

## GENERAL BOARD OF EXAMINING CHAPLAINS

### Membership

The Rt. Rev. Larry Benfield, <i>Chair</i>	Arkansas, VII	2021
Ms. Anne LeVeque, <i>Vice-Chair</i>	Washington, III	2021
The Rt. Rev. Laura Ahrens	Connecticut, I	2021
Dr. Barbara Allison-Bryan	Virginia, III	2021
Dr. Liza Anderson	Minnesota, VI	2021
The Very Rev. Canon Michael Bamberger	Los Angeles, VIII	2021
The Rev. Dr. J. Barrington Bates	Newark, II	2021
The Rev. Dr. Canon Katharine Black	Massachusetts, I	2021
Ms. Beth Bojarski	San Diego, VIII	2024
The Rt. Rev. Thomas Breidenthal	Southern Ohio, V	2024
The Rt. Rev. Dr. DeDe Duncan-Probe	Central New York, II	2024
Ms. Rachel Erdman	Maryland, III	2024
The Rev. Dr. Thomas Ferguson	Massachusetts, I	2021
Dr. Norma Givens	Atlanta, IV	2021
The Rev. Miranda Hassett	Milwaukee, V	2024
The Rev. Adam Kradel	Pennsylvania, III	2021
The Rev. Calvin Lane	Southern Ohio, V	2024
The Rev. Milquella Mendoza	Dominican Republic, IX	2024
The Rev. Dr. Hugh Page	Northern Indiana, V	2021
Dr. Gregory Robbins	Colorado, VI	2024
Ms. Janet Roth	Oregon, VIII	2024
The Rev. Kara Slade	North Carolina, IV	2024
The Rev. Mark Story	Oklahoma, VII	2024
The Most Rev. Michael Curry, <i>Ex Officio</i>	North Carolina, IV	
The Rev. Gay Clark Jennings, <i>Ex Officio</i>	Ohio, V	

## Changes in Membership

Resignations in 2019: Dr. Barbara J. Allison-Bryan (Virginia, III, 2021), and the Rt. Rev. Dr. Dede Duncan-Probe (Central New York II, 2024).

Resignation in 2020: The Rt. Rev. Dr. Thomas E. Breidenthal (Southern Ohio, V, 2021)

The Board declined to fill four vacancies caused by a position left unfilled by the last General Convention and by the subsequent resignations of Dr. Barbara A. Allison-Bryan (Virginia, III, 2021), The Rt. Rev. Dr. Dede Duncan-Probe (Central New York II, 2024) and the Rt. Rev. Dr. Thomas E. Breidenthal (Southern Ohio, V, 2024).

## Acknowledgements

The Executive Director, Secretary to the Board and GOE Administrator is Mr. Duncan C. Ely (Western North Carolina, IV).

## Mandate

### **CANON III.15 Of the General Board of Examining Chaplains**

**Sec. 1.** There shall be a General Board of Examining Chaplains, consisting of four Bishops, six Priests with pastoral cures or in specialized ministries, six members of accredited Seminary faculties or of other educational institutions, and six Lay Persons. The members of the Board shall be elected by the House of Bishops and confirmed by the House of Deputies, one-half of the members in each of the foregoing categories being elected and confirmed at each regular meeting of the General Convention for a term of two Convention periods. They shall take office at the adjournment of the meeting of the General Convention at which their elections are confirmed, and shall serve until the adjournment of the second regular meeting thereafter. No member shall serve more than 12 years consecutively. Additionally, the Presiding Bishop, in consultation with the Chair of the Board, may appoint up to four other members for a term. The House of Bishops, at any special meeting that may be held prior to the next meeting of the General Convention, shall fill for the unexpired portion of the term any vacancy that may have arisen in the interim. The Board shall elect its own Chair and Secretary, and shall have the power to constitute committees necessary for the carrying on of its work.

**Sec. 2**

a. The General Board of Examining Chaplains, with professional assistance, shall prepare at least annually a General Ordination Examination covering the subject matter set forth in Canon III.8.5 (g), and shall conduct, administer, and evaluate it in respect to those Candidates for Holy Orders who have been identified to the Board by their several Bishops.

b. Whenever a Candidate has not demonstrated proficiency in any one or more of the canonical areas covered by the General Ordination Examination, the General Board of Examining Chaplains shall recommend to the Commission on Ministry, and through the Commission to the Board of Examining Chaplains, if one exists, of the Diocese to which the Candidate belongs, how the proficiencies might be attained.

**Sec. 3.** The General Board of Examining Chaplains may prepare, in each Convention period, guidelines based upon the subjects contained in Canon III.8.5 (g), which guidelines shall be available to all persons concerned.

**Sec. 4.** The General Board of Examining Chaplains shall promptly report, in writing, to the Candidate, to the Candidate's Bishop and to the Dean of the Seminary the Candidate is attending, the results of all examinations held by them, together with the examinations themselves, whether satisfactory or unsatisfactory, making separate reports upon each person examined. The Bishop shall transmit these reports to the Standing Committee and to the Commission. Notwithstanding the results of the examinations, in no case shall the Standing Committee recommend a Candidate for Ordination under Canon III.8 until the Standing Committee has received from the Commission on Ministry a certificate to the effect that the Candidate has demonstrated a proficiency in all subjects required by Canon III. 8.5 (g) and (h). The report of the Board shall be made in the following form:

To \_\_\_\_\_ (candidate), the Right Reverend \_\_\_\_\_, Bishop of \_\_\_\_\_ (or in the absence of the Bishop the Standing Committee of) \_\_\_\_\_: (Place) \_\_\_\_\_ (date) \_\_\_\_\_  
To the Dean of (Place) \_\_\_\_\_ (date) \_\_\_\_\_ We, having been assigned as examiners of A.B., hereby testify that we have examined A.B. upon the subject matter prescribed in Canon III.7. Sensible of our responsibility, we give our judgment as follows: (here specify the proficiency of A.B. in the subject matter appointed, or any deficiency therein, as made apparent by the examination. (Signed) \_\_\_\_\_

**Sec. 5.** The General Board of Examining Chaplains shall make a report concerning its work to each regular meeting of the General Convention, and in years between meetings of the General Convention shall make a report to the House of Bishops.

## Summary of Work

**The GBEC's 2019-2021 triennium has been one of creatively, innovatively and professionally carrying out its canonical responsibilities, including:**

- Refined and continued through annual cycle of work:
  - March – May, with Question Writing Team recruitment and appointment;
  - June – September, with writing and refining questions and their scoring rubrics and with inviting nominations for candidates to sit for the GOE;
  - October – December, with vetting and adopting final questions and scoring rubrics; with continuing administrative work with nominated candidates and their seminaries and dioceses; with recruiting and appointing Evaluation Teams and finalizing evaluator training; and with preparing for the electronic administration of the GOE;
  - January – February with administering the exam; with training and qualifying evaluators; with answer evaluation, written feedback and providing results; and with administrative business such as invoicing.
- Completing long-range restructuring and transforming of all processes and structures under the guidance of its board, staff, professional educational testing consultants, technology professional, and others to:
  - Recruit volunteers;
  - Improve efficiency and volunteer training specifically in writing questions and evaluating examination answers;
  - Reduce expenses;
  - Provide a GOE that is responsive to TEC's changing needs;
  - Adhere to the latest and most professional psychometric standards for question creation, volunteer (especially evaluator) training and answer evaluation.
- Administered electronically an annual GOE at all Episcopal seminaries and at more than fifty additional locations throughout the United States and abroad in English and Spanish to:
  - 179 candidates in 2019
  - 179 in 2020
  - 179 (estimated in 2021)
- Evaluated GOE answers and reported the GOE results and recommendations to:
  - candidates
  - diocesan authorities
  - seminary deans (about results and how their candidates compared with those from other seminaries)

- Met at:
  - Annual Meetings of October 1-4, 2019 at Kanuga Conferences, Inc., Hendersonville, NC; November-December, 2020 via Zoom and other electronic means due to the pandemic; and October 2-5, 2021, at a location to be determined; to finalize and approve the GOE questions and scoring rubrics and transact other business;
  - Evaluation Meetings of February 18-21, 2019 and February 17-20, 2020 at Kanuga Conferences, Inc., Hendersonville, NC; and February 15-19 via Zoom and other electronic means due to the pandemic, to write evaluations of GOE answers.
- Fostered communication with constituents (bishops, candidates, dioceses, seminaries and TEC at large) via website and other electronic means such as:
  - Through GBEC Chair's annual letter to the House of Bishops;
  - Visits by Executive Director annually in 2019 and 2021 to nearly all Episcopal seminaries and other educational institutions with Episcopal students to meet with students, administrators and faculty, and via Zoom in 2020.
- Managed volunteer corps of about 100 people from throughout TEC by:
  - Recruiting, training, supervising and assisting volunteers in each annual cycle.
  - Utilizing annually about one hundred volunteers working electronically on:
    - Question Writing Teams
    - Field Testing Teams
    - Evaluation Teams
    - Editing and Office Teams
- Evaluated the GBEC's administration and processes (including question writing and answer evaluating) to:
  - Adapt and improve subsequent exams and procedures;
  - Improve volunteer administration and training.
- Received feedback from constituents, consultants, staff, board, other volunteers and people from the wider Church evidencing:
  - Timely distribution of GOE results;
  - High level of consistency in evaluations;
  - Efficient management;
  - Responsive communication.
- Continued to improve a dedicated website to:
  - Impart information about the GBEC and its ministry and the GOEs;
  - Receive nominations of people to take the GOE;
  - Transmit GOE questions, receive GOE answers and supply results to candidates, bishops and seminary deans;

- Improve communication and reduce to a minimum postage and printing costs;
- Maintain an extensive set of Frequently Asked Questions for electronic and print distribution to:
  - Describe the GBEC’s history and purpose;
  - Explain the GOE and its administration and evaluation;
  - Post tips for taking the exam;
  - Provide the past fifteen years of GOEs;
  - Make available to candidates interactive practice GOE questions.
- Maintained Standards for each of the six canonical areas:
  - Widely distributed them throughout TEC for feedback;
  - Published them on the GBEC website.
- Collected and published extensive annual statistics, a very basic example of which is:

2019 GOE	Overall				MDiv (Current/Former)				Diocese or Locally Trained			
	Proficient		Not Proficient		Proficient		Not Proficient		Proficient		Not Proficient	
Candidates	179				139				32			
Holy Scriptures	131	73%	48	27%	108	78%	31	22%	18	56%	14	44%
Church History	155	87%	24	13%	124	89%	15	11%	25	78%	7	22%
Christian Ethics	148	83%	31	17%	124	89%	15	11%	18	56%	14	44%
Practice of Ministry	129	72%	50	28%	102	73%	37	27%	19	59%	13	41%
Christian Theology	146	82%	33	18%	117	84%	22	16%	21	66%	11	34%
Christian Worship	157	88%	22	12%	124	89%	15	11%	25	78%	7	22%

2020 GOE	Overall				MDiv (Current/Former)				Diocese or Locally Trained			
	Proficient		Not Proficient		Proficient		Not Proficient		Proficient		Not Proficient	
Candidates	179				129				44			
Holy Scriptures	136	76%	43	24%	100	78%	29	22%	32	73%	12	27%
Church History	155	87%	24	13%	116	90%	13	10%	34	77%	10	23%
Christian Ethics	165	92%	14	8%	122	95%	7	5%	41	93%	3	7%
Practice of Ministry	155	87%	24	13%	118	91%	11	9%	35	80%	9	20%
Christian Theology	132	74%	47	26%	100	78%	29	22%	26	59%	18	41%
Christian Worship	150	84%	29	16%	115	89%	14	11%	29	66%	15	34%

2021 (not available by date of submission of this report)

Comments: The GBEC and its testing consultant consider a 75-80% proficiency rate an indication of a good GOE. The actual overall average proficiency rate is 83% for 2016 and 78% for 2017.

## Goals and Objectives for the 2019-2021 Triennium

The GBEC's principal objectives during the next triennium will be to continue to fulfill its canonical responsibilities:

- Develop annually a General Ordination Examination;
- Administer it;
- Evaluate the answers;
- Report the results to candidates, their diocesan authorities and their seminary deans;
- Collate and report statistics and analysis.
- Institute surveys requesting feedback from all constituencies (bishops, candidates dioceses, seminaries and volunteers). at Kanuga Conferences , Inc., Hendersonville, NC

In addition, the GBEC plans to continue to:

- Create examinations that will provide diocesan authorities with useful information for diagnosis and assessment of their candidates;
- Provide seminaries and dioceses with statistics about performance on the annual GOE;
- Reduce costs, leverage resources, improve efficiency, increase use of electronic technology, and respond to the needs of TEC with a professionally designed and administered GOE;
- Refine and update the GBEC website to:
  - Reflect the GBEC's transparency about its work;
  - Allow easy access to information about the GBEC and the GOE;
  - Make the electronic administration of the GOE as user-friendly as possible.
- Build relationships by:
  - Committing to board development and training;
  - Collaborating with other church-wide, provincial and diocesan groups;
  - Working with Episcopal and other seminaries and educational institutions;
  - Communicating with bishops, students and their dioceses.
- Maintain detailed and extensive statistics for every annual cycle.

## Budget

The GBEC reduced its meetings and their attendees by 80% and overall GBEC expenses by 80% (and office expenses by 90%) since the 2007-2009 triennium and raised the GOE fee from \$500 to \$750 in 2016. The GBEC has been self-sustaining for the last two triennia.

Description	2019-2021 GC Adopted	2019 Actual	2020 EC Adopted	2021 Approved	2021 Proposed	2019-2021 Act. 2019 Budget 2020-2021
Income	(\$396,000)				(\$396,000)	(\$396,000)
Non-Staff	\$128,747	\$44,740	\$42,916	\$42,916	\$40,916	\$128,572
Reserve for GC80	\$2,000					
Staff	\$305,777	\$94,866	\$100,278	\$104,834	\$102,540	\$297,684
<b>Total</b>	<b>\$434,124</b>	<b>\$139,606</b>	<b>\$143,194</b>	<b>\$147,749</b>	<b>\$145,456</b>	<b>\$428,256</b>

### Board Travel and Meetings

The General Board of Examining Chaplains met three times during the triennium, requiring \$25,000 for 2019, \$25,000 for 2020 and \$25,000 for 2021, for a total of \$75,000 for the triennium.