

## **An Important Announcement from The Fox Institute for Creation Spirituality**

The Fox Institute for Creation Spirituality will take a pause and restart anew. This difficult decision is effective immediately and is based on the Board's strategic planning, program assessment, and external review, which were conducted over the last ninety days. Needless to say, this decision was extremely difficult and was reached in conjunction with key internal and external stakeholders whom all have the best interests of this institution at heart. As sad as this is to do, we believe that in doing so, we are working to ensure The Fox Institute's future success in perpetuity.

Furthermore, We are confident that this decision was necessary at this time in order to ensure the successful completion of the current students enrolled in the program. Additionally, we will provide sufficient time for the necessary transition so that we may restart the Institute after conducting a market analysis outside of Creation Spirituality communities. During this process we plan to rebrand the Institute and develop an enhanced enrollment management plan to avoid this problem from happening again in the future.

As we continue our process as a young institution, the Fox Institute will need to seek major funding and develop a fundraising plan from diverse sources to cover overhead during this second phase of our institution's future. This will need to continue until enrollment is financially viable and stable once again. Additionally, the "pause and restart" has the ultimate objective of enhancing our holistic educational model and its foundation of inclusive excellence, so that we may provide greater access to students with diverse learning styles and abilities.

The economic difficulties the Fox Institute has encountered over the past year were due mainly to low enrollment figures. The financial impact of this reality reached a level whereby the amount of cash required to continue operations could not be reasonably attained without putting the Institute at significant risk. Therefore, we are downsizing staff and reducing operations in order to rebuild the program so that we may continue serving our current and future students.

We want to thank the administrators, faculty, and staff who have served the Fox Institute so faithfully. We especially want to thank our current students who, despite the recent institutional challenges, have supported FICS by continuing to pursue their educational goals with us - you continue to be in good hands and we will do everything that we can to support you reaching your goals in the months and years ahead. We are also grateful for the many donors whose generosity has assisted the Fox Institute. We urge everyone to join with us in working towards Fox Institute's future legacy of developing courageous authentic leaders for many years to come.

In the days ahead, the Board remains committed to the current mission of providing classes for our currently enrolled students through this period of transition and restart. A teach-out plan that will allow students to complete their degrees is under development with more information soon to be released.

While this decision has been extremely difficult for the Board and all who are connected to the Fox Institute, we are confident that this decision will make us a stronger institution. Growth can be chaotic, but Matthew Fox put it well when he said, "What do we do with chaos? Creativity has an answer. We are told by those who have studied the processes of nature that creativity happens at the border between chaos and order. Chaos is a prelude to creativity."

In the spirit of service and gratitude,

Marvin Lee Anderson, Ph.D.  
Chair, Board of Directors  
The Fox Institute for Creation Spirituality