



RICHMONT
GRADUATE UNIVERSITY™



ANNUAL REPORT

July 2024–June 2025

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Friends,

The 2024–25 academic year, which you will be reading about, was an exhilarating one at Richmond. Uncertainty around a presidential election outcome, global economic headwinds, and an American higher education landscape in flux all had an impact on our University.

Yet, facing down, adapting to, and overcoming these challenges made our academic community stronger. Seeing our faith and dedication to advancing His Kingdom, God continued to provide for our noble enterprise. As you will soon see, our leadership, faculty, and staff collectively achieved many things of which we can be proud. Perhaps first among these is knowing that we sent another generation of rigorously educated and professionally prepared counselors and ministers into a world acutely in need of them.

My hope is that you enjoy learning about these accomplishments as much as we did delivering them. May the Lord continue to shine His light on you and Richmond!

Timothy Quinnan, Ph.D.
President, Richmond Graduate University



Year at a Glance

331

STUDENTS

Enrolled Fall 2024

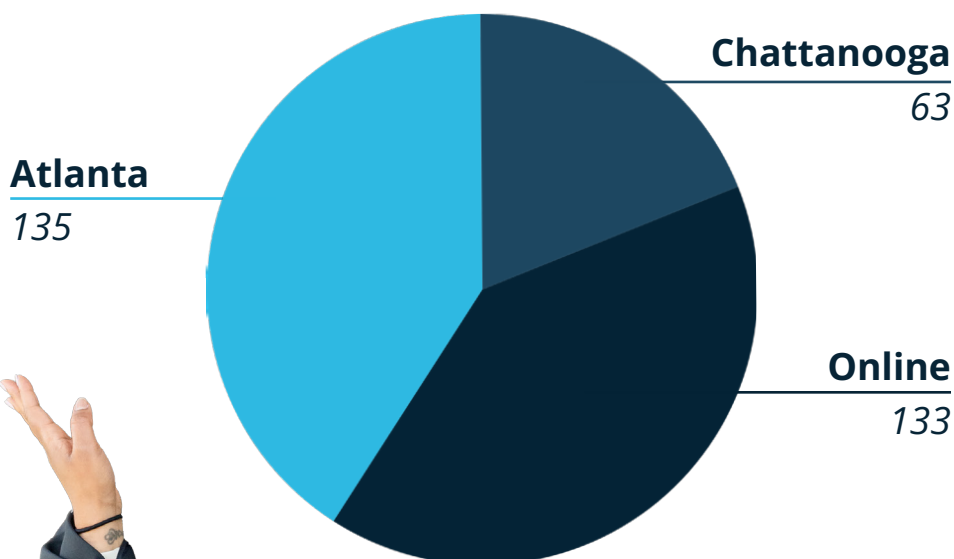
71

GRADS

Spring 2025

Enrollment by Campus

Fall 2024



"I love Richmond and am proud to be a 2026 graduate of this University. I recommend it to everyone who is leaning toward graduate work."

—Student Survey Response



Richmont is continuing to attract high-performing students.

Acceptance rates of high-performing students rose 29% in the 2024 academic year over the 2023 academic year. These students have higher undergraduate GPAs and are more likely to be retained throughout the program.





School of Counseling

The School of Counseling continued to thrive in the 2024–25 academic year. New faculty members, Dr. Jennifer Tipton in Chattanooga and Dr. Kristel Headley online, were excellent additions to the community and have helped maintain Richmond's commitment to personalized, high-quality instruction. Dr. Headley came in as full professor and brought significant clinical and teaching experience to the online campus, which supported its growth. The online campus offered access to Richmond's vibrant learning community to students across the country. This year saw 38 new online students, Richmond's largest online cohort to date, and showed the broad reach and appeal of digital learning.

Internships

Sixty-eight interns in the School of Counseling conducted 23,450 direct client hours and had a total of over 54,000 clinical hours for the year. They fulfilled Richmond's mission by providing the means for people to experience healing, restoration, and transformation.

- 29 online students participated in a residency hosted by Church of the Apostles in Atlanta.
- 23 online students began their internship experience at sites in GA, TN, TX, SC, NY, IN, FL, and NC.
- 16 online students completed their internship experience at sites in GA, TN, TX, MI, and VA.



The Internship Fair brought in supervisors from over 30 sites and allowed students to network, gain valuable insights, and take major steps toward their professional journeys. Multiple Richmond alumni returned to the fair as supervisors and clinicians, and their thriving careers served as inspiration to future counselors.

The Spring 2024 Master of Arts in Clinical Mental Health Counseling statistics continued to show high program completion and graduate job placement rates. Richmond students' 100% passage rate of the National Counselors Examination exceeded the 2024 national average of 89.3%.

98%

**Program Completion
Rate**

100%

**Licensure Examination
Pass Rate**

94%

Job Placement Rate
180 days post-graduation

Richmont continued to refine the on-campus residency experiences to ensure students received the focused, hands-on training essential to their professional growth and development. These brief intensives remained a cornerstone of the online campus and provided meaningful opportunities for community building and clinical training.



Built to Last Student Retreat

The Office of Student Affairs hosted the Built to Last Student Retreat at Eagle Ranch for the 2025-26 School of Counseling interns. All 70 student attendees began their internships in May.

Adjunct faculty member Dr. Jon Ebert, from Vanderbilt University, gave words of wisdom to encourage and empower interns before beginning their internships. Students had time to connect with each other and Clinical Training staff while enjoying the beautifully wooded areas.

Student Testimonials

"Thank you so much for putting on such an amazing event! I appreciate the time and thoughtfulness that was poured into it and us! Fidgets, candy, and rings on the table were fantastic. The community interaction was fantastic."

–2025 Retreat Attendee

"I felt like I was really able to just be open and present and not let my fears or anxieties affect my feelings or the present moment or [...] define who I truly am, so I was able to feel more vulnerable as well. I learned a lot from Dr. Ebert and a lot about myself as well."

–2025 Retreat Attendee

School of Ministry



The 2024-25 academic year has been a standout for Richmond's School of Ministry. We continued to supersede previous enrollment records and graduated our first Doctor of Ministry students.

Joshua Rice, Ph.D.

Provost, Dean of the School of Ministry

This year, the School of Ministry created the Master of Arts in Trauma, Theology, and Ministry degree, with specialized content that can also be earned as a certificate. This unique degree and certificate were created in response to the widespread prevalence of trauma in ministry and congregations. Students are trained to recognize, assess, and respond to trauma from a biblical and theological perspective with practical takeaways to form trauma-safe churches.

Student Retreats



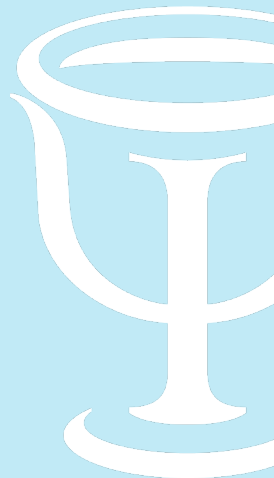
School of Ministry Spiritual Formation Retreat with Dr. Gary Moon and Mrs. Regina Moon.



Doctor of Ministry cohort retreat with Dr. Sam Youngs, Dr. Joshua Rice, and guest lecturer Dr. Barbara Peacock.

“When I entered this program, I expected insight... But what surprised me, what actually changed me, and what was the first prize of this program—was encounter. I encountered God... professors and leaders whose competency was matched by kindness... and peers whose authenticity and perseverance shaped me. Insight may inform us, but only encounter will form us”

—2025 Doctor of Ministry Graduate



Doctor of Ministry

The Doctor of Ministry program exists to equip ministry leaders with advanced skills in theological reflection, practical ministry innovation, and spiritual formation. This year was especially historic, featuring the graduation of Richmond's very first cohort.

Richmont welcomed its fourth cohort this year, marking a record enrollment for the School of Ministry, with full cohorts starting each year since the program's inception. These milestones testified to the program's growing reputation for academic excellence and transformative spiritual formation.



"I have supervised nearly twenty projects [and Doctor of Ministry Graduate Dr. Debbie Tacke's] would rank in the top two or three of all that I have worked with. Her writing, research skills, and, of course, the final product, were of the quality one would want to have represent their D.Min. program. Thank you for allowing me to participate in this good work."

—Dr. R. Robert Creech, Professor of Pastoral Leadership (ret.), Truett Theological Seminary



Ministry Highlights

- The Eudokias Foundation awarded a second \$35,000 grant to fund Doctor of Ministry scholarships and the Spiritual First Responders Project.
- Dr. Joshua Rice attended the Society of Biblical Literature Annual Convention in San Diego and adjunct faculty member Dr. Samuel Youngs presented.
- Student projects explored trauma-informed pastoral care, congregational renewal, and spiritual formation in ecumenical Christian contexts.
- Faculty research included published works integrating theology and mental health as well as the development of new integrative seminar models connecting biblical scholarship, contextual theology, and ministry practice.

Multicultural Richmond

Office of Diversity and Inclusion

Richmont saw strong attendance at several events across the 2024-25 academic year. Multicultural Stories provided a conversational and educational space for students to gather, share, and gain exposure to different cultures. The largest event of the year, *Men in Mental Health*, saw 75 attendees. The annual potlucks on each campus encouraged faculty, staff, and students to bring food and art related to their cultural experience.



Cultural Intelligence

During the Fall and Spring semesters, Travis Young, Co-Coordinator of the Office of Diversity and Inclusion, led Cultural Intelligence Trainings across three sessions for all full-time faculty and staff.

Cultural Intelligence Training results showed improvement in overall assessment scores between October and February. This score reflected aggregate improvements in cultural drive, knowledge, strategy, and action.

Student survey data showed that ODI's events, trainings, and conversations over the past three years had a noticeable impact. Students recognized the value of cultural intelligence at Richmont and felt that multicultural interactions were encouraged.

"Professors do a great job at integrating multicultural considerations into the curriculum"

—Student Survey Response

Partnerships

Richmont partnered with two organizations local to the Atlanta campus: OneRace Movement and the Ahmaud Arbery Foundation. These partnerships aligned with the university's goal of social justice advocacy and mental health awareness and furthered the Office of Diversity and Inclusion's mission to **converse, educate, experience, and act**.



A photograph of three people in a podcast studio. On the left, a woman with long brown hair is wearing headphones and singing into a microphone. In the center, a woman with short grey hair and glasses is also wearing headphones and looking towards the center microphone. On the right, a man with a beard and glasses is wearing headphones and gesturing with his hands while speaking into a microphone. They are all seated at a desk with microphones and headphones.

The Chalice Podcast

Over the past year, Richmond's podcast was updated to better reflect the University's priorities. The podcast first launched in 2023 and has released 16 episodes to date, completing the 2023–25 strategic plan initiative to broadcast cutting-edge research, curricula, collaborations, community service, and other accomplishments. The project was rebranded in 2025 as **The Chalice: Mental Health and Christian Faith**, with a clearer focus on expert-led discussions. The Chalice has received over 2,000 global listeners and over 700 new listeners since rebranding.

New branding, advertising, and cross-departmental collaboration positioned the podcast to effectively promote Richmond's unique voice and academic leadership in faith-integrated mental health care.



Top Episodes

1. **Transforming Trauma into a Life of Mission** with Tahliah Peek
2. **Christian Integration: Two Things that Never Should've Been Separated** with Dr. Gary Moon
3. **What Trauma Really is – and How the Body Remembers** with Deanna Davis



Research and Innovation

Richmont's faculty and students continued to shape the counseling and ministry fields. The following report highlights academic advancements from national conference presentations to peer-reviewed publications. Names in bold indicate Richmont faculty.

Faculty Productivity Report: July–December 2024

Presentations

Cochran, C. (2024, November 9). *Social media, online presence, and professional ethics: practical considerations*. Southern Association for Counselor Education and Supervision Annual Conference, Addison, Texas.

Cochran, C. (2024, June 15). *Social media, online presence, and professional ethics: practical considerations*. Tennessee Licensed Professional Counselor Association, Counseling and Therapy Summit, Nashville, Tennessee.

Copu, C., **Plisco, M. K.**, Parsley, C., Keuhn, L., Johnson, V., Laarsgard, E., & **Blackburn, A.** (September, 2024). Inside Out 3: The distinct parts of the beginning counseling intern. Paper presented at the annual meeting of the Student, Graduate, and APC LCPGA Virtual Conference (Licensed Professional Counselors of Georgia).

Davis, D. (2024, August 4). *Trauma-informed university ministry: How what has happened to us impacts our faith journey more than we ever thought*. Presented at Connexion Student Ministry, Bonn, Germany.

Davis, D. (2024, August 8). *When trauma is normal: A primer on survival, teamwork, and recovery for those living long term in hard places*. Presented at MERC - Middle East Regional Conference, Cyprus.

Davis, D. (2024, September 18). *Seasons greetings: The seasons of mental health in university life*. Presented at Kennesaw State University Baptist Collegiate Ministry, Kennesaw, GA.

Davis, D. (2024, October 12). *Help for helpers: Trauma-informed self-care when secondary traumatic stress is an occupational hazard*. Presented at Georgia Association of Nursing Students Annual Conference, Kennesaw State University, Kennesaw, GA.

Duckworth, R. (2024, November). *Navigating both spaces well! Discussing the efficacy of integrating general faith-based principles in counselor education teaching philosophy and practice*. Southern Association for Counselor Education and Supervision Bi-Annual Conference, Addison, Texas.

Duckworth, R. (2024, November). *You'd rock at this! Requests for African American faculty to teach multicultural courses in counselor education*. Southern Association for Counselor Education and Supervision Bi-Annual Conference, Addison, Texas.

Headley, K. (2024, November). Sandtray Therapy and Polyvagal Theory: Applications to Regulate Ourselves and Our Clients. *Tennessee Counseling Association Conference*, Franklin, TN.

Headley, K. (2024, October, invited). Examining God in his perceived absence: Examining the spiritual practice of lament. *Mental Health Mission Field: Mobilizing the Church*, Morristown, TN.

Hoover, S.C. (2024, October). *Facing anxiety together: Relational pathways to resilience*. Presented at The Psychology Symposium, Southern Adventist University, Collegedale, TN.

Hoover, S. & Land, L.R. (2024, November 15). *Supervision through a relational lens: A psychodynamic approach* [Continuing education presentation]. Richmont Graduate University Supervision Fair, Atlanta, GA, United States.

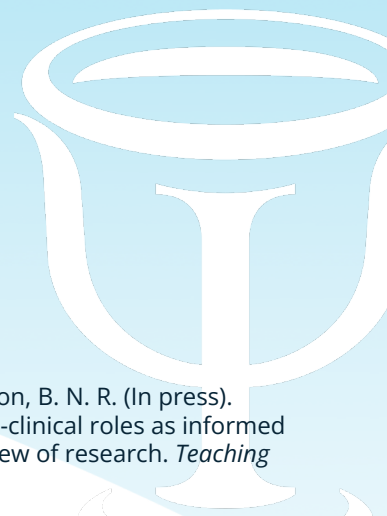
Jackson, K., & **Chien, J. L.** (2024, October 19). *What's Your Plan? Gatekeeping & Remediation Strategies for Tackling Cultural Competency Issues with Counseling Trainees*. [Roundtable conference presentation]. North Central Association for Counselor Education and Supervision (NCACES).

Land, L.R., (2024, October 25). *Vicarious Trauma, Mindfulness & Resilience Training* [HRSA training presentation]. Richmont Trauma Counseling Center Sponsored Health Resources and Administration Training Grant, Atlanta, GA, United States.

Oliver, E. A. (2024, December 17). *The gift that keeps on giving: Family rituals and traditions*. [Continuing education event]. Smoky Mountain Counseling Association, Knoxville, TN.

Student Presentations at Conferences

Copu, C., **Plisco, M. K.**, Parsley, C., Keuhn, L., Johnson, V., Laarsgard, E., & **Blackburn, A.** (September, 2024). Inside Out 3: The distinct parts of the beginning counseling intern. Paper presented at the annual meeting of the Student, Graduate, and APC LCPGA Virtual Conference (Licensed Professional Counselors of Georgia).



July–December 2024 cont.

Publications

Mesimer, B., Chien, J., & Hoover, S. (2024). Three experiential learning activities for the online environment. *The Journal of Technology in Counselor Education*, 5(1), Article 2. <https://doi.org/10.61888/2692-4129.1104>

Perkins, S. A., & **Plisco, M. K.** (2024). The nexus of poetics and psychotherapy: A neurobiological and substrative comparative analysis. *Journal of Poetry Therapy*, 1-10.

Tipton, J. L., Barrio Minton, C. A., Irion, B. N. R. (In press). Mental health professionals' non-clinical roles as informed by attachment: A systematic review of research. *Teaching and Supervision in Counseling*.

Tipton, J. L., White, D., Kim, H., Anderson Walker, S. B., & Diambra, J. (2024). Using vision boards to support the development of early student counselors. *Journal of Creativity in Mental Health*, 1–16. <https://doi.org/10.1080/15401383.2024.2369073>

Faculty Productivity Report: January - June 2025

Presentations

Blackburn, A.M., & Plisco, M.K. (March, 2025). Built to last: An attachment-focused, resilience-based retreat for new counseling interns. Poster presentation presented at the annual meeting of the Christian Association for Psychological Studies (Counselor Education Track). Denver, CO.

Bland, C., & **Hoover, S.C.** (2025, March). *Unintended consequences: Trainee fears of countertransference harm*. Presented at the Christian Association for Psychological Studies International Conference, Denver, CO.

Headley, K. (2025, March, invited keynote presentation). Building bridges, not burning them: Applications from moral foundations theory, cultural humility, and polyvagal theory. *Smoky Mountain Counseling Association One-Day Conference*, Knoxville, TN.

Headley, K. (2025, January). Implicit and explicit Biblical integration: Faithfulness in a divided world. *Stronger Schools Summit*, White Pine, TN.

Hoover, S.C., Blackburn, A., Bazile, K., Morse, A., Land, L., & Plisco, M. (2025, March). Awe and wonder in counselor education. Presented at the Christian Association for Psychological Studies International Conference, Denver, CO.

McClanahan, V., & **Plisco, M. K.** (March, 2025). Relationships between background music, extraversion, and mindful attentional awareness. Poster presented at the annual meeting of the American Counseling Association, Orlando, FL.

Oliver, E. A. (2025, March 29). *Couples Therapy*. [Conference Session]. Bridging the Gap 2025: Student, Post-Grad, and Supervisor Conference; Tennessee Association of Marriage and Family Therapy; Lee University, Cleveland, TN.

Publications

Dorris, B. G., & **Plisco, M. K.** (in press). Early relational trauma and the development of internalizing symptoms in females with postural orthostatic tachycardia syndrome. *Journal of Trauma & Dissociation*.

Henry, B., Bridges, C. W., & Shaw, S. L. (2025). The Correlation of Adverse Childhood Experiences and Pornography Consumption Among Males. *Journal of Counseling Sexology & Sexual Wellness: Research, Practice, and Education*, 6 (1). <https://doi.org/10.34296/06012014>

Hill, P. M., & Davis, A. B. (Eds.). (2025). *Disability theology and eschatology: Hope, justice, and flourishing*. Lexington Books.

Hill, P. M. (2025, February 28). *What if God has never been angry with you?* Conversatio Divina. <https://conversatio.org/what-if-god-has-never-been-angry-with-you/>

Counseling Centers



RICHMONT
TRAUMA CENTER

500+
Unique
Clients

7,500+
Appointments

The Richmont Trauma Center continued to establish itself as **one of Atlanta's leading trauma-informed counseling centers**, providing skilled trauma counseling to the community, training and launching the next generation of counselors, and partnering with front line agencies working with under-resourced populations. This past year, the Trauma Center offered over 2,000 free or reduced-cost appointments to underserved populations, and over 500 reduced-cost appointments to those who serve in international missions, ministry, and other helping professions.

Trauma Center Highlights

- Provided trauma-informed education, consultation, and counseling to non-governmental workers and organizations on the ground in the Middle East.
- Expanded partnerships through establishing on-site counseling centers for residents at two Walton Communities apartment complexes, and added services at the Ansley School to help families overcoming housing instability.
- Completed four on-site Richmont internships, with 22 total Richmont students launched into the field since the Trauma Center's founding.





HENEGAR COUNSELING CENTER

Henegar Counseling Center continued to grow and thrive as **one of Chattanooga's largest Christian faith-based counseling centers**. Session counts, collections, and revenue from interns all rose steadily over the past year. The Benevolence Fund supported over 240 sessions and clinicians saw over 930 new clients.

1,742
Unique
Clients

16,274
Appointments

Clinician satisfaction remained high, with positive feedback regarding the work environment, client volume, and ongoing relationship with the University. Henegar clinicians continued to serve as a strong presence in the community through speaking at churches, partnering with organizations, and providing support during times of crisis.

Integration in Action

In January 2025, Richmond announced a new partnership in Atlanta with Cumberland Counseling Centers and transferred responsibility of the Hope Counseling Centers.

Cumberland establishes fully operational counseling centers within local churches to provide affordable services to parishioners and the broader community while ensuring fair compensation for counselors. These centers serve as pivotal sites for Richmond's clinical mental health interns and provide them with critical hands-on experience and the opportunity to fulfill their required clinical hours.



A group of faculty and staff members wearing black graduation gowns and blue stoles, smiling and taking a selfie with a smartphone.

Faculty and Staff

Administrative Promotions

Rochelle Mason

Director of Marketing and Communications

Celina Noble

Full-Time Admissions Counselor

Kristana Quinnan

Digital Marketing Specialist

Emma Rowell

Administrator, Richmond Trauma Center

Dr. Jennifer Tipton

Student Events Liaison

Administrative Hires

Faba Cruz

Office Assistant, Henegar Counseling Center

Jake Gettys

Admissions Counselor

Aisha Green

Admissions Counselor

Michele Steves

Administrative Assistant



Peterson Award

Michelle West, Associate Vice President of Admissions and Co-Coordinator of Diversity and Inclusion, was nominated by her peers and selected by the Administrative Council as the 2025 Peterson Award recipient for outstanding service and commitment to Richmond and its mission. Michelle is a Class of '19 School of Counseling alumna and has worked in admissions at Richmond for eight years, stepping into her current role as Associate Vice President two years ago. Vice President of Administration, Roxanne Shellabarger, was honored to present this well-deserved award to Michelle at the 2025 Commencement Ceremony.

Funding Highlights



During 2024–25, Richmond raised more than \$1.1 million in contributions thanks to philanthropic support from 144 entities—individuals and organizations—including 47 of our alumni. Thank you! We appreciate your investment in our students and the work we do in the community. We are especially grateful to those who have established recurring gifts.

Amy Estes

Executive Director of University Advancement



Special Thanks



**National Christian
FOUNDATION®**

*Total gifts from individuals and foundations through the
National Christian Foundation*

\$357,000

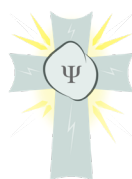


**JOHN
TEMPLETON
FOUNDATION**

\$167,526

**BETTY AND DAVIS
FITZGERALD
FOUNDATION**

\$40,000



**EUDOKIAS
FOUNDATION**

Knowing God's Glory and Grace

\$35,000

Strategic Plan Success

22

Goals
Completed
& Ongoing

3 In Progress

3 Deferred

"A sentiment heard often during our planning process worthy of mention was: *we will never know how high we can take Richmond if we don't aim for the stars.*"

–Dr. Timothy Quinnan, President

Richmont finished the 2023–25 strategic plan, ***Charting New Horizons***, with 78% goal completion. This plan built upon the University's first strategic plan, *In Pursuit of Excellence*, and worked to emphasize innovation and provide an unparalleled learning environment for students, faculty, and staff.



Marketing Advancements

The University's marketing initiatives were brought back in-house through the creation of a new Marketing Department working in collaboration with the Chief of Staff. This included introducing *The Chalice* eNewsletter to strengthen internal communication, a new Director of Marketing and Communications, hiring a Digital Marketing Specialist, and a brand refresh.



Richmont became a member of the Cobb Chamber of Commerce, which furthered public awareness of the University and provided the opportunity to display a 60-day digital billboard campaign across high-traffic locations in Cobb County. The University attended multiple Chamber-affiliated events, networking with local organizations and leaders.

"Stepping into this new role from admissions has been such an honor, allowing me to share Richmond's story while reflecting the heart of a community that has been a tremendous blessing in my life and in the lives of so many others. Richmond's new marketing strategies are expanding awareness through videos featuring our student talent. This year, we generated over 200K online ad views, with ad clicks up 680% and cost-per-click down 65%, bringing more prospective students to our website to explore the unique impact of a Richmond education."

Rochelle Mason, M.A.

*Director of Marketing and
Communications*



Goal Completion Highlights

Student Experience Advancements



The first annual University Service Day took place in September 2024. Students prepared snacks and notes of encouragement for children in the after school program at the Bethlehem Center.



A donation was secured for the enhancement and expansion of the Built to Last Richmont Student Retreat experience for third-year students.



The Safety and Security Council was reinstated, and new campus and IT safety procedures and policies were updated. Staff received CPR and fire emergency training.

Academic Advancements

Richmont embedded a continuous review of curricular materials into its course improvement process, with a specific emphasis on bringing diverse voices into class materials. Faculty were encouraged to evaluate texts and assignments for inclusivity every time a course was taught. These reviews were discussed at annual faculty meetings, where program coordinators and course leads assessed alignment with institutional values around diversity. This dynamic process ensured that diverse voices were amplified and integrated into the learning experience.

The Master of Science in Mental Health Care was relaunched in Fall 2024 and the Master of Arts in Trauma, Theology, and Ministry was launched in Spring 2025. Academic program revisions included the addition of more trauma-informed learning to core courses, comprehensive examination revisions, reduced residency requirements, and an online modality that is able to be completed in two years.

Notable new academic partnerships included the Samford University Beeson Divinity School, the Companioning Center in Oregon, and an international partnership with the Jesuit Institute of South Africa.



Companioning Center



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Lookout Mountain, TN





RICHMONT
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"Richmont stands by its name. This was truly an enriching experience for me! My prayer is for Richmont to continue to thrive and continue to launch incredible counselors into the field."

-Student Survey Response



"I love being a part of an organization that is bringing healing, restoration, and transformation to the world. It's literally God's work, and I get to participate in this every day. It's a dream."

-Employee Survey Response



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