.00
Thought of harming self or others	1.00	4.00	1.91	0.98	0.96	32	61.00

#### Q1 - I am experiencing:



#### Q2: - The above concerns negatively affect my life:

32 Responses

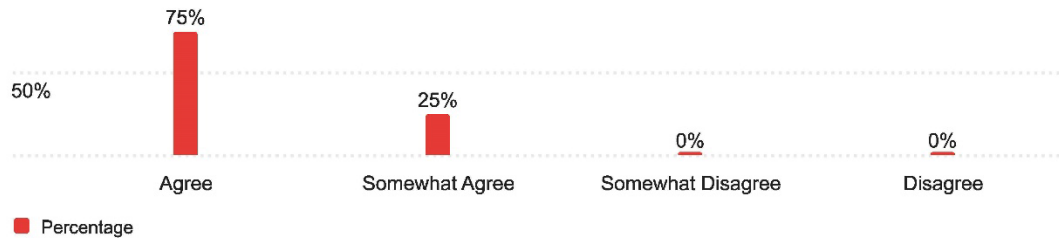
Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
The above concerns negatively affect my life:	1.00	2.00	1.25	0.43	0.19	32	40.00





### Q2: - The above concerns negatively affect my life:

32 Responses



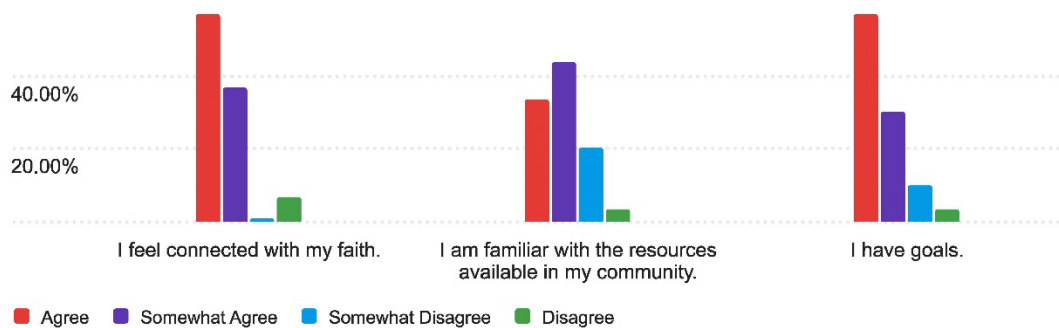
### Q3: - Personal Experience Report

30 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
I feel connected with my faith.	1.00	4.00	1.57	0.80	0.65	30	47.00
I am familiar with the resources available in my community.	1.00	4.00	1.93	0.81	0.66	30	58.00
I have goals.	1.00	4.00	1.60	0.80	0.64	30	48.00

### Q3: - Personal Experience Report

30 Responses



### Q4: - Legacy Program applied for/ attended:

30 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
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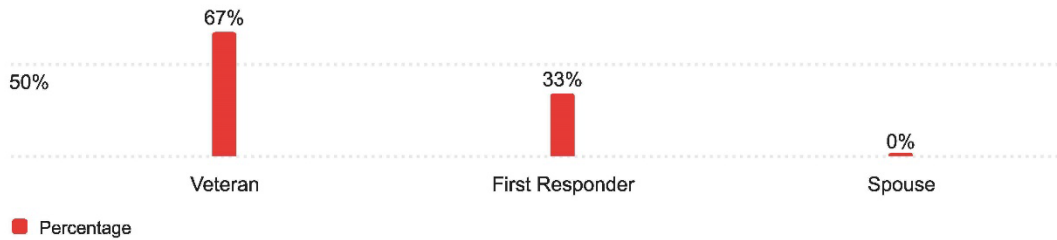


3

Legacy Program applied for/ attended: 1.00 2.00 1.33 0.47 0.22 30 40.00

#### Q4: - Legacy Program applied for/ attended:

30 Responses



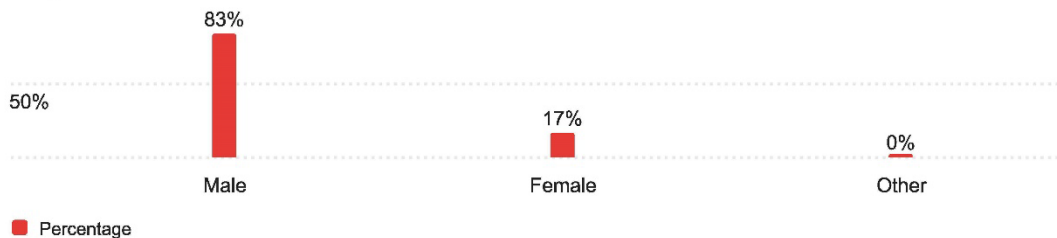
#### Q5: - Gender - Selected Choice

30 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Gender - Selected Choice	1.00	2.00	1.17	0.37	0.14	30	35.00

#### Q5: - Gender - Selected Choice

30 Responses



#### Q6: - Is there any other information you would like to share with us about your experience with Mighty Oaks?

Is there any other information you would like to share with us about your experience with Mighty Oaks?

Will be attending next week

A time of restoration and healing in my soul.

I have not yet attended & looking forward to getting tools to help.



Love that is based on Christian principles.

I am completing the survey prior to going. So far mighty Oaks has been nothing but a pleasure to deal with

Connection w believers wow I needed that no judgement

Pre-course survey

## Post-Survey

### Q1 - Prior to the Program, I was experiencing:

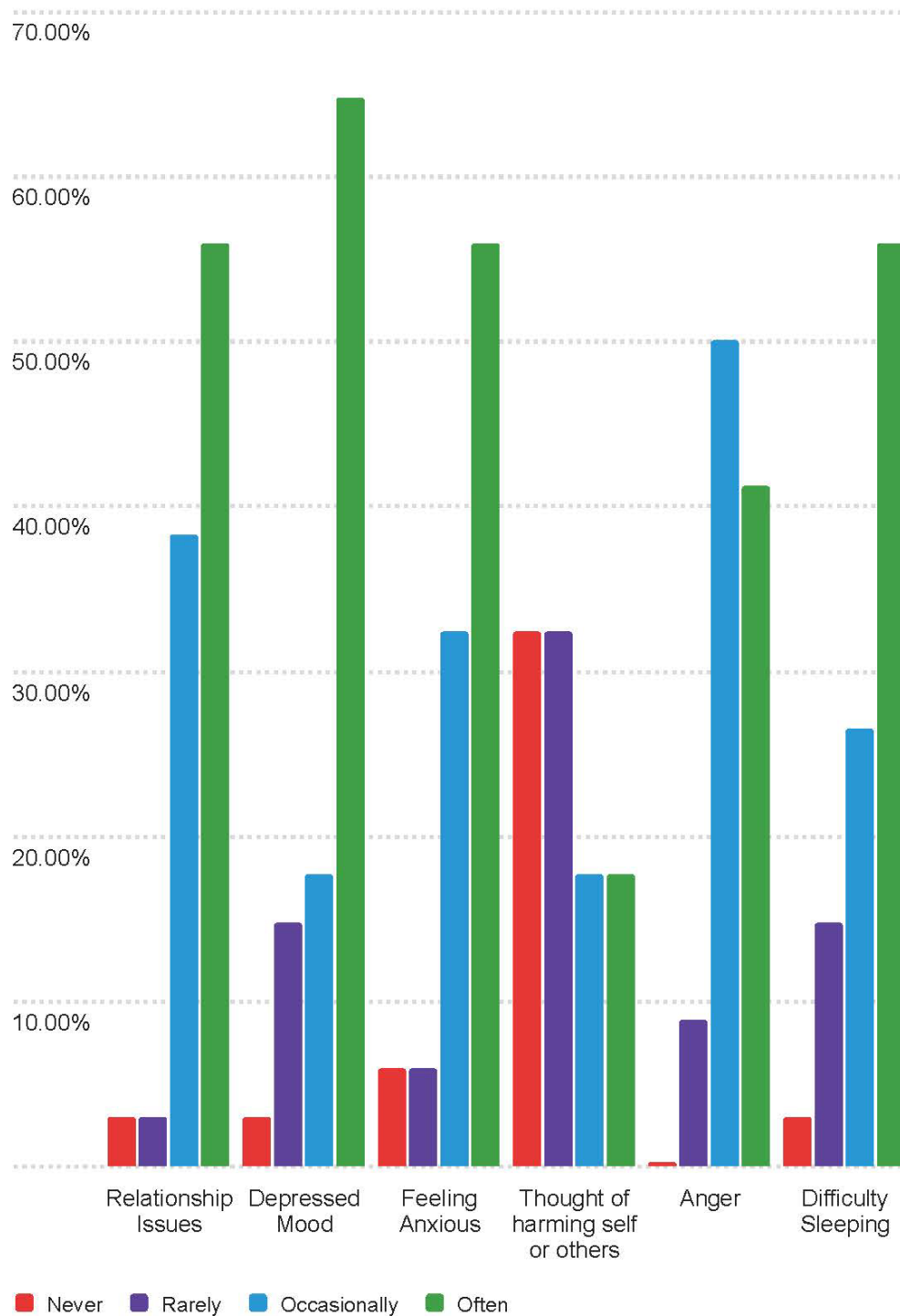
34 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Relationship Issues	1.00	4.00	3.47	0.70	0.48	34	118.00
Depressed Mood	1.00	4.00	3.44	0.85	0.72	34	117.00
Feeling Anxious	1.00	4.00	3.38	0.84	0.71	34	115.00
Thought of harming self or others	1.00	4.00	2.21	1.08	1.16	34	75.00
Anger	2.00	4.00	3.32	0.63	0.40	34	113.00
Difficulty Sleeping	1.00	4.00	3.35	0.84	0.70	34	114.00



## Q1 - Prior to the Program, I was experiencing:

34 Responses





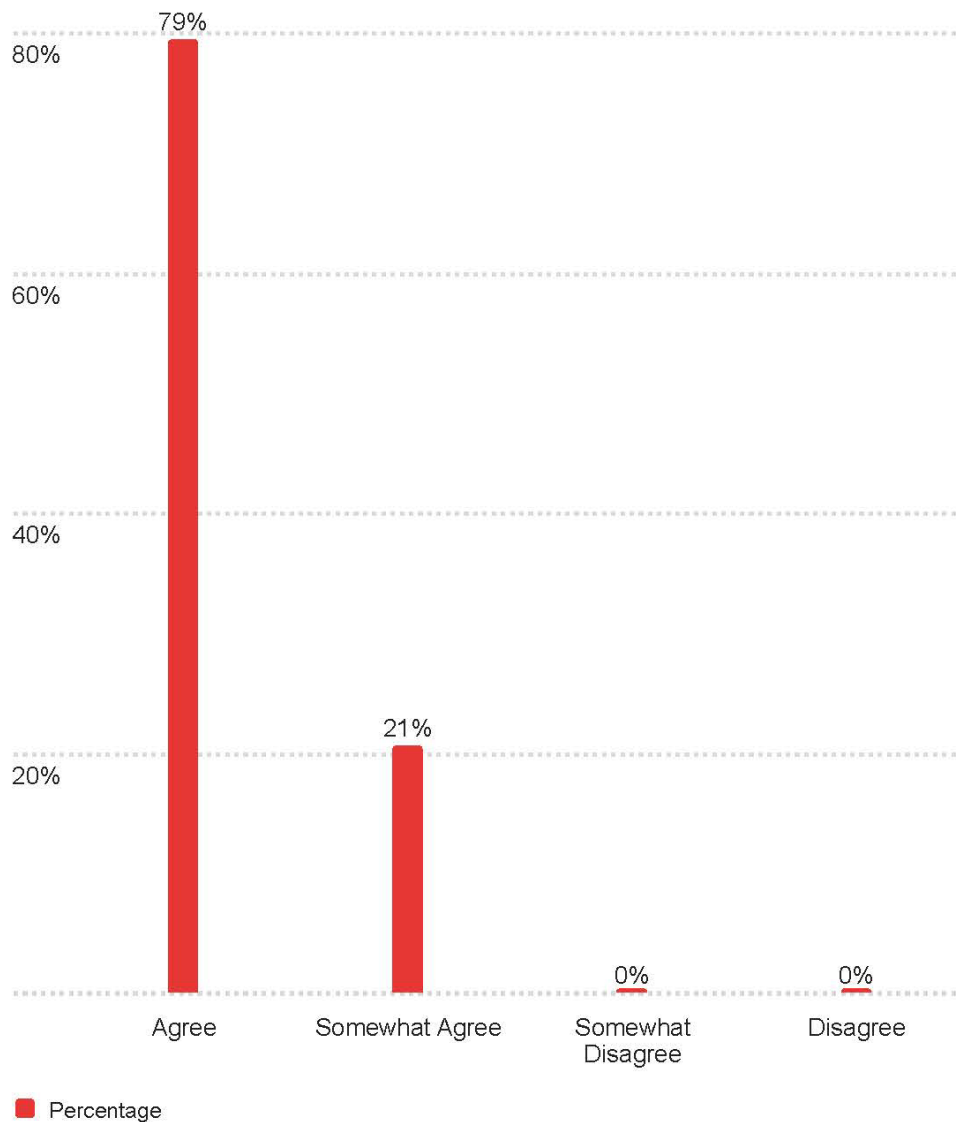
## Q2: - The above concerns negatively affect my life:

34 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
The above concerns negatively affect my life:	1.00	2.00	1.21	0.40	0.16	34	41.00

## Q2: - The above concerns negatively affect my life:

34 Responses





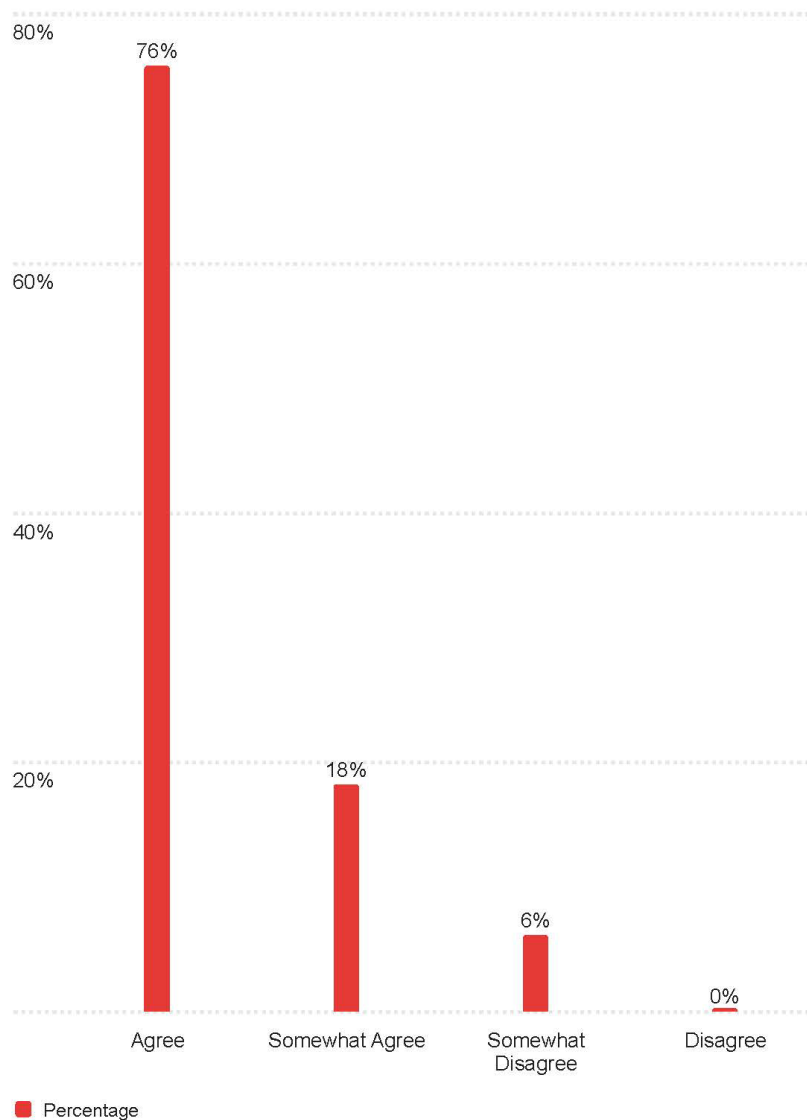
### Q3: - After the Program, I had a reduction in the above-selected experiences.

33 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
After the Program, I had a reduction in the above-selected experiences.	1.00	3.00	1.30	0.58	0.33	33	43.00

### Q3: - After the Program, I had a reduction in the above-selected experiences.

33 Responses





## Q4: - Personal Experience Report

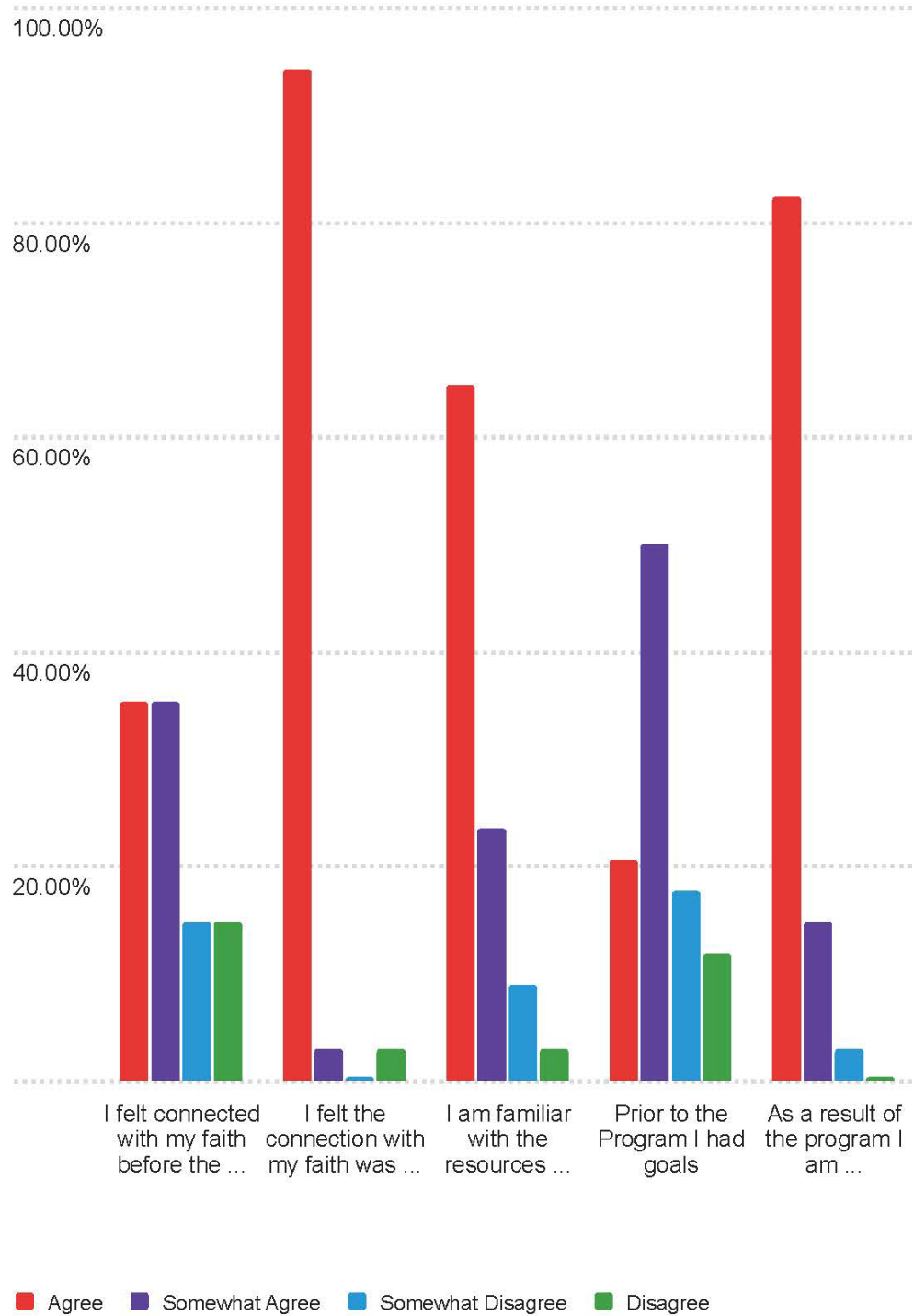
34 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
I felt connected with my faith before the program	1.00	4.00	2.09	1.04	1.08	34	71.00
I felt the connection with my faith was enhanced after the program	1.00	4.00	1.12	0.53	0.28	34	38.00
I am familiar with the resources available in my community	1.00	4.00	1.50	0.78	0.60	34	51.00
Prior to the Program I had goals	1.00	4.00	2.21	0.90	0.81	34	75.00
As a result of the program I am empowered to meet my goals	1.00	3.00	1.21	0.47	0.22	34	41.00



## Q4: - Personal Experience Report

34 Responses







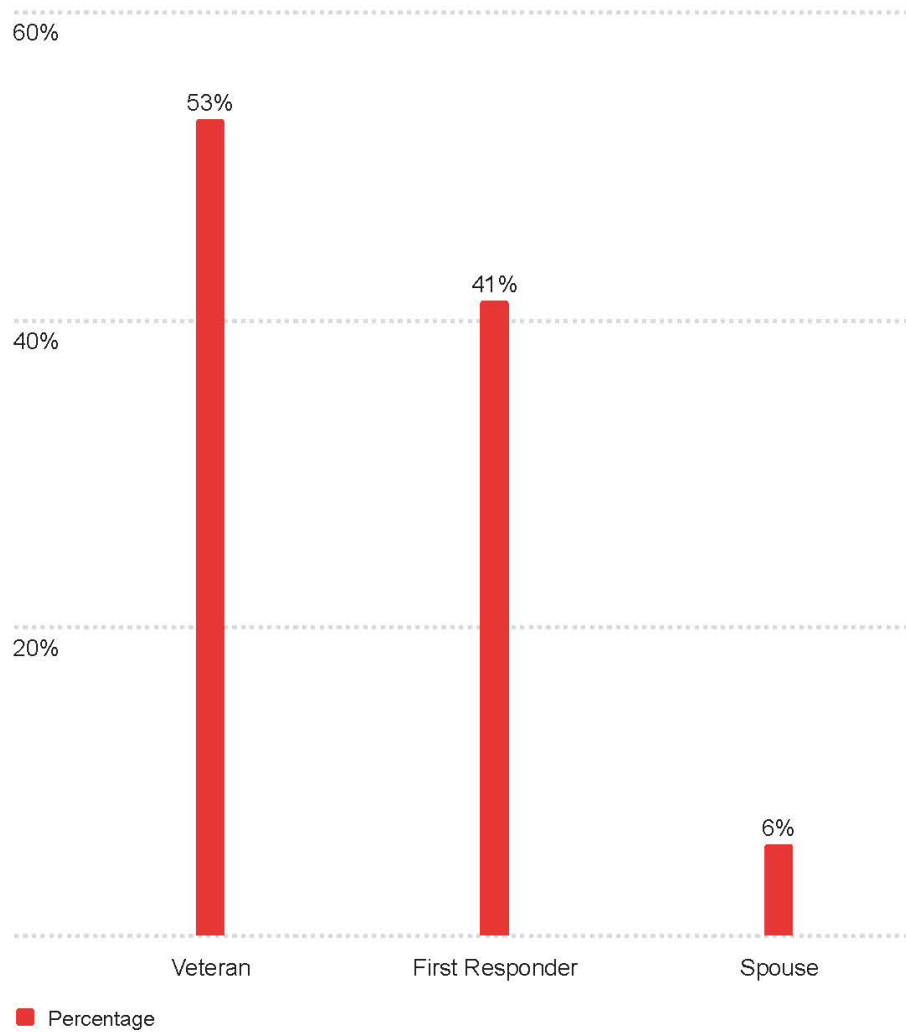
### Q5: - Legacy Program applied for/ attended:

34 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Legacy Program applied for/ attended:	1.00	3.00	1.53	0.61	0.37	34	52.00

### Q5: - Legacy Program applied for/ attended:

34 Responses





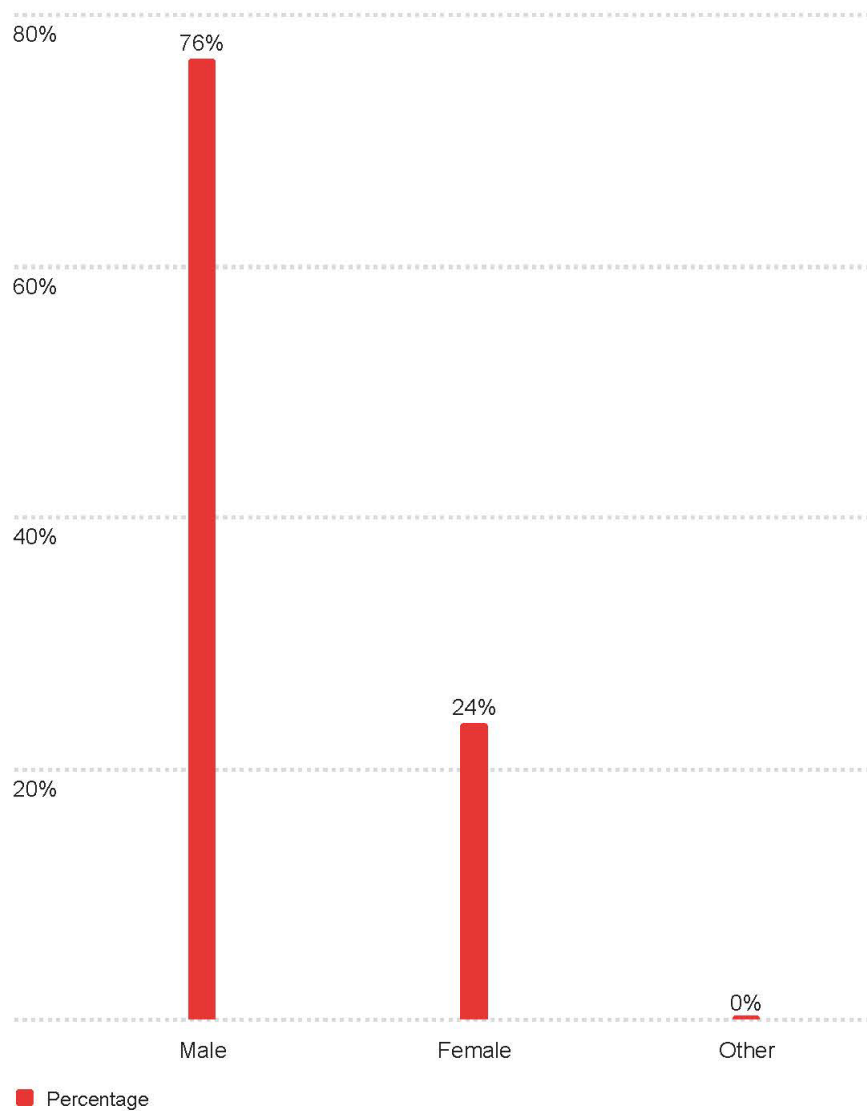
## Q6: - Gender - Selected Choice

34 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Gender - Selected Choice	1.00	2.00	1.24	0.42	0.18	34	42.00

## Q6: - Gender - Selected Choice

34 Responses





## Q7: - Is there any other information you would like to share with us about your experience with Mighty Oaks?

Is there any other information you would like to share with us about your experience with Mighty Oaks?

I found true healing and found to be very equipped to face my trials

This program changed my life. God Bless

One of the most powerful course I have ever taken

AMAZING men with AMAZING hearts.

Great aftercare programs like outposts etc..

Life-changing

Amazing experience and wonderful leaders

Very informative

Life changing.

Mighty Oaks has made a huge impact on my life. Not only did it save my marriage, the tools and classes saved my life.

Great program

Amazing!!!!

Absolutely life changing experience. Could it have been happier with how the program was run the results of positive change in my life.

If someone has the opportunity to attend the program... DO IT!! It was an Amazing & Life changing week.

Attending the Mighty Oaks program is undoubtably the most important thing I have done, I feel like a new man and have a new outlook on life.

Incredible program that helped me further process my PTS, depression and anxiety as well as brought me closer to true relationship with Jesus.

It is absolutely life changing. The entire program from day one to today has been amazing. The entire on-boarding process was very easy. Transportation was easy and accommodating. The staff, location, curriculum, housing, food, activities, everything was amazing.

This is an amazing program, and I highly recommend it to anyone in need.

For sine reason i had no gerd there and i have it every day at home and since i went i only need half the sleep medicine. I teally enjoyed a judgement free zone



## Post-Survey Only

1

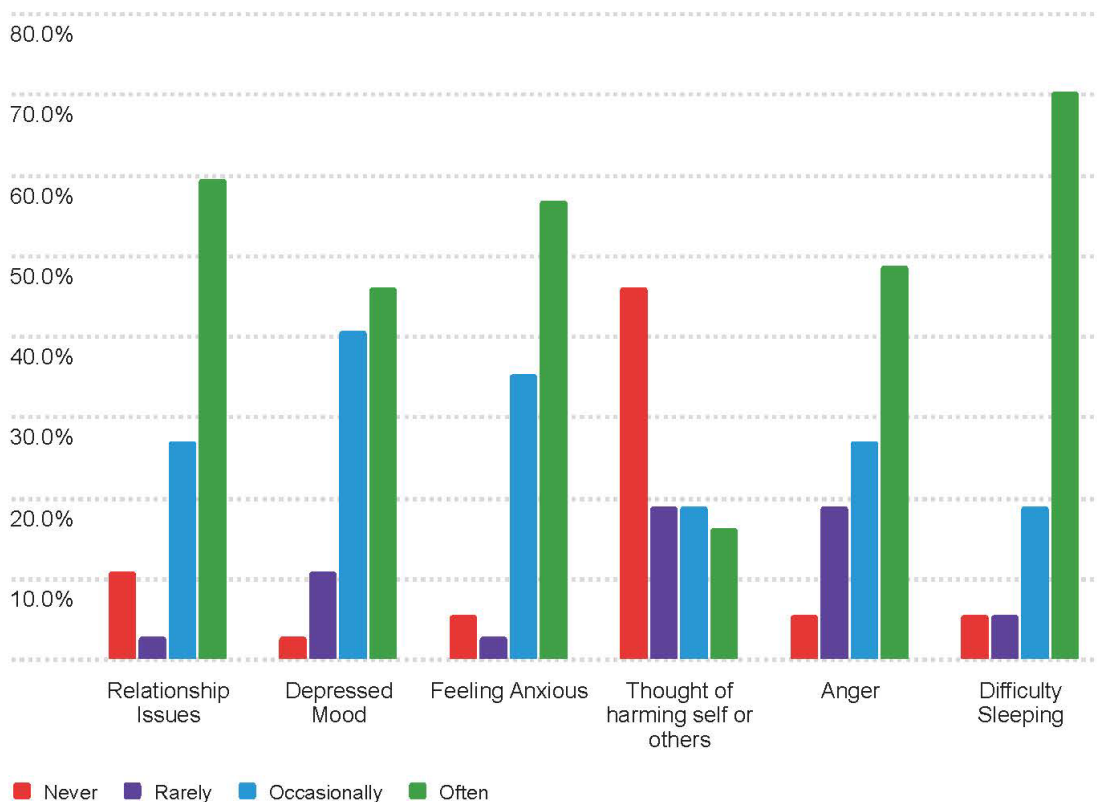
### Q1 - Prior to the Program, I was experiencing:

37 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Relationship Issues	1.0	4.0	3.4	1.0	0.9	37	124.0
Depressed Mood	1.0	4.0	3.3	0.8	0.6	37	122.0
Feeling Anxious	1.0	4.0	3.4	0.8	0.6	37	127.0
Thought of harming self or others	1.0	4.0	2.1	1.1	1.3	37	76.0
Anger	1.0	4.0	3.2	0.9	0.9	37	118.0
Difficulty Sleeping	1.0	4.0	3.5	0.8	0.7	37	131.0

### Q1 - Prior to the Program, I was experiencing:

37 Responses





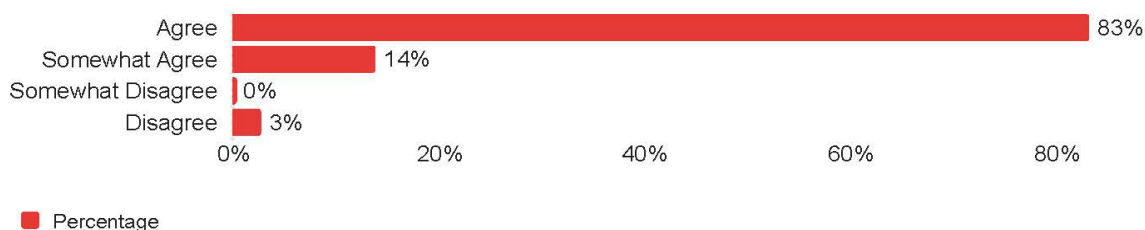
## Q2: - The above concerns negatively affect my life:

36 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
The above concerns negatively affect my life:	1.0	4.0	1.2	0.6	0.3	36	44.0

## Q2: - The above concerns negatively affect my life:

36 Responses



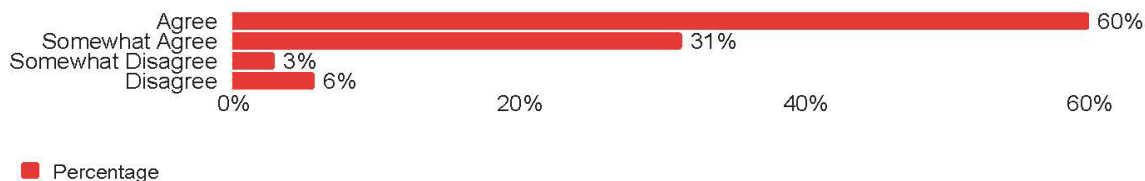
## Q3: - After the Program, I had a reduction in the above-selected experiences.

35 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
After the Program, I had a reduction in the above-selected experiences.	1.0	4.0	1.5	0.8	0.6	35	54.0

## Q3: - After the Program, I had a reduction in the above-selected experiences.

35 Responses





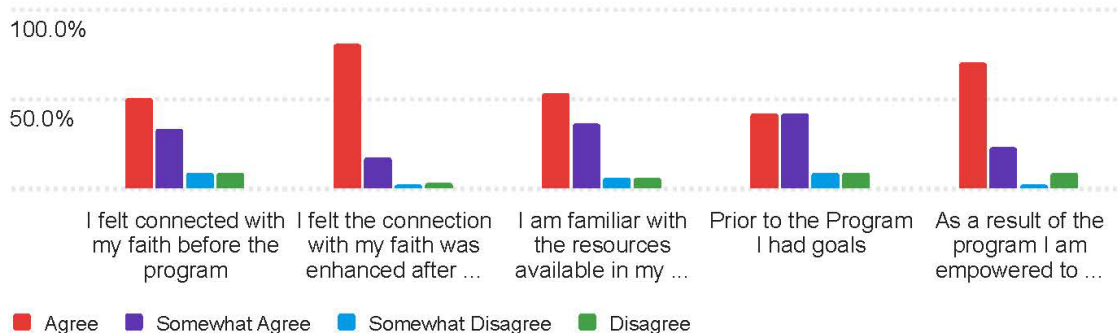
## Q4: - Personal Experience Report

36 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
I felt connected with my faith before the program	1.0	4.0	1.8	0.9	0.9	36	63.0
I felt the connection with my faith was enhanced after the program	1.0	4.0	1.3	0.6	0.4	36	45.0
I am familiar with the resources available in my community	1.0	4.0	1.6	0.8	0.7	36	59.0
Prior to the Program I had goals	1.0	4.0	1.8	0.9	0.8	36	66.0
As a result of the program I am empowered to meet my goals	1.0	4.0	1.5	0.9	0.7	36	53.0

## Q4: - Personal Experience Report

36 Responses



## Q5: - Legacy Program applied for/ attended:

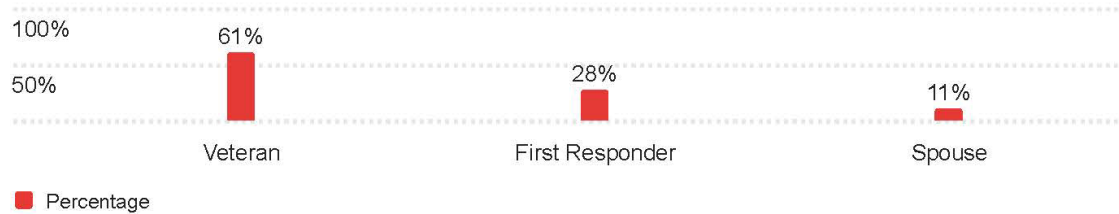
36 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Legacy Program applied for/ attended:	1.0	3.0	1.5	0.7	0.5	36	54.0



### Q5: - Legacy Program applied for/ attended:

36 Responses



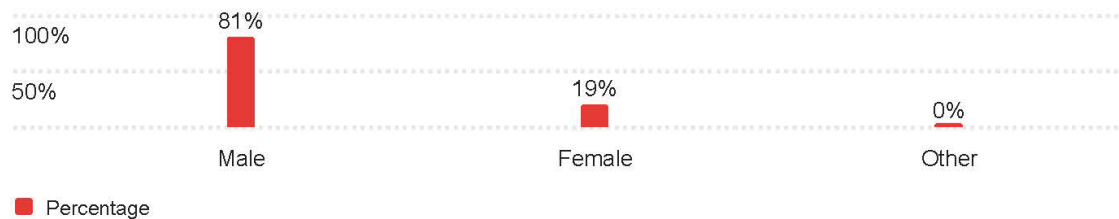
### Q6: - Gender - Selected Choice

36 Responses

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Gender - Selected Choice	1.0	2.0	1.2	0.4	0.2	36	43.0

### Q6: - Gender - Selected Choice

36 Responses



### Q7: - Is there any other information you would like to share with us about your experience with Mighty Oaks?

22 Responses

Is there any other information you would like to share with us about your experience with Mighty Oaks?

I think it is a wonderful programs and have told many people about it after going.

It was a wonderful experience and I highly recommend it to veterans and spouses.

Great program.thank God for mighty oaks





Would have liked to see more coping mechanisms introduced. More physical activity/meditation/yoga. Otherwise I enjoyed this to the fullest.

I was much older than most of the other veterans at the session I attended. The root cause of my issues was different.

I gave my life to the lord and was baptized.

Programs like this especially if faith based need to continue.

Life changing

This was the best thing that happened to me in a long time. Not sure if the questions adequately capture what takes place there.

Mighty Oaks is a faith-based approach to trauma that is truly life changing. More recognition, awareness, and promotion to Mighty Oaks.

I may need to be recycled as I have not been having much success

Great program! Encouraged me to get deeper in my faith and understand that people in bible times endured the same feeling we have as first responders. I had anxiety and such while on the job, but it had much subsided since leaving the career 2 years before mighty oaks. Mighty oaks was very empowering to set goals (for me, specifically with my faith).

Mighty Oaks has amplified my belief in God and has given me a purpose and mission statement in life. That statement is to put God first in everything that I do. When I do that God gives me the strength and courage to be a better person inside of myself. Which in turn helps me with my self confidence and belief in myself.

Amazing program!

I appreciated the kindness and the generosity of the program. I never felt that I connected with anyone and felt like an outsider the whole time. Most of the guys were veterans, and I never got the chance to serve in uniform as a soldier, just as a firefighter/paramedic.

The best thing about the program is there is an immediate comfort level with veterans. The walls are already broken down

I've had the opportunity to participate in a few veteran programs that are similar to Mighty Oaks. They were excellent and I was blessed to go, but Mighty Oaks really positioned me in the direction of self reflection and allowed me to then move in a positive direction to get where I can really dismantle the issues that have been affecting me as a result of my experiences in combat.

The Legacy program saved my life. It helped me regain direction and rediscover a newfound purpose for my life

Great program but the individual needs to be ready if it's going to take hold.

Mighty Oaks shares the only way to be healed.