

# The Board for Theological Education

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## MEMBERS

The Rt. Rev. Craig Anderson  
The Rev. Craig Chapman\* +  
The Rt. Rev. Frank S. Cerveny\*  
The Very Rev. James C. Fenhagen\*  
The Rev. Wallace A. Frey\*, *Chair*  
The Rev. Helen Havens  
Mr. William R. Johnson\*  
Ms. Barbara Klemme  
Mrs. Lennie F. Lewis\*  
Prof. Waring McCrady  
Mrs. Diana MacVeagh  
The Rt. Rev. James R. Moodey  
Mr. Paul Nash\*  
The Rev. Daniel D. Robayo\* +  
The Rev. Warner R. Traynham  
The Rt. Rev. Philip A. Smith\*  
The Rev. Preston T. Kelsey II, *Executive Director*

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\*Term expires at 1988 General Convention

+ Appointed as a seminarian

## Introduction

In addition to several activities that will be described in greater detail later in this report, the Board for Theological Education (BTE) has been active this triennium in the following areas:

1. It continues through its program budget to support the Fund for Theological Education. This ecumenical foundation actively seeks and financially supports black and Hispanic Americans for the ordained ministry of our Church as well as other denominations. Through the support of the national Church it is able to obtain

additional funding from private and corporate sources. This year 10 students have been receiving grants from the foundation.

2. Seminarians with Lay Vocations is an area of growing concern. The BTE in conjunction with the Council for the Development of Ministry (CDM) supports a steering committee with representatives from each seminary and a biennial conference. The theme of the 1988 conference was "Emerging Models for Lay Ministry." The featured speaker was Dr. Anne Rowthorn. In 1986, the featured speaker was Mrs. Jean Haldene speaking on the subject, "Mapping the Journey through Seminary and Beyond." The conferences have attracted approximately 35 participants on each occasion.

3. The continued growth of theological education at the diocesan level has seen the BTE offering support to two networks of people with responsibilities in this area. Educators and Trainers for Ministry, a network of people engaged at the diocesan level in theological education for both lay and ordained persons, is supported by a grant to engage a speaker at its annual meetings. Sincicators, a network of people engaged in ministry development, meets annually to discuss and develop programs seeking to meet the many needs and opportunities of rural ministries. The BTE encourages closer relationships between these networks and the accredited seminaries as they engage in their common tasks of theological education.

4. Early in the triennium, the BTE surveyed the bishops of the Church as to their thoughts about the role and timing of the General Ordination Examination (GOE). The results of the survey indicated a basic satisfaction with the examination as opposed to what had been the practice of the Church prior to its adoption. Questions relating to the time when the examination is given indicated that while it was recognized that this caused some interruption to the final year of seminary, there was no satisfactory alternative upon which there was agreement. A meeting was held during the spring of 1987 between members of the BTE, the General Board of Examining Chaplains, and several seminary deans. It was agreed that while the principle of the GOEs was soundly endorsed, work was needed on some of the problems having to do with how the examination is used by the dioceses and the timing of their administration as well as how the examinations were read and evaluated.

5. The deans of the 11 seminaries met for the first time with the House of Bishops in the fall of 1987. The deans presented three issues: seminary evaluations of postulants and candidates, the GOE, and the screening process for prospective candidates. Under the leadership of the Presiding Bishop a joint committee of bishops and deans will engage in further discussion of these matters.

6. The Council of Chairs of the Seminary Trustee Boards continues to develop with the support of the BTE. Leadership of the council is now under the Rev. G. Bradford Hall, chair of the board at the Church Divinity School of the Pacific. Annual meetings are now being held, including the most recent one in January of this year held in conjunction with the Council of Seminary Deans. The group, in addition to working on common issues, has been addressed by Dr. Robert Lynn of the Lilly Endowment and the Rev. Wallace Frey, chair of the BTE.

7. During the summer of 1986, the BTE in conjunction with the Church Pension Fund engaged the services of Dr. Adair Lummis of the Hartford Center for Social and Religious Research. The project focused on the financial conditions of seminarians upon graduation. Surveying the class of 1986, her research, reported under the title, "The Postulant Support Crisis: The Economic Demons of Theological Education for the Priesthood," indicated that 50 percent of graduating seminarians that year had in-

## THE BLUE BOOK

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curred debts averaging \$10,000 in pursuit of their theological education. Single women parents averaged \$12,600. It was further revealed that the seminarians believed inadequate attention was being given to the matter of financial planning. The proposed revision of Title III contains a provision calling for attention to be given to this (Canon 4 Sec.5).

8. Since 1984, the BTE has conducted a survey to learn where persons being ordained to the priesthood received their theological education. With the cooperation of the bishops of the domestic dioceses, the 1984 and 1986 surveys produced the following:

	1984		1986	
Three years in an Episcopal seminary	218	70%	214	68%
Three years in an accredited non-Episcopal seminary	31	10%	17	5%
Two or three years in an accredited non-Episcopal seminary plus one year in an accredited Episcopal seminary	18	6%	25	8%
A Diocesan school or program	17	5%	29	9%
A Diocesan school or program plus one year at an Episcopal seminary	7	2%	5	2%
Read for Orders	11	4%	3	1%
Other	10	3%	23	7%
Total	312	100%	316	100%

9. The BTE continues to be active in the affairs of the CDM. During this triennium, Mr. Paul Nash served on the executive committee. In addition, the executive director worked on the future clergy supply project with Mr. William Thompson of the Church Deployment Office and the Rev. Craig Casey of the Church Pension Fund. A report on this project may be found in the CDM report contained elsewhere in the Blue Book.

### Update on Resolution A125

For the first time, the parochial reports of 1986 called for each congregation to indicate the amount of money they had sent to one or more of the 11 seminaries in response to the call initiated by the 1982 General Convention approval of Resolution A125. Figures obtained from that report indicated the following: \$2,548,344, or .36 percent, was sent. While this represents a three-fold increase of church support for our seminaries, it is clear that much remains to be done to achieve the stated goal of 1 percent. The BTE will be working with the seminaries to continue to implement the 1 percent resolution in our dioceses and congregations.

The board would like to salute the following dioceses for the leadership they have demonstrated in 1 percent participation: The Diocese of Western Louisiana, .94 percent; the Diocese of Hawaii, .93 percent; the Diocese of Nevada, .85 percent; the dioceses of Dallas and Mississippi, .76 percent each; and the Diocese of North Carolina, .70 percent.

The seminaries, their boards, deans, and faculty, join the BTE in expressing their great gratitude for this new financial support of theological education in the accredited seminaries.

During the triennium, the seminaries, responding to the call of Resolution A125 for a closer dialogue within the Church, have sent representatives to the annual provincial

meetings of the Commissions on Ministry to engage in discussions on mutual issues in theological education.

Finally, as a further response to A125, the BTE has, during the course of this triennium, engaged in a project of "Strategic Planning for Theological Education in the Episcopal Church." A summary account of this project and the BTE recommendations appear later in this report.

### **Title III Seminary Report**

*The narratives that follow were supplied by the seminaries in response to the questions listed below. The text appears as submitted by seminary officials.*

- I. What are some of the distinct features of \_\_\_\_\_?
- II. What were your major accomplishments these past three years?
- III. What are your major needs these next three years?

#### ***Berkeley Divinity School at Yale***

I. Affiliation with the Divinity School of Yale University in an interconfessional environment with full access to the resources and facilities of a major university. Growth (since affiliation) from total enrollment of 62 to 156 in 1987-88, moving Berkeley Divinity School from one of the smaller to one of the larger accredited seminaries of the Episcopal Church.

II. Expansion of program of formational direction. Expansion of resources to aid in the identification and support of those intending lay vocations. Improved deployment program for both lay and ordained graduates of the school. Board and Alumni/ae Council restructuring and training for leadership.

III. Development of a more vigorous and intentional cross-cultural and global education program. A more intentional and expanded recruiting program in admissions. Expansion of faculty in areas such as church history and communications. Additional ordained women faculty members. Expanded program of continuing education and life-long learning.

#### ***Bexley Hall***

I. As an accredited seminary of the Episcopal Church founded in 1824, Bexley Hall demonstrates full ecumenicity and exemplary stewardship of resources in faculty, budget, and curriculum through Colgate Rochester/Bexley Hall/Crozer Theological Seminary and a covenant relationship with St. Bernard's Institute (Roman Catholic). Dedicated to excellence in the theological education of men and women for ordained and lay ministries within the Episcopal Church, we feature a comprehensive program of formation in Anglican identity through canonically mandated courses, Daily Office and Eucharist, annual retreats, Lenten spirituality, missionary outreach discipline, and quiet days. The seminary maintains moderate tuition and fees while providing a superlative financial aid program. Other distinctive features: twice-yearly distinguished Rossiter Lecturers on subjects of Anglican spirituality; among the ten largest theological libraries in North America; an extensive Black Church presence and studies program; Clinical Pastoral Education opportunity within the outstanding Strong Medical Center at the University of Rochester; and parochial or special ministry Field Education experiences in immediately accessible urban, suburban, or rural settings.

II. Established M.A. in Pastoral Music program in cooperation with the Eastman School of Music. New professional appointments raised the Anglican component from 25% to 37% of the total faculty. Added a Public Services Librarian and a Registrar/Director of Financial Aid to Divinity School administrative staff, respectively, a priest and a deacon of the Episcopal Church. Instituted a week-long summer Spirituality Institute. Increased enrollments of postulants and candidates from an average of four new dioceses per year. Expanded Bexley's church-giving contribution to Annual Fund from 32% to 43% of total. Achieved enrollment of Anglican seminarians from eight provinces of the Episcopal Church, and the provinces of Canterbury, Ontario, Brazil, the West Indies, and South Africa.

III. Further heighten Bexley's visibility in the Episcopal Church to attain 25% of total Divinity School enrollment. Make new professional appointment to the Anglican theology chair. Increase alumni/ae and friends' giving commensurate with remarkable 1% parish support of the Annual Fund. Through the Capital Campaign: enhance the endowment of professorships, further expand financial aid resources, renew and expand library facility, renovate sacristy, and install new organ in chapel.

### *Church Divinity School of the Pacific*

I. Only accredited Episcopal seminary west of the Rocky Mountains, offering M.T.S. and M.Div. degrees. An active member of the Graduate Theological Union, a consortium of nine Protestant and Catholic schools offering M.A., Th.D. and Ph.D. degrees; currently 32 students are enrolled in these advance degree programs, providing the Church with an important source of future teachers. A vital new faculty of young church scholars (8 of 11 appointed since 1978). Diverse student body from United States and abroad. Special concerns and opportunities for Hispanic and Asian ministry.

II. Addition of two new faculty: Drs. Holder (Field Education) and Lammers (Ethics and Systematic Theology). Establishment of Alumni/ae Officer and hiring of Alumni/ae Coordinator. Completion of Graduate Theological Union Library building. Initiation of Capital Campaign (\$8.6 million) and completion of first stage. Renovation of married student housing. Increased giving in Annual Fund Drive. Dialogue between seminary and Province VIII Commissions on Ministry.

III. Two faculty appointments (Christian Education, Liturgics). Increased dialogue with dioceses regarding recruitment. Establishment of a Continuing Education center and a more comprehensive program. Renovation of existing facilities, endowment of faculty chairs, and their improvements, resulting from success of Capital Campaign which will continue throughout this coming triennium.

### *Episcopal Divinity School*

I. EDS's most distinct feature is its educational program and style. Our curriculum is rigorously structured around requirements for documented proficiency in the established areas of theological study and special competence in one of those areas. In addition, the process of education prepares students to establish goals, identify and utilize resources, work in a collaborative manner with others, assess and be accountable for results, and value continuing education throughout their ministries. Another distinguishing feature is that EDS has nurtured within its programs, worship, and community life an evolving affirmation and embodiment of the experience which women

bring to human society and the Church. The value of this holistic perspective for our students, both men and women, is increased understanding and empowerment of ministries grounded in faithful response to issues of justice and right relations among people. EDS is also distinguished by: 1) its library, one of the twelve largest theological libraries in North America; 2) its location in and access to the rich resources of an urban, ecumenical and university center; 3) its participation in a nine-member consortium of theological schools; and 4) its commitment to open, collective theological discourse and reflection on the issues that demand the Church's attention today and into the 21st century.

II. Strategic planning has been a priority for the past two years and is to be completed by spring 1988. The plan, which establishes the School's directions, objectives and needs into the next century, has been a collaborative effort engaging faculty, students, graduates, trustees and friends. Recognizing the increasing number of women entering ministry and the importance—to both men and women—of the presence of women in leadership positions, EDS recruited to its faculty a woman in each of the major fields of theological study and has developed opportunities within the Doctor of Ministry degree and the Master of Arts degree programs for students to concentrate in Feminist Liberation Theology and Ministry. We have reorganized governance, academic and general administration to improve planning, efficiency in operations, and accountability. Private support from gifts, grants and bequests has increased to record-breaking levels.

III. Completion of the strategic planning process will require a careful assessment of our future role and opportunities in providing continuing education offerings within the Church as well as a space utilization study so that we can discern the particular ways in which the School's excellent physical facilities can best serve our programs and the Church. We will undertake a capital campaign seeking endowment funds to enhance student financial aid, faculty salaries, library resources, and new program development. We will continue to strengthen our relations, communications and cooperation with graduates and the Church in order to further our work of educating women and men for lay and ordained ministry.

### *Episcopal Theological Seminary of the Southwest*

I. Our primary focus is training for effective parish ministry. Special program of Anglican Studies is individually designed for each student. Only seminary with certified Clinical Pastoral Education Center. Pastoral care is high priority. Hispanic Studies program for all students who will minister in the Southwest's cross-cultural setting. Center for Hispanic Ministry of Province VII on campus. Episcopal Church's national archives located in library. Shared leadership in offices of Dean and Provost. Offers Master of Arts in Religion, and evening Lay School of Theology.

II. A major revision of our curriculum which provides a structure for the integration of theology and personal experience, as well as the development of the student's initiative and leadership potential. Addition of courses in Christian spirituality and prayer. Renovation of all classrooms. Full-time appointment of Director of Field Education. Adoption of a Long-Range Master Plan for campus development.

III. Our major needs are to build a dining room and an auditorium and to raise endowment funds, especially for student housing and scholarships.

*General Theological Seminary*

I. Urban location in the heart of New York City. Graduate degree program through Th.D. Major research library. Center for Christian Spirituality and the Center for Jewish-Christian Studies and Relations. Emphasis on formation in the context of a residential liturgical community.

II. Completion of Master Plan and work begun on facilities' renovation. Significant beginning on capital funds campaign. Three new faculty appointments in Ascetical Theology, New Testament and Field Education. Continuation of balanced budget. Partnership with the Instituto Pastoral Hispano at GTS. Partnership of New York Theological Seminary in the GTS library.

III. Successful completion of fund-raising effort for the renovation of facilities. Begin renovation of single student housing. To microfilm a portion of the library collection that is deteriorating. Installation of climate control system in library. Continuation of curriculum revision and the inauguration of recruitment effort for updated doctoral program. Continued increase in annual giving and the creation of new sources of support. Increased scholarship endowment for minority and third world students.

*Nashotah House*

I. Nashotah House is dedicated to training candidates for priesthood who will serve the Church in parochial ministry. Our primary task still provides opportunity to prepare persons for other forms of ministry as well. Priestly formation takes place in the context of twice daily corporate prayer, the largest core curriculum and in an intentional residential Christian community. The academic work is supplemented by experience in local congregations, social service agencies and a full-time, seven-week teaching parish program. Topical workshops occur throughout each year.

II. In the past three years we have undertaken a major capital funds drive which has allowed us to construct 18 student apartments, one faculty home and to endow several student scholarships. A new faculty position in homiletics was created and an Anglican Studies program implemented for those holding an M.Div. from another tradition. A child care center was opened for use by student and staff children, a media center placed in operation, and a new pipe organ for the Chapel obtained. Eager and able administrative personnel are in place. Over the last three summers, several large maintenance programs have been completed.

III. Our needs for the next three years are to undertake a thorough institutional and curriculum review in light of the mission and needs of the Church. We need to complete our capital funds drive and implement a total development plan.

*The School of Theology of the University of the South*

I. The School of Theology has many features that are unique. Our very large extension program, Education for Ministry, is a special ministry in which this school takes great pride. There are over 4,000 lay persons in EFM in the United States and another 1,000 throughout the world, principally in Australia, New Zealand, Canada, and the Bahamas. We are in the process of translating all of the EFM material into Spanish, so that not only Spanish-speaking people in the United States but people throughout the Spanish-speaking world will be able to take advantage of this four-year extension course in Bible, history and theology. The Appalachian setting of the School of Theology provides us with an opportunity for the development of programs that will

train clergy and future clergy for ministry in small and rural churches as well as ministry in depressed and poverty-stricken areas. This work is of an ecumenical nature. Our studies are coordinated with those of APSO-Intramont and other ecumenical organizations working in Appalachia. The School also has a working relationship with Lincoln Theological College in England that is in the process of enrichment. We pride ourselves on the thriving D.Min. program that makes it possible for continuing education as a part of one's summer activities. The School of Theology boasts an Anglican Studies Program providing a grounding in the Anglican heritage and ethos for people who have been educated in seminaries other than those stressing our Anglican tradition. The Rev. Dr. John Booty directs this program.

II. In the last three years the School of Theology has found itself developing substantially under the direction of a new dean. A new and precise program for field education has been developed and our curriculum received considerable re-evaluation and adjustment. Financial aid to students has been increased due in large part to one percent monies. (However, the goal of meeting 100 percent provable need is still to come.) A closer working relationship with the Board of Trustees is in the process of being developed.

III. The major needs for this school for the next three years include a Professor of Christian Education, an increase in endowments for faculty chairs and financial aid resources for students. We also hope in the next three years to develop more housing for single students and for those people who are present with us throughout the year for continuing education.

### *Seabury-Western Theological Seminary*

I. Encompasses both catholic and evangelical traditions of Anglicanism and carries that heritage into contemporary life in worship, spiritual growth and study within an academic and ecumenical community. The faculties and libraries of twelve seminaries are available to our students, arguably the largest concentration of theological resources in America. Adjacent Northwestern University provides additional educational resources and recreational facilities for students. Chicago metropolitan area provides cultural amenities and employment opportunities. In addition to M.Div., offers an individually designed program of Anglican studies for one academic year.

II. Completed extensive renovation of library facilities. Student body increased and diversified (ten percent minority). Established program of theological education for American Indians and Eskimos. Renewed ten-year accreditation by Association of Theological Schools and North Central Association.

III. Continue long-range planning process. Develop assessment of physical plant usage and requirements. Increase student aid.

### *Trinity Episcopal School for Ministry*

I. Trinity stands self-consciously within the historic Anglican evangelical tradition, understanding *evangelical* to mean *biblical* and *Gospel-centered*. Likewise, all members of the seminary community (students, staff, and faculty) have made an adult profession of faith in the Lord Jesus Christ. Linked with this emphasis upon biblical Christianity is a wide diversity in churchmanship. Trinity is located in an inner-city environment. One of its two main buildings is a former supermarket. The seminary is committed both to

an urban location and to a simple lifestyle. Trinity is intentionally a "school for ministry," aiming to train leaders for the Episcopal Church who are able "to equip the saints for works of ministry." By decision of the Board of Trustees, the school's endowment income may not be used for operating expenses, but rather for new ministries. Trinity is committed to depending day by day upon what God provides through his people.

II. Received ATS accreditation in July, 1985. Granted Master of Arts in Religion degree beginning in May, 1986. Founded Trinity Episcopal Extension Ministries (TEEM) in 1986, providing basic instruction in the faith for individuals and parishes. Conducted series of church planting seminars for new congregations. Installed new Unisys computer system. Catalogued 40,000th book in library.

III. Capital campaign under way to provide for the following: a campus facility with more space for community functions, classrooms and offices; increased scholarship aid; faculty and senior staff professional development; and programs in evangelism, youth ministry and urban ministry.

### *Virginia Theological Seminary*

I. Emphasis on participation in community as preparation for ministry. Ecumenical opportunities provided by Washington Theological Consortium. Field education program drawing on the resources of the Washington metropolitan area. An extensive program of continuing education. An evening Lay School of Theology. Program of the Center for the Ministry of Teaching devoted to assisting in their programs of Christian Education.

II. Development of a master land use plan for the campus. Establishment of a new faculty position in Mission and World Religions and appointment of the Rev. Richard J. Jones to fill that post. A Day Care Center for children of students, faculty and staff. Increased emphasis on spiritual direction for students and provision of a faculty member with a main responsibility for that task. A revision of the curriculum, particularly in the field of systematic theology. Inauguration of the Jesse M. Trotter Memorial Visiting Professorship, with the Rt. Rev. John Coburn as the first incumbent. Several new faculty appointments, including a New Testament professor and two professors of theology, a new Director of Development and an Assistant to the Dean.

III. Planning and implementation of a capital funds campaign to address the need for some new buildings and for increased endowment for scholarships, for the Center for Continuing Education and for the Center for the Ministry of Teaching. A solution to the need for married student housing. Continuation of computerization of the library, computerization of the business office of the seminary. Planning and implementing a program for chaplains and teachers of religion in church-related schools.

**1987 Seminary Enrollments by Degree and Gender**  
**MDIV = Master of Divinity, HC = Headcount, MTS = Master of Theological Studies**  
**MA = Master of Arts, STM = Doctor of Theology or Master of Systematic Theology**  
**DMIN = Doctor of Ministry**

INSTITUTION	MDIVHC	MTSMAHC	STMHC	DMINHC	MALEHC	FEMALEHC
Berkeley Divinity School at Yale	99	21	13		73	75
Bexley Hall (Colgate Rochester/Bexley Hall/Crozer Divinity)	20	4	0	6	22	22
Church Divinity School of the Pacific	78	16	0	0	54	57
Episcopal Divinity School	70	10	0	15	42	79
Episcopal Theological Seminary of the Southwest	37	13	0	0	34	25
General Theological Seminary	99	8	10	0	98	71
Nashotah House	69	2	6	0	73	13
School of Theology, University of the South	59	1	9	69	138	24
Seabury-Western Theological Seminary	55	4			50	30
Trinity Episcopal School for Ministry	48	7			86	29
Virginia Theological Seminary	152	13	0	13		
	786	99	38	103	670	425

**1986-87 Seminary Enrollments**  
**Candidates and Ages**

INSTITUTION	Number of Postulants/Candidates	Under 25	25-34	35-44	45-54	55-64	65 And Over
Berkeley Divinity School at Yale	48	2	23	15	6	2	0
Bexley Hall (Colgate Rochester/Bexley Hall/Crozer Divinity)	15	0	6	5	3	1	0
Church Divinity School of the Pacific	62	0	27	21	12	2	0
Episcopal Divinity School	27	0	12	9	5	1	0
Episcopal Theological Seminary of the Southwest	39	2	11	18	8		0
General Theological Seminary	89	6	50	27	5	1	0
Nashotah House	74	2	25	29	9	9	0
School of Theology, University of the South	60	0	19	25	13	3	0
Seabury-Western Theological Seminary	59	2	26	13	13	5	0
Trinity Episcopal School for Ministry	39	1	18	14	4	2	0
Virginia Theological Seminary	142	1	62	59	17	3	0
	654	16	279	235	95	29	0

1987 Seminary Minority Enrollments  
HC = Headcount

INSTITUTION	BLACKHC	ASIANHC	HISPANHC	NATAMHC	OTMHC
Berkely Divinity School at Yale	4	0	1	0	2
Bexley Hall (Colgate Rochester/Bexley Hall/Crozer Divinity)	3	0	0	0	0
Church Divinity School of the Pacific	6	2	4	0	1
Episcopal Divinity School	2	0	1	1	0
Episcopal Theological Seminary of the Southwest	0	0	2	0	0
General Theological Seminary	8	0	2	0	0
Nashotah House	3	1	0	0	0
School of Theology, University of the South	1	0	0	1	9
Seabury-Western Theological Seminary	3	1	1	6	
Trinity Episcopal School for Ministry	2	0	0	0	3
Virginia Theological Seminary	7	0	1	0	11
	39	4	12	8	26

1987 Seminary Tuitions and Fees, Single and Married Student Expense  
Cost to Seminary per Student, and Total Financial Aid per Student

INSTITUTION	Tuition and Fees	Single Student Expenses	Marriage Student Expenses	Seminary Cost	Total Financial Aid
Berkely Divinity School at Yale	\$ 7,850.00	\$14,900.00	\$22,500.00	\$17,500.00	\$ 9,285.00
Bexley Hall (Colgate Rochester/Bexley Hall/Crozer Divinity)	\$ 4,062.00	\$ 2,500.00	\$ 6,332.00	\$ 8,900.00	
Church Divinity School of the Pacific	\$ 4,000.00	\$ 4,280.00	\$11,710.00	\$16,560.00	\$ 6,225.00
Episcopal Divinity School	\$ 5,600.00	\$11,255.00	\$23,915.00	\$27,603.00	\$ 5,000.00
Episcopal Theological Seminary of the Southwest	\$ 4,500.00	\$12,000.00	\$25,000.00	\$34,713.00	\$ 4,300.00
General Theological Seminary	\$ 5,850.00	\$16,000.00	\$27,000.00	\$25,328.00	\$ 8,183.00
Nashotah House	\$ 4,400.00	\$10,500.00	\$17,500.00	\$17,675.00	\$ 5,476.00
School of Theology, University of the South	\$ 6,300.00	\$14,680.00	\$24,120.00	\$19,346.00	\$12,141.00
Seabury-Western Theological Seminary	\$ 5,150.00	\$13,250.00	\$20,135.00	\$15,873.00	\$ 8,274.00
Trinity Episcopal School for Ministry	\$ 2,532.00	\$ 7,675.00	\$15,290.00	\$15,980.00	\$ 3,101.00
Virginia Theological Seminary	\$ 4,325.00	\$ 4,615.00	\$17,240.00	\$21,360.00	\$ 6,436.00

1987 Seminarian Financial Aid

INTTOT = Internal Scholarship, EXTTOT = External, LOANTOT = Loans  
 CWSSTOT = College Work-Study, DIOTOT = Diocese/Parish

INSTITUTION	INTTOT	EXTTOT	LOANTOT	CWSSTOT	DIOTOT
Berkeley Divinity School at Yale	\$331,003.00	\$ 67,170.00	\$345,602.00	\$ 12,900.00	
Bexley Hall (Colgate Rochester/Bexley Hall/Crozer Divinity)	\$ 29,972.00		\$ 24,000.00		
Church Divinity School of the Pacific	\$262,890.00	\$ 88,810.00	\$158,100.00	\$ 14,352.00	\$ 14,740.00
Episcopal Divinity School	\$191,350.00	\$ 17,350.00	\$141,743.00	\$ 24,131.00	
Episcopal Theological Seminary of the Southwest	\$176,248.00	\$ 17,000.00		\$ 39,196.00	\$ 52,049.00
General Theological Seminary	\$267,750.00	\$123,000.00	\$229,250.00	\$124,000.00	\$140,400.00
Nashotah House	\$206,340.00	\$ 58,900.00	\$119,785.00		\$ 50,000.00
School of Theology, University of the South	\$334,605.00	\$ 78,946.00	\$ 93,633.00	\$ 53,123.00	\$197,793.00
Seabury-Western Theological Seminary	\$ 98,249.00	\$117,620.00	\$ 88,015.00	\$ 92,486.00	\$110,145.00
Trinity Episcopal School for Ministry	\$ 30,650.00	\$111,102.00	\$ 42,325.00	\$ 1,795.00	\$ 28,200.00
Virginia Theological Seminary	\$635,876.00	\$ 68,650.00			\$ 51,825.00

1987 Seminary Salary Range, Faculty and Administration

FACHC = Faculty Headcount, ADMHC = Administration Headcount  
 LOWCOMP, LOWADCOM = Lowest, HICOMP, HIADCOMP = Highest

INSTITUTION	FACHC	LOWCOMP	HICOMP	ADMHC	LOWADCOM	HIADCOMP
Berkeley Divinity School at Yale	13	\$26,910.00	\$56,527.00	8	\$19,663.00	\$ 61,798.00
Bexley Hall (Colgate Rochester/Bexley Hall/Crozer Divinity)	22	\$30,000.00	\$54,000.00	14	\$19,000.00	\$ 70,000.00
Church Divinity School of the Pacific	18	\$ 2,100.00	\$56,925.00	18	\$ 6,500.00	\$ 47,775.00
Episcopal Divinity School	18	\$34,804.00	\$50,893.00	33	\$20,587.00	\$ 62,035.00
Episcopal Theological Seminary of the Southwest	12	\$26,040.00	\$37,188.00	23	\$ 9,360.00	\$ 49,233.00
General Theological Seminary	28	\$38,642.00	\$64,256.00	42	\$14,000.00	\$111,248.00
Nashotah House	10	\$29,160.00	\$39,135.00	37	\$ 9,630.00	\$ 54,595.00
School of Theology, University of the South	16	\$24,300.00	\$42,000.00	13	\$ 8,252.00	\$ 52,000.00
Seabury-Western Theological Seminary	11	\$19,000.00	\$32,800.00	15	\$12,000.00	\$ 50,000.00
Trinity Episcopal School for Ministry	12	\$32,088.00	\$37,020.00	26	\$ 9,600.00	\$ 45,744.00
Virginia Theological Seminary	35	\$34,000.00	\$52,800.00	60	\$17,000.00	\$ 74,500.00

**THE CONANT FUND**

Conant grants from the John Shubael and Mary McLaren Conant Fund are awarded annually to faculty members of the accredited Episcopal seminaries for the purpose of strengthening scholarship and teaching within the seminaries of the Church. In the 1988 revision of the Conant Fund grants, eligibility is restricted to faculty members (a) at the accredited Episcopal seminaries or (b) at an interdenominational seminary that includes an independently recognized Episcopal subdivision (providing that such faculty members be actively engaged in the teaching of Episcopal students).

Acting on the recommendations of its Screening Committee (Donn Morgan of Church Divinity School of the Pacific, Chairman; Robert Cooper of the Episcopal Seminary of the Southwest; Waring McCrady of the University of the South; and William Stafford of Virginia Episcopal Seminary), the BTE awarded Conant grants to 10 scholars, representing six seminaries. The total amount awarded for the 1987-1988 academic year came to \$38,664.44.

In the 1988-89 academic year, nine grants were awarded on the basis of recommendations from the Screening Committee amounting to \$33,736. Eight seminaries received awards.

Respectfully submitted;  
The Rev. Wallace A. Frey, *Chair*  
and members of the Board for  
Theological Education

**FINANCIAL REPORTS, 1986-88**

*Program Budget*

	<i>1986 (Actual)</i>
<i>Program Support</i>	
Conference	\$ 3,519.28
Travel	9,252.89
Reference material	843.18
<i>Program</i>	
Long-range planning	7,458.73
Selection process	3,985.04
Development	9,768.80
Continuing education	4,449.55
Lay theological education	4,293.58
Alternative theological education	5,000.00
Trustee development	2,900.00
<i>Ecumenical</i>	
BTE (FTE)	5,000.00
<i>Total</i>	<u><u>\$56,471.05</u></u>

**THEOLOGICAL EDUCATION**

	1987 (Actual)	1988 (Budgeted)
<i>Program support</i>		
Conference	\$ 4,861.84	\$ 5,000.00
Travel	11,292.35	13,000.00
Reference material	583.13	700.00
<i>Program</i>		
Strategic planning	22,932.17	23,500.00
Development of continuing education of clergy	4,681.99	6,000.00
Promotion and support of lay theological education	4,673.20	7,500.00
Support of theological education with dioceses	4,636.75	5,000.00
Trustee development	1,273.96	2,000.00
<i>Ecumenical</i>		
BTE (FTE)	5,000.00	5,000.00
Total	\$59,935.39	\$67,700.00
<i>Assessment Budget</i>		
	<i>Amount Budgeted</i>	<i>Balance</i>
1986	\$18,780.00	\$ 2,823.14
1987	19,719.00	4,388.61
1988	20,708.00	
<i>Theological Education Sunday Offering (TESO)</i>		
Total (including balance from 1987)	\$ 4,777.91	

**STRATEGIC PLANNING FOR THEOLOGICAL EDUCATION FOR THE CLERGY**

In the fall of 1987, the Strategic Planning Committee submitted to the BTE a 31-page report concerning the future of theological education for ordained ministry in the Episcopal Church. That report was widely circulated in the Church, and about 150 pages of written criticism were received and studied. The BTE in January 1988 engaged in further review of the report and the commentaries made on it, and the following statement is the result.

*A. Urgency of the Situation*

1. *The Church Threatened.* Episcopalians are generally aware of discouraging membership statistics, but we are inclined to take much comfort in the successes our Church can rightfully claim. There is a real danger that we lose sight of the urgency of our situation. Traditional Christianity, whether Protestant, Roman Catholic, Orthodox, or Anglican, is seriously threatened by the recent evolution of Western society. If the historic "main-line" churches in the United States continue to act as though times were normal, it will be foolish to think that we may not suffer the same alarming decline as is already a fact in many other countries of similar lifestyle and culture.

### *B. The Immediate Problem*

2. *Weakness of Christian Education.* All Christians share in the responsibility of Christ's ministry, yet as a Church we have failed to provide effective, solid groundwork for the education that supports it. Adult Episcopalians frequently have an elementary school understanding of the Christian faith. This is a serious weakness in our ministry and mission to others, even to our own children.

3. *New Need for Educated Witness.* The Episcopal Church has depended heavily on the context of liturgy to pass on the faith. But the Christian story seems increasingly foreign to modern America, and Christians who intend to pass it on need more than ever to be people of informed conviction.

4. *Problem of Clerical Education.* It is urgent and vital that education in the Episcopal Church be invigorated at every level. It is a particular concern of the BTE that the Church reassess and stimulate the educational processes that prepare the clergy.

5. *The "Hartford Report."* To this end the BTE's Strategic Planning Committee commissioned a study that was published in May 1987 as "Leadership and Theological Education in the Episcopal Church." The report showed that Episcopalians genuinely desire their Church to have a more vigorous sense of mission. The responses showed also a strong concern for the highest quality of education for the ordained clergy, but a naiveté as to the ease of ensuring this quality, the problems of ineffective recruitment, and the expense of schooling.

### *C. The Situation Pre-Seminary*

6. *Important Misconceptions.* At the risk of blasphemy, the Church in recent years has seemed to say, "The harvest is little and the laborers are plenty—we don't need you for the ordained ministry; go start another profession and then see if you care to drop it and reconsider the ordained ministry when you are 35." The urgency of the times demands that the Episcopal Church actively raise up and recruit the best prospects for the leadership we need. We must be careful not to frustrate the work of the Holy Spirit by dissuading some good candidates, by failing to encourage some young people who might have needed nothing more than the invitation, or by using a screening process that is unduly long and complex or counterproductive.

### *D. The Seminary Situation*

7. *The Ideal Confused.* Ideally, what our seminaries do best is to educate for leadership by providing faculties who actively reflect on Gospel mission and stimulate their students into a continuing involvement with such reflection. The effectiveness of such work is subject to problems of size, finances, and the quality of students. The stewardship of the Church's resources for theological education is seriously questioned by many.

8. *Necessity of Scholarship.* It is vital that theological education in the Episcopal Church be of the highest quality if the Church is to proclaim the Gospel in a scientific and technological era. It is imperative that we raise up competent successors to the seminary professors we now have, a significant number of whom will retire in the next decade.

9. *Cross-Cultural Emphasis.* The clergy of the future are going to have to face the challenge of dealing with additional intercultural realities. The modern world is largely indifferent to the Gospel. The Church needs to witness its theology to the world in a

clear and convincing way. The seminaries need to pay careful attention to the presentation of the Gospel in the context of contemporary society.

*E. The Post-Seminary Situation*

**10. *Balancing the First Year Out.*** The study of theology and participation in mission should never be separated. The immediate post-seminary period for graduates should be one of training in ministerial skills. The Church, primarily on the diocesan level, must pay special attention to programs for transitional deacons. A process must be developed for seminaries and dioceses to coordinate the educational experiences they provide to the new clergy.

**11. *Keeping the Later Years Healthy.*** As is the case with most other vocations of this world, it is imperative for the Church to provide time and means for continuing education for the clergy. This is a further opportunity for the seminaries to serve the clergy. It is also an occasion for dioceses themselves to develop and offer special programs.

*F. Conclusion*

**12. *A Caring Church.*** The Episcopal Church by its very name recognizes the concept of authority in its leaders. Theological education of this leadership is the task of the entire Church. The Church must care!

**13. *A Challenge to the Church and Its Seminaries.*** The reality of the Gospel must be conveyed to the contemporary world, engaging the hearts and minds of all people. It is the particular task of our seminaries to provide the special education appropriate for ordination. Therefore, the Church at large must constantly reform and renew its seminaries.

**14. *Appeal to the General Convention.*** It is vital that the Church, assembled in General Convention, address the problems of theological education at every level, but particularly is it important that we deal immediately with the education of our own clergy.

(Copies of the Hartford Seminary Center for Social and Religious Research document, "Leadership and Theological Education in the Episcopal Church," and "The Future of Theological Education in the Episcopal Church, the Report of the Strategic Planning Committee to the Board for Theological Education," written by the Rev. Dr. John Booty, are available from the BTE office.)

**15. *Resolutions.*** As a step in this direction and with a sense of urgency, the BTE therefore offers the following three resolutions:

**Resolution #A181**

**Strategic Planning for Theological Education**

*Resolved*, the House of \_\_\_\_\_ concurring, **That this 69th General Convention of the Episcopal Church direct the Board for Theological Education to convene representatives of the accredited seminaries, the dioceses, and the bishops to make recommendations to the General Convention of 1991 on the stewardship of resources for theological education, including seminary size, financial health, and costs.**

**EXPLANATION:** The 1986-87 "Fact Book on Theological Education" of the Association of Theological Schools shows that the Episcopal Church has the most expensive system per student of theological education in the United States. Its seminaries are

small. Five are at present engaged in capital fund drives totaling over 50 million dollars. Five others are considering capital fund drives. (1986-87 ATS cost figures per student on a full-time equivalent basis are as follows: American Baptist—\$10,307, Southern Baptist—\$5,381, Christian Church—\$9,821, Lutheran—\$9,558, United Methodist—\$10,712, Presbyterian—\$13,115, Episcopal—\$18,441, Roman Catholic—\$10,637, United Church of Christ—\$11,742, Inter- or Non-denominational—\$8,640.)

**Resolution #A182**

Coordination of Theological Education Endeavors

*Resolved*, the House of \_\_\_\_\_ concurring, **That this 69th General Convention of the Episcopal Church direct the Board for Theological Education to bring together representatives of the Committee on Ministry of the House of Bishops, of the accredited seminaries, and of diocesan schools and other training programs for consultation and planning to find ways to coordinate and strengthen theological education and to report their recommendations to the 1991 General Convention.**

EXPLANATION: Theological education for lay and ordained ministries is divided among the accredited seminaries and a variety of diocesan schools and other training programs. At present there is little connection between these institutions and programs.

**Resolution #A183**

Recruitment and Screening Process Study

*Resolved*, the House of \_\_\_\_\_ concurring, **That the 69th General Convention of the Episcopal Church direct the Board for Theological Education in conjunction with the Ministry Committee of the House of Bishops, representatives of the Council for the Development of Ministry, Commissions on Ministry, and the Council of Seminary Deans, to study the process for recruitment and screening for the ordained ministry of the Episcopal Church and to make recommendations to the 1991 General Convention.**

EXPLANATION: A 1987 study, "Leadership and Theological Education in the Episcopal Church," commissioned by the BTE, shows widespread frustration on the part of bishops, commissions on ministry, and seminaries with the length and complexity of the screening process, the lack of active recruitment for the ordained ministry, and the discouraging of vocation to the ordained ministry among younger persons.

**GOALS AND OBJECTIVES, 1989-91**

The board has adopted the goals and objectives listed below for the upcoming triennium. There are some changes in emphasis from the previous three years: strategic planning for theological education, coordinating theological education with the seminaries and diocesan schools and training programs, the recruiting and screening process, and establishing a computer-based data bank of continuing education programs for ordained and lay.

As a national theological education resource, the BTE seeks to strengthen and coordinate efforts of dioceses, commissions on ministry, seminaries, diocesan schools, training programs, and others to provide and sustain ministry for the mission of Christ's Church (cf. Canon III.29.2) by:

1. Establishing forums to include representatives of the accredited seminaries, the provinces of the Church, bishops, and other appropriate persons, looking to the

resolution of issues in strategic planning for theological education to meet the ordained ministry needs of the Church in the next decade;

2. Initiating programs in collaboration with representatives of the accredited seminaries and diocesan schools and training programs to find ways to coordinate and strengthen theological education for the baptized;
3. Collaborating with the CDM and the ethnic desks of the Presiding Bishop's staff for the more effective recruitment and selection of persons for leadership in the Church;
4. Identifying programs of continuing theological education for clergy, laity, and the newly ordained, and to distribute this information to the dioceses through the bishops for their use.

*Functions of the BTE*

Pursuant to its canonical charges under Title III, Canon 29, the board directs its Executive Director to see that the following functions are carried out, with status reports to be made regularly to the board and other appropriate bodies of the Church:

1. Gathering statistical and analytical reports on theological seminaries and other training institutions that accurately reflect current resources and progress on stated goals, as well as clergy supply and availability, in order to enable the BTE to report to the General Convention;
2. Monitoring, implementing, and evaluating the Church's financial support for theological education;
3. Providing appropriate resources to seminaries, diocesan institutions, trustee boards, and the Council of Seminary Deans to promote development and cooperation;
4. Collaborating with the Education for Mission and Ministry unit of the Presiding Bishop's staff, the General Board of Examining Chaplains, and other appropriate national and ecumenical agencies and providing reports on joint ventures in theological education to the General Convention.

*1989 Objective*

To organize the BTE into appropriate committees and initiate actions and responses to the 1989-91 goals as established by mandates of 1988 General Convention and functions assigned to the board in Canon, III.29.2.

*Budget for 1989*

2 full board meetings (16 members)	\$20,112
1 executive meeting (3 members)	1,738
<i>Total</i>	\$21,850

*1990 Objective*

To continue studies, projects, and works in support of goals, with mid-triennium evaluation.

*Budget for 1990*

2 full board meetings (inflation 5%)	\$20,998
1 executive meeting	1,820
<i>Total</i>	\$22,818

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## THE BLUE BOOK

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### *1991 Objective*

To complete projects and studies on major issues, and to prepare reports and resolutions for the 1991 General Convention.

### *Budget for 1991*

2 full board meetings (inflation 5%)	\$21,928
1 executive meeting	1,906
<i>Total</i>	<hr/> \$23,834

### **1989-91 BUDGET REQUESTS**

To meet meeting expenses during the coming triennium, the board presents this resolution.

### **Resolution #A184**

*Resolved*, the House of \_\_\_\_\_ concurring, **That there be appropriated from the Assessment Budget of General Convention to meet expenses of the Board for Theological Education the sum of \$68,502 for the triennium of 1989-91.**