

**ITEM C.205**  
**FOR INFORMATION**

**COMMITTEE ON THEOLOGICAL EDUCATION**  
**Report to the 222nd General Assembly (2016)**

**I. Overview**

**A. Assigned Responsibilities**

The Committee on Theological Education (COTE) has the responsibility for developing and maintaining a comprehensive plan for theological education from the perspective of the whole church.

- The Committee seeks to identify, develop and propose strategies for a denomination-wide approach to theological education.
- The Committee serves as an advocate for theological education, seeking to support the seminaries and to strengthen them for their mission in the world.
- The Committee on Theological Education is a two-way communication link between the denomination and its graduate theological institutions.
- Voting members of the Committee include 13 people elected to represent the church at large and a representative from each of the 10 seminaries related directly to the Presbyterian Church (U.S.A.).
- Corresponding members of COTE include:
  - representatives from Auburn Theological Seminary and from the Seminario Evangélico de Puerto Rico (both institutions related to the General Assembly through covenant agreements negotiated every six years),
  - a representative of the Omaha Presbyterian Seminary Foundation,
  - and representatives of two non-Presbyterian seminaries invited by the Committee, Gordon-Conwell Theological Seminary and Fuller Theological Seminary.

**B. Accomplishments**

Jeffrey F. Bullock, chair of COTE, and Mindy Douglas, vice-chair of COTE, led the Committee through two years of significant transition. Under the direction and with the guidance of the 221<sup>st</sup> General Assembly, COTE effected the move of The Theological Education Fund (TEF) from oversight of the PMA (Presbyterian Mission Agency) to oversight from The Presbyterian Foundation.

COTE fulfilled its General Assembly assigned functions by centering plenary and subcommittee meetings on key questions to foster generative thinking and action. COTE prioritized most agendas, meetings and work to track, resource, and consult with the 220<sup>th</sup> General Assembly's Special Committee on Funding Theological Institutions by fulfilling the subsequent 221<sup>st</sup> General Assembly directions to complete the transition process.

Committee meetings were held on the campuses of Montreat Conference Center in Montreat, NC (October 2014); Princeton Theological Seminary in Princeton, NJ (February 2015); McCormick Theological Seminary in Chicago, IL (September 2015), and San Francisco Theological Seminary in San Anselmo, CA (February 2016). COTE enjoys the opportunities presented to be present and in place in PC(USA) institutional setting throughout the country. During this biennium, several alternate members were welcomed as strong contributors to the conversations and business discussions. Likewise, COTE sent corresponding members to meetings of the Presbyterian Mission Agency Board, and was further

represented at national meetings of Presbyterian Women, Association of Presbyterian Christian Educators, and the Presbyterian Youth Triennium.

- *The Theological Education Fund*

Five General Assemblies (198<sup>th</sup> in 1986, 205<sup>th</sup> in 1993, 219<sup>th</sup> in 2010, 220<sup>th</sup> in 2012, and 221<sup>st</sup> in 2014) called on the PC(USA) and COTE to strengthen the funding mechanism for our PC(USA) Seminaries through the Theological Education Fund (TEF) and Theological Schools Endowment Fund (TSEF). The 221<sup>st</sup> agreed with a Special Committee on Funding Theological Institutions ([Item 13-07](#)) and COTE that moving the fiduciary responsibility of the TEF and TSEF from the Presbyterian Mission Agency to the Presbyterian Church (USA) Foundation would reduce expenses and enlarge the possibilities for theological education support.

In the Fall of 2014 and in accordance with the 221<sup>st</sup> General Assembly a new position was created by the Foundation as directed by COTE and another staff position was transferred to lead the Seminary Support Network. The Senior Director (new role) and Associate Director (transferred role) job descriptions were approved, persons were called by COTE Executive Committee (The Rev. Dr. Lee Hinson-Hasty as Senior Director and the Rev. Nancy Benson-Nicol as Associate Director), with both beginning January 1, 2015. A TEF Fund Advisory Agreement was signed February 9, 2015 to implement the 221<sup>st</sup> General Assembly mandated actions. The Executive Committee of COTE functions as the TEF Advisory Committee monitoring the transfer and progress of the project and partnering with Foundation staff regularly in 2015 and 2016. For further information on this move see referral 13-07 in the Referrals section at the end of this report.

- *Referral 14-04*

Referral 14-04 from the 221<sup>st</sup> GA, combined with recent national events and a deepening understanding of racial injustice in our country and the world, had the effect of galvanizing COTE with regard to racial injustice and white privilege. The September 2015 meeting of COTE at McCormick Theological Seminary, hosted by President Frank Yamada, became a moment of decision as the members of COTE committed themselves to taking racial injustice head-on, both in their seminaries and in their fields of ministry and mission. The response to this referral (included at the end of the report) became a first step for COTE in an ongoing process, rather than a one-and-done response to referral. While details are still being worked out, the first concrete result will be a resource consisting of all activities, programs, and initiatives at the PC(USA) seminaries related to the dismantling of white privilege and the struggle for racial justice. This resource will be made widely available to the denomination.

- *Implementing a Transitional Process*

The move of TEF entailed known and unknown ripple effects for COTE. COTE has undertaken this transition through self-reflection at meetings, first through sub-committees and then through the whole committee. COTE is using this period of time to reassess both how it can serve the denomination and the seminaries with new staff, new accountability procedures, and the adaptation of its current mandate. At its February, 2016 stated meeting at San Francisco Theological Seminary (to take place after the deadline for this report), COTE will undertake a structured review process to assess the opportunities for support of formal theological education opened up by the TEF transition.

- *Successful Institutional Support, Non-Financial*

The Institutional Support subcommittee of COTE consists of all elected members. At each meeting they review seminary needs and how they, the elected members, might be able to help

Theology, Formation, and Evangelism Ministry Area

our PC(USA) graduate theological institutions. A recent initiative has been particularly well-received. The Institutional Support subcommittee members decided to “adopt a president:” they pray for the presidents, send notes, and check in throughout the year. The presidents expressed effusive and loud appreciation for this Christian spiritual support for their work and ministry, and have asked that it continue.

C. Presbyterian Church (U.S.A.) Theological Institutions

*Reports from Individual Institutions*

The Committee on Theological Education brings to the assembly a narrative report from each of the 10 seminaries related to the PC(USA), Auburn Theological Seminary, the Seminario Evangélico de Puerto Rico and the Omaha Presbyterian Seminary Foundation.

- *Austin Presbyterian Theological Seminary*

Since 2014, Austin Seminary has called four new faculty members: the Reverend Dr. Margaret Aymer to teach New Testament, The Reverend Dr. Phil Wingeier-Rayo to teach in the area of mission and evangelism and Methodist studies, The Reverend Dr. Carolyn Helsel to teach homiletics, and Mr. Eric Wall to teach sacred music. The Reverend Dr. Thomas W. Currie III is the Jean Brown Visiting Scholar (2015-16). In 2016 Austin Seminary launched a new Spanish-language certificate in ministry program. We are entering the final phase of our comprehensive campaign, Weaving Promise and Practice into Ministry, having added, since 2014, five new merit “full-ride” student fellowships and completed funding to begin building a new student apartment, McCoy House.

- *Columbia Theological Seminary*

Two important leadership changes happened at Columbia Seminary over the last year. In January 2015, the ninth president of Columbia, Dr. Steve Hayner, died after a battle with pancreatic cancer. In July 2015, Columbia welcomed their tenth president, Dr. Leanne Van Dyk. Her vision for the next chapter of Columbia's mission has led to new conversations and plans, as well as a commitment to preserving the strong focus on pastoral formation that has long been at the center of Columbia's identity. Dr. Jake Myers was welcomed as a new professor of preaching. New initiatives launched by the dean included a new Center for Academic Literacy, which is a support center for students who seek help in their writing. The Center for Lifelong Learning celebrated its 30-year anniversary in spirituality programs and also launched a new Certificate in Spiritual Direction. The seminary's faculty frequently speak and teach in congregations and give papers at academic conferences.

- *Johnson C. Smith Theological Seminary*

Johnson C. Smith Theological Seminary is the only historically Black theological seminary of the Presbyterian Church (USA). JCSTS provides innovative theological education to advance communities of faith, justice, and compassion. We offer customizable, competency-based theological education specializing in (1) African-American worship, preaching, and sacred arts; (2) community organizing; (3) racial reconciliation; and (4) clergy care. In a year of radical change, JCSTS has crafted a fresh identity as a justice-oriented Christ-centered institution.

- *Louisville Presbyterian Theological Seminary*

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

At a time when our society is increasingly polarized and our world is deeply divided, Louisville Presbyterian Theological Seminary has dedicated itself to educating a new generation of bridge-builders: pastors, counselors, teachers, chaplains and other church leaders. Through our Doors to Dialogue Interfaith Education and Black Church Studies programs, together with one of the finest core theological education programs in the country, we are committed to healing the brokenness of God's world. And, because of the success of the first stage of our Covenant for the Future program, every student chosen to study with us at the master's level has their tuition paid by the seminary through the generosity of our school's supporters. We want our graduates to be liberated from debt to be able to follow God's call wherever God leads them.

- *McCormick Theological Seminary*

McCormick launched the Center for Faith of Service through generous grants from the Henry Luce and the Arthur Vining Davis Foundations. The Center seeks to recruit, train, and launch young adults to change the world through their commitments to justice and service. McCormick welcomed the Rev. Dr. Cláudio Carvalhaes as the Associate Professor of Worship and the Rev. Dr. Steed Davidson as Associate Professor of Hebrew Bible. The Rev. Dr. David Esterline, who served as Director of the Institute for Cross-Cultural Theological Education at McCormick, accepted a call to be the president of Pittsburgh Theological Seminary in 2015. In 2016, Dr. Carvalhaes accepted a call to be Associate Professor of Worship at Union Theological Seminary in New York.

- *Pittsburgh Theological Seminary*

Pittsburgh Theological Seminary is celebrating the May 2016 installation of the Rev. Dr. David Esterline as the Seminary's sixth president. We continue in our commitment of forming and equipping people for ministries familiar and yet to unfold, and communities present and yet to be gathered through our Church Planting Initiative and additional special programs. For 25 years the Metro-Urban Institute has been combining the theory and practice of collaborative community ministry into a program of urban theological education. Since 1996 the World Mission Initiative has been dedicated to developing mission vision, nurturing missionary vocations, and cultivating missional congregations. And for two decades the Miller Summer Youth Institute has been providing high school juniors and seniors the opportunity to grow in faith, engage in academic theological study, and explore vocation.

- *Princeton Theological Seminary*

The academic years 2014-2015 and 2015-2016 at Princeton Theological Seminary have been filled with growth and the development of new partnerships and initiatives as the Seminary seeks to serve the church faithfully. Three scholars were appointed to the faculty. Dr. Raimundo Barreto and Dr. Afeosemime Adogame joined the department of History and Ecumenics, and Dr. Sonia Waters joined the Practical Theology department. The Seminary has formed partnerships with several Korean churches and universities, including Yonsei University and Presbyterian University and Theological Seminary, to promote student and faculty exchanges. Two new academic centers were launched to offer programs, graduate certificates, and research opportunities. The Center for Black Church Studies highlights the theological witness of the African American and African Diaspora Christian experience, and the Center for Theology, Women, and Gender fosters critical theological reflection on gender issues in the church and culture. The new Farminary Project offers theological education at the Seminary farm, which is a

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

fertile training ground for pastoral leadership development and the practices of sustainability and innovation.

- *San Francisco Theological Seminary*

In both its physical campus and revitalized programs, San Francisco Theological Seminary (SFTS) exemplifies its mission statement: “In Christ. A new creation.” Construction of the new Student Village, completed in November 2015, used green technology to help preserve our local environment. Just as the Bay Area invites visitors from all over the world, our campus reflects a culture of inclusion and diversity. A variety of races, genders, nationalities, and faith backgrounds have come to live and study as part of a community committed to hospitality, respect for difference, honesty and accountability, compassion and service. Blending academics in the Reformed tradition with the inventive spirit for which the area is famous, SFTS has broadened the scope of its programs to become a type of research and development laboratory, offering an education that is Biblically grounded, intellectually open, fearlessly critical and unapologetically hopeful. The new Interdisciplinary Lecture series brings together staff, students, and teachers once a week to hear different perspectives on a chosen theme; online classes reach students whose ministry work may not allow for traditional class times. Several certificate and diploma programs are available to those wishing to deepen their theological and spiritual studies. Drawing upon the Christian meditative and mystical spiritual traditions, Wendy Farley fortifies the Seminary’s approach to spirituality, combining prayer and public witness, ancient practices and contemporary experimentation across many faith traditions. Rev. Floyd Thompkins, accomplished and award-winning pastor and community activist, took the helm in February as the first Director of The Center for Innovation in Ministry. Individually, these developments represent a purposeful course, combined they are a force, designed to increase the Church’s capacity to respond faithfully to the opportunities and challenges of the twenty-first century.

- *Union Presbyterian Seminary*

Union Presbyterian Seminary (UPSem) completed and initiated a new curriculum. The new curriculum features a *Church in the World* component that includes required coursework or supervised ministry in each of the following three areas: community engagement; evangelism; interfaith relations. A \$50 million capital campaign has reached 80% of its goal in a quiet phase. The public phase of the campaign will kick off in November of 2016. As part of the campaign, a complete renovation of Richmond Hall has begun. When complete, the new Richmond Hall will house a café, the Jim Holderness dining room, the Barbara Lemon community center, and two floors of suite styled single student rooms. The building will also house the Syngman Rhee Global Mission Center for Christian Education. When complete, the campaign will also fund, among other seminary mission goals, two new faculty chairs in Christian Education, the completion of a faculty chair in evangelism, a *Library Without Walls* initiative, technological support for hybrid distance learning, the journal *Interpretation*, the Leadership Institute, and the Communities of Learning pre-matriculation program. To provide housing for married students as well as commercial housing for the Richmond community, the seminary has entered into partnership with the Bristol Development Group on a \$50 million apartment complex on 15 acres of the seminary’s land. UPSem celebrates the call of visiting assistant professor of Evangelism, John Vest, who joined the seminary from his previous position as associate pastor, Fourth Presbyterian Church, Chicago. UPSem also celebrates the call of assistant professor of Preaching and Worship, Richard Voelz, a Vanderbilt Ph.D., who comes to the seminary from his present position as senior minister of the Johns Creek Christian Church, Johns Creek, GA.

Theology, Formation, and Evangelism Ministry Area

- *University of Dubuque Theological Seminary*

The University of Dubuque Theological Seminary (UDTS) is energetically pursuing its mission to “Follow Jesus, Walk in the Spirit, and Join God’s Mission.” In the fall of 2015 the seminary faculty, in collaboration with the undergraduate school, launched a one-year completely online Master of Arts in Christian Leadership degree. This coming August we are initiating a Graduate Assistant Program in Young Adult Ministry so Master of Divinity and Master of Arts in Mission and Discipleship students can gain valuable experience working with undergraduate students at the University of Dubuque while earning their degrees. Our newly revised M.Div. degree, with an emphasis on mission and leadership, can now be earned primarily online in only three years. Likewise, our revised Master of Arts in Mission and Discipleship can be earned primarily online in only two years. UDTS continues to be the leading provider of training for Commissioned Ruling Elders and offers rich continuing education for clergy on campus and online.

- *Auburn Theological Seminary*

Auburn Theological Seminary’s work to equip leaders to work for justice through education, platforms for public leadership, and research continues to grow. The newly created Auburn Senior Fellows program brings together game-changing leaders from a variety of faith traditions for shared learning, support, and collective action. Auburn’s Center for the Study of Theological Education published its latest study, “Learning Pastoral Imagination: A Five-Year Report on How New Ministers Learn in Practice.” Auburn’s Coach Training Program prepared students to coach church leaders in developing resilience, leading change, and thriving within the challenges of ministry. Auburn supported the Edwards Presbyterian Leadership Fellows cohort of current and recent seminary students with trainings on entrepreneurial ministry, storytelling, conflict resolution, the polity and dynamics of the General Assembly, and more. Through training and other resources, Auburn Media and Groundswell, the digital organizing platform, advanced faith leaders in uniting people of faith and moral courage in a multifaith movement for justice and in speaking on issues of social concern that transcend partisan politics. Recent campaigns included gathering more than 25,000 signatures on a letter of support to the Muslim community and nearly 1,000 faith leaders demanding immigration reform.

- *Seminario Evangélico de Puerto Rico/ Evangelical Seminary of Puerto Rico*

The Seminario Evangélico de Puerto Rico (Evangelical Seminary of PR –ESPR) responds to its missionary origin by collaborating in the holistic education of men and women called to serve in the Christian ministry within the Reformed and Evangelical traditions in Puerto Rico and the Americas. We employ our resources in the service of the Christian church by accompanying the theological, biblical and pastoral development of its leadership and by promoting and engaging the faith journey of its constituencies through several academic and non-academic programs (M.Div., M.A.R. and D.Min.), pastoral initiatives and events. Given the financial situation of the seminary and the need of the church in lay training; the ESPR is initiating an intercultural and interdisciplinary certification program for laypersons to explore their vocations and equip themselves to serve in the areas of Christian Education, Missions, Liturgy and Leadership. We will continue accompanying the Apostolic Church in Los Angeles providing theological education to their candidates and extending our services to other groups in the US and in Latin America as well.

- *Omaha Presbyterian Seminary Foundation*

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

Since the 221<sup>st</sup> General Assembly (2014), the Omaha Presbyterian Seminary Foundation (OPSF), continued to provide scholarships for inquirers and candidates attending any of the ten PC(USA) seminaries. Financial assistance extended to seminarians now exceeds \$9 million including nearly 800 merit scholarships, based on potential excellence in ministry, awarded. We also support fifteen to twenty annual lifelong learning events for clergy and lay leaders in our thirteen state primary service area. We are exploring several new initiatives including limited, one time awards to Doctor of Ministry candidates in PC(USA) seminaries and funding for Master of Arts candidates in various Christian studies programs. Finally, we are preparing a pilot program to provide some debt relief to first call PC(USA) pastors in our thirteen states.

## **II. Recommendations**

### **A. The Committee on Theological Education recommends the 222nd General Assembly (2016) approve the new trustees elected by Presbyterian Church (U.S.A.) theological institutions in 2014-2016:**

- 1. Austin Presbyterian Theological Seminary:** James Allison, Janice Bryant, Ann E. Herlin, Thomas Christian Currie, Beth Blanton Flowers, Jesus Juan Gonzalez, Steve LeBlanc, Sue McCoy, Matthew Miller, Conrad Rocha, Martha Tracey, Michael Wright.
- 2. Columbia Theological Seminary:** Anthony Lewis Amos, Lee Willey Bowman, Joe Ella Darby, Richard DuBose, Bradley D. Smith, Searcy Allen “Buz” Wilcoxon, Joseph Clay Meux, Jr., Gordon D. Schreck, Louly Fowler Hay.
- 3. University of Dubuque Theological Seminary:** Bryan McKeag, Bruce A. Obbink, Robert D. Webb.
- 4. Louisville Presbyterian Theological Seminary:** J. Mark Goodman-Morris, Betsy Ottis, Donald J. Ridings, Jr.
- 5. McCormick Theological Seminary:** Addison Domske, Catherine Estes, Je Myoung Lee, Joanne Lindstrom, Hankook Ryu, Sarah Tanzer, Robert Unglaub, Robert Cathey, Ronald Franks, Laurel Hamilton, Abigail Heimach-Snipes, Elliott Johnson, Sr., Raja Kamal, Katie Snipes Lancaster
- 6. Pittsburgh Theological Seminary:** Tyler J. Bayless, Angel L. De La Cruz, Mary Jo Dively, David Esterline, K. James Evans, Jr., Lisa D. Franklin-Robinson, James Gockley, Larry P. Homitsky, Donald K. McKim, Kang-Yup Na, Joan Prentice, Susan E. Vande Kapelle.
- 7. Princeton Theological Seminary:** Mark J. DeVries, Karen Jackson-Weaver, Dennis M. Kass, Hana Kim, Jonathan L. Walton.
- 8. San Francisco Theological Seminary:** Bradley A. Berg, Ana Loyda Lugo Berrios, Margaret Boles, David F. Huting.
- 9. Johnson C. Smith Theological Seminary:**
- 10. Union Presbyterian Seminary:** Elizabeth Ayscue, Bruce Harvey, Matt Rich, Ted Feinour, Sarah Lindsay Balsley.

### *Rationale*

“A Plan for the Governance and Funding of the Theological Institutions of the Presbyterian Church (U.S.A.)” approved by the 198th General Assembly (1986) requires COTE to present presidents and trustees of PC (USA)-related seminaries to the General Assembly for approval. A list of the entire board of trustees of each of the PC (USA)- related seminaries as well as biographical information about trustees to be approved will be made available by COTE for review by the appropriate committee during the 221st General Assembly (2014). Similar information will also be made available about those currently serving

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 27-29, 2016**

**Theology, Formation, and Evangelism Ministry Area**

on the boards of Auburn Theological Seminary and the Evangelical Seminary of Puerto Rico, which are related to the General Assembly of the Presbyterian Church (U.S.A.) through covenant agreements.

In addition, and as required by vote of the 209th General Assembly (1997), the following information is offered in regard to racial ethnic and gender representation on the various seminary boards.

PC(USA) – related Seminaries	Total on Board	Euro-Am.	Hispanic	African-Am.	Asian	Native American	R/E	Male	Female
Austin	33	25	3	4	0	0	0	19	14
Columbia	41	36	0	5	0	0	0	21	20
Dubuque	32	29	0	3	0	0	0	24	8
Louisville	31	27	0	3	0	0	1	21	10
McCormick	39	29	1	7	2	0	1	28	11
Pittsburgh	32	25	0	6	1	0	0	20	12
Princeton	37	29	1	4	3	0	0	26	11
SFTS	30	22	1	3	3	1	1	19	11
J.C. Smith	21	10	0	11	0	0	0	13	8
Union Presbyterian	33	28	0	5	2	0	5	19	14
<b>TOTALS</b>	<b>329</b>	<b>260</b>	<b>6</b>	<b>73</b>	<b>9</b>	<b>1</b>	<b>7</b>	<b>210</b>	<b>119</b>

- B. The Committee on Theological Education recommends the 222nd General Assembly (2016) grant permission to the following theological institutions to celebrate the Sacrament of the Lord’s Supper in 2015–2016: Austin Presbyterian Theological Seminary, Columbia Theological Seminary, University of Dubuque Theological Seminary, Louisville Presbyterian Theological Seminary, McCormick Theological Seminary, Pittsburgh Theological Seminary, Princeton Theological Seminary, San Francisco Theological Seminary, Johnson C. Smith Theological Seminary, Union Presbyterian Seminary, Seminario Evangélico de Puerto Rico, and Auburn Theological Seminary.**

*Rationale*

Beginning in 1989 the General Assembly became the governing body that grants permission to celebrate the Sacrament of the Lord’s Supper at Presbyterian theological institutions. Each seminary is entrusted with identifying a governing group on campus to discern appropriate occasions and leaders to celebrate on each campus. The 220th General Assembly (2012) granted permission for celebrations in 2012–2013.



- C. **The Committee on Theological Education recommends the 222nd General Assembly (2016) recognize the Reverend Craig Dykstra, Ph.D., Research Professor of Practical Theology and Senior Fellow of Leadership Education at Duke Divinity School, and the Reverend Katharine Doob Sakenfeld, Ph.D., William Albright Eisenberger Professor of Old Testament Literature and Exegesis, Emerita, for outstanding lifetime contributions to theological education in and for the Presbyterian Church (U.S.A.) with the Award for Excellence in Theological Education and docket time in plenary session to celebrate with each awardee.**

*Rationale*

The Award for Excellence in Theological Education was established by the Committee on Theological Education in 1996 to “honor a person biennially who has made an outstanding lifetime contribution to theological education in and for the Presbyterian Church (U.S.A.).” The award is normally presented during a plenary meeting of the General Assembly. COTE selected two nominees in October 2015 for this biennium: The Reverend Craig Dykstra, Ph.D. and the Reverend Katharine Doob Sakenfeld, Ph.D.

**1. Craig Dykstra**

From his teaching and research while on the faculties of two of our Presbyterian seminaries (Louisville and Princeton) to his extraordinary leadership as Senior Vice President of the Religion Division of the Lilly Endowment, Dr. Dykstra has shaped the very terms of the conversation about how best to prepare men and women for ministry and leadership for the church. He continues this work after retirement from the Lilly Endowment by conducting research into leadership from his teaching position as Research Professor of Practical Theology and Senior Fellow at Leadership Education at Duke Divinity School.

Dr. Dykstra defined for a generation our understanding of "practices of faith" and reminded us all of the proper ends of our life together as Christians. He has given us phrases, like "the pastoral imagination" and "the ecclesial imagination," to make sense of the vital, yet difficult to describe, qualities that lie at the heart of the pastoral arts and the fundamental communal aspects of our faith. And he has inspired scores of young ministers and professors to invest their lives in the church.

Because of his influence, educational and formational programs were developed in seminaries small and large from coast to coast. Today, sabbatical and study leave programs we consider essential for pastoral renewal, exist because he championed them. And programs that promote the vocation of ministry among youth and young adults, programs that seek to sustain pastoral excellence, and programs that nurture church leadership can be found in virtually every corner of this country because of Craig's visionary efforts.

Dr. Dykstra currently serves as Research Professor of Practical Theology and Senior Fellow of Leadership Education at Duke Divinity School. He is a teaching elder in the Presbyterian Church (USA), having received his M.Div. and Ph.D. from Princeton Theological Seminary, specializing in moral theology and Christian Education. In addition to teaching at Princeton, he has served as editor of *Theology Today*, Associate Professor of Christian Education at Louisville Presbyterian Theological Seminary, and assistant minister of Westminster Church in Detroit, MI. After retiring from service beginning in 1989 as Senior Vice President for Religion at the Lilly Endowment, Dr. Dykstra now works at Duke Divinity School.

**2. Katharine Sakenfeld**

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

Dr. Sakenfeld has an almost iconic status on the Presbyterian Theological Seminary campus as a scholar, minister of the Word and Sacrament, caregiving pastor to generations of students, beloved administrator, and extraordinary classroom teacher. She has provided Distinguished lifetime service in Presbyterian and Reformed Theological Education.

Professor Sakenfeld joined the faculty of Princeton Theological Seminary in 1970 as an instructor in Old Testament, rising through every rank of the faculty to become a full professor in 1987. During the course of her academic career at Princeton she also served four years as adjunct faculty for the D.Min. Program of San Francisco Theological Seminary, and as Guest Professor of Union Theological Seminary, Dasmannas, Philippines in the fall of 1996. She is the author of five books, the co-editor of one, the co-editor of the *Oxford Study Bible*, and the general editor of the *New Interpreter's Dictionary of the Bible*. She has authored over 40 articles and nearly 30 book reviews. Several thousand students have sat under her teaching for over four decades at Princeton in introductory courses, doctoral seminars, Hebrew exegesis courses in Hosea, Jeremiah, and Ezekiel, and in courses on the Bible and women.

She has also been active in PC(USA) theological education leadership for several decades. For a quarter of century, 1984-2009, Professor Sakenfeld served as Director of Ph.D. Studies at Princeton Theological Seminary. Her duties included recruitment of students, guiding admissions, program oversight, placement, program review and development, service with the faculty Ph.D. Studies Committee, and annual Catalogue preparation. At the end of her tenure, some 364 students had successfully passed through the PTS Ph.D. program.

Her forays into theological education have included lay education in New Brunswick Presbytery, serving as theologian-in-residence at Bryn Mawr Presbyterian Church, lecturing in congregations such as Independent Presbyterian Church in Birmingham, Alabama, and leading various women's retreats.

Between doing a B.D. and Ph.D. at Harvard Divinity School, Professor Sakenfeld completed an MA at the University of Rhode Island. Her research focused primarily on biblical narratives concerning the pre-monarchical period and on feminist biblical hermeneutics. In addition to the works mentioned above, she has published commentaries Numbers (1995) and Ruth (Interpretation, 1999), as well as many articles on feminist interpretation with a special focus on voices from diverse cultural contexts. In 2007 she was President of the Society of Biblical Literature. A Presbyterian clergywoman, Sakenfeld has served as moderator of her presbytery and as a member of the Faith and Order Commission of the World Council of Churches since 1999.

- D. The Committee on Theological Education recommends the 222nd General Assembly (2016) docket up to four minutes in a plenary session, adjacent to the Awards for Excellence in Theological Education, for a brief meditation in memory of Steven Hayner, late president of Columbia Theological Seminary, with brief remarks to be made by Craig Barnes, President of Princeton Theological Seminary.**

*Rationale*

COTE's charges to support theological education and to support seminaries overlap, and are charges with denominational, administrative, and Christian spiritual import. Steve Hayner had a huge impact on ministerial formation and mentoring and theological education

**E. The Committee on Theological Education recommends that the 222nd General Assembly (2016) approve Leanne Van Dyk as president of Columbia Theological Seminary and David Esterline as president of Pittsburgh Theological Seminary, and that the 222nd General Assembly docket time in the plenary session for each president to make brief remarks.**

*Rationale*

General Assembly approval of Leanne Van Dyk's and David Esterline's appointments as presidents of Columbia Theological Seminary and Pittsburgh Theological Seminary, respectively, is required by "A Plan for the Governance and Funding of the Theological Institutions of the Presbyterian Church (U.S.A.)," approved by the 198th General Assembly (1986) and by the seminaries' current bylaws.

Official news releases are included below:

**DR. LEANNE VAN DYK NAMED TENTH PRESIDENT OF COLUMBIA SEMINARY**

*2015-04-14*

The Board of Trustees for Columbia Theological Seminary voted unanimously today to appoint Dr. Leanne Van Dyk to be the school's tenth president. She is currently the Dean and Vice President of Academic Affairs and Professor of Reformed Theology at Western Theological Seminary in Holland, MI. Dr. Van Dyk's appointment is effective July 1, 2015.

After a nationwide search, Dr. Van Dyk succeeds Dr. Steve Hayner who began as president in July 2009, but had to step down after being diagnosed with pancreatic cancer just one year ago. He died on January 31, 2015. Since that time, the seminary has been led by Dr. Deborah Flemister Mullen, the Executive Vice President and Dean of Faculty who served as Acting President from April till October, and by William E. Scheu who has served as Interim President since October.

"Dr. Van Dyk is deeply rooted in the Reformed tradition," stated Rev. Dr. Tom Walker, Chair of Columbia's Board of Trustees and pastor at the Palms Presbyterian Church in Jacksonville Beach, FL. "From that rootedness comes her commitment to cultural diversity and a proven track record for speaking theologically across cultural and religious boundaries. As evidenced by her significant connections within the Presbyterian Church (U.S.A.) and with other denominations as well, she is known for her ability to create close ties with students, faculty, staff, and members of the community."

"It was hard to imagine whom this community guided by the Holy Spirit would call to be our next president," said Deborah Flemister Mullen, Dean of Faculty and Executive Vice President for Columbia Theological Seminary. "Now we can rejoice! After years of watching Rev. Dr. Leanne Van Dyk from a distance and respecting her considerable gifts, I believe that our prayers have been answered. We can rely on Leanne to be an experienced administrator, visionary leader, prolific scholar, and passionate teacher of theology rooted in the Reformed tradition, to faithfully lead the seminary into the future embracing our diversity as a gift from God."

"Leanne Van Dyk is a thoughtful and gifted theological educator, who understands both how to do theological education and why it is crucial to communities of faith," said Daniel Aleshire, Executive Director of The Association of Theological Schools (ATS). "In addition to her years of service at Western Seminary, Leanne Van Dyk has been an active contributor to ATS accreditation and currently serves on the Board of Commissioners. She is a perceptive observer of theological education and deeply understands its complexities and possibilities."

"Columbia Theological Seminary sings a loud hallelujah to welcome Dr. Leanne Van Dyke as its new President!" proclaimed Billy Michael Honor, a member of the presidential search committee and pastor at

New Life Presbyterian Church in Atlanta. “Without a doubt, her administrative credentials, strong faith and commitment to educating Christian leaders for the Church and the world make her especially qualified to lead Columbia into its next chapter.”

“Leanne has long been a role model and mentor for me. Her essays have been read by our students for many years,” said Martha Moore-Keish, Associate Professor of Theology. “I had the pleasure of working with Leanne on *A More Profound Alleluia*, a volume which she edited and to which I contributed. She was a consummate editor, nurturing the writers with calm attention to detail as well as clear vision for the book as a whole. These gifts, which she has developed through her years of leadership at Western Seminary, will also make her a great president for Columbia Seminary—as role model, visionary, administrator, and friend.”

“Columbia is fortunate to have Leanne as its next president!” said Joseph Small, former Director of the Presbyterian Church (U.S.A.) Office of Theology and Worship. “She has proven administrative experience, but I always think of her as a fine theologian who has always done her scholarly work in the service of the church. The combination of theological faithfulness, love of the church, and administrative excellence makes her a great fit for Columbia, which has a reputation for quality academic service, done for the church.”

Dr. Leanne Van Dyk holds degrees from Calvin College (B.A.), Western Michigan University (M.A.), Calvin Theological Seminary (M.Div.) and Princeton Theological Seminary where she earned her Ph.D. in Systematic Theology, magna cum laude. Before teaching at Western Theological Seminary, she previously taught at San Francisco Theological Seminary and Graduate Theological Union in Berkeley, CA.

Dr. Van Dyk’s other professional experience includes serving as a member of the Board of Commissioners of the Association of Theological Schools (ATS); as a member of the advisory committee for a \$6 million Lilly Grant on new models in theological education; as a member of the Wabash Center's Consultation on Theological Education; and on various projects with the Office of Theology and Worship for the Presbyterian Church (USA). One of her efforts remembered by many in the PC(USA) was as a member of the Catechism Committee, which completed its work in 1998. She also participated in the Reforming Ministry project with the Office of Theology and Worship.

She has served on the editorial boards of *Perspectives*, *the Journal of Reformed Thought*, and the *Scottish Journal of Theology*. Dr. Van Dyk has published several books, including *A More Profound Alleluia: Theology and Worship in Harmony* for which she was also editor (Eerdmans Publishing Co., 2005); *Believing in Jesus Christ*, part of the “Foundations” series sponsored by the Office of Theology and Worship of the PC(USA) (Geneva Press, 2002); and *The Desire of Divine Love: The Atonement Theology of John McLeod Campbell* (Peter Lang Publishers, 1995).

#### **DR. DAVID V. ESTERLINE**

Pittsburgh Theological Seminary's Board of Directors has named the Rev. Dr. David V. Esterline as president and professor of cross-cultural theological education. Esterline currently serves as the director of the Institute for Cross-Cultural Education at McCormick Theological Seminary and was the dean of faculty and vice president for academic affairs at McCormick from 1999-2009.

“The search attracted a wonderful array of candidates. We are excited to have a person with David’s breadth of experience in global seminary education, ecumenical initiatives, and pastoral care as our next president,” said Board member Paul Dimmick, who chaired the Presidential Search Committee. Board Chair Sandy Lamb adds: “Pittsburgh Theological Seminary, reflecting the challenges in the mainline

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 27-29, 2016**

**Theology, Formation, and Evangelism Ministry Area**

churches, is in the process of reexamining how it prepares women and men in a multicultural church and society consistent with our mission. We are confident that Dr. Esterline brings experience, wisdom, integrity, and energy to lead Pittsburgh Seminary in these emerging strategies.”

Esterline is a graduate of the University of California, Santa Cruz (A.B., religious studies), Oxford University, Trinity College (M.A., theology), and Graduate Theological Union (Ph.D., religion and education). He was ordained by the Presbyterian Church in Cameroon in 1987 and is currently a teaching elder in Blackhawk Presbytery (Illinois) of The Presbyterian Church (USA).

Joining the faculty of McCormick in 1997, he previously served as the director of the Doctoral Program and Continuing Education before becoming associate professor of cross-cultural education and ministry and later the James G. K. McClure Professor of Theological Education.

Esterline started his ministry as a Presbyterian Church (U.S.A.) mission co-worker in Cameroon and the Fiji Islands. In that capacity he has served as a lecturer at Theological College, Presbyterian Church in Cameroon, and as academic dean, lecturer, and chair of the Biblical Studies department at Pacific Theological College in Suva, Fiji Islands.

He researches, writes, and lectures internationally about Christian theological education worldwide. Esterline is co-chair of the recently formed Global Forum of Theological Educators, an initiative designed to provide a common table for mutual sharing among Evangelical, Pentecostal, Historical Protestant, Roman Catholic, Orthodox, and Independent educators. Additionally, Esterline has worked extensively with the Association of Theological Schools, the accrediting body for more than 270 institutions in the United States and Canada that is headquartered in Pittsburgh. He was a member of the Board of Commission on Accrediting (chair, 2010-2012), chaired numerous comprehensive evaluations, and presented various workshops on topics including diversity. He has also served with the World Council of Churches focusing on ecumenical theological education.

His church service has primarily been in Illinois as well as California and Fiji. He currently serves as parish associate at Park Presbyterian Church in Streator, Ill. In the past, he served on a number of denominational committees.

Esterline will succeed the Rev. Dr. William J. Carl III, who is retiring from the Seminary in June after nearly 10 years of service. During his tenure, Carl led the Seminary into a successful capital campaign and reaccreditation, positioning PTS to thrive in a volatile economic environment.

Dr. Esterline is married to the Rev. Jane Esterline, pastor of Park Presbyterian Church in Streator, Ill. They served together as mission co-workers of the Presbyterian Church (U.S.A.) and have three children.

**F. The Committee on Theological Education recommends that the 222nd General Assembly (2016) approve the revised Covenant Between the General Assembly of the Presbyterian Church (U.S.A.) and El Seminario Evangélico de Puerto Rico below and to be review this covenant before the 222nd General Assembly (2016).**

**A COVENANT BETWEEN THE GENERAL ASSEMBLY OF THE  
PRESBYTERIAN CHURCH (U.S.A.) AND  
EL SEMINARIO EVANGÉLICO DE PUERTO RICO  
2010–2016**

**I. Purpose**

The purpose of this covenant is to define the nature and scope of the relationship mutually agreed to by El Seminario Evangélico de Puerto Rico (Evangelical Seminary of Puerto Rico) and the General Assembly of the Presbyterian Church (U.S.A.).

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

II. History of the Relationship

In 1919, the Presbyterian Church in the United States of America closed Seminario Teológico Portoricense in Mayaguez, Puerto Rico, and joined with four other Protestant mission boards to found the Evangelical Seminary of Puerto Rico. This action was taken under the guidance of the Board of National Missions. In 1918, the Board of Education of the Presbyterian Church of the United States proposed this action as follows:

The Board is in receipt of a communication from Rev. J. A. McAllister, an accredited missionary in Porto [sic] Rico under our Board of Home Missions, in which it is stated that the evangelical denominations at work in Porto [sic] Rico have joined together in an effort to organize a union Theological Seminary for the purposes of training a native ministry.

The Board of National Missions and its successor (The Program Agency) continued to appoint trustees and provide funding for the school. File documents indicate that the Board/Agency annual grant was from \$20,000 to \$25,000 until the early seventies. Restructuring in the UPCUSA in the early seventies resulted in inadvertent dropping of the budget line for the school, although funds were subsequently found, and annual funding continued at approximately \$30,000 per year.

By 1977, discussion about the Evangelical Seminary of Puerto Rico joining the Council of Theological Seminaries arose. The council adopted as policy the task “to keep under review the issues and options related to the Presbyterian Church (U.S.A.) and the Evangelical Seminary of Puerto Rico” (quoted by John H. Galbreath in correspondence to the Reverend Jaime O. Quinones, November 12, 1984).

In 1982, the seminary received accreditation from the Association of Theological Schools. This was renewed for ten years in 1987, in 1997, and again in 2008. In the same manner, the seminary retains its State license by the Council of Higher Education of the Commonwealth of Puerto Rico as well as its accreditation by the Middle States Council of Higher Education. The 1997 visiting team of the ATS wrote:

Few theological seminaries have better reasons for their existence than does the Evangelical Seminary of Puerto Rico. The only accredited theological school on the island, SEPR stands within the Reformed tradition and serves the growing ecumenical constituency of six sponsoring Protestant denominations while training leaders for several other Protestant and Catholic groups as well. Moreover, ESPR increasingly provides training for Hispanic churches in the Middle Atlantic States and other locations where large numbers of Puerto Ricans live.<sup>1</sup>

As reunion was implemented at the national level in the Presbyterian Church, responsibility for the seminary was lodged with the office of Global Education and Leadership Development of the Committee on Higher Education. Funding continued at the level of \$25,000 to \$30,000 per year. The “Articles of Agreement” governing reunion made no mention of the Evangelical Seminary of Puerto Rico. The General Assembly appointed a special Committee on Theological Institutions (CTI) to recommend new reporting and funding systems for the ten Presbyterian seminaries and the Presbyterian School of Christian Education. Their report to the 1986 General Assembly dealt directly with the funding and reporting issues, but went on to note that the relationship of the church to the Evangelical Seminary of Puerto Rico remained unfinished business, and that a special study committee should explore the matter, along with other issues.

The Committee on Theological Education agreed that this question needed examination. In 1988, the General Assembly accepted the recommendation of the Committee on Theological Education and appointed the Special Committee to Study Theological Institutions. The Committee on Theological Education’s assignment to the special committee included the following question:

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

What should be the status of institutions such as the Evangelical Seminary of Puerto Rico and Auburn Seminary that have Presbyterian Church ties?<sup>2</sup>

After considerable study the special committee has recommended that the Evangelical Seminary of Puerto Rico relate to the Presbyterian Church (U.S.A.) through the Committee on Theological Education (or its successor). The special committee judged that existing categories of membership on the Committee on Theological Education do not adequately serve to respect the historic and continuous relationship between the PC(USA) and the singular ecumenical venture that is the seminary.

The Seminario Evangélico de Puerto Rico has strong historical ties with the PC(USA) and serves both Presbyterian students and Presbyterian congregations as it relates to the larger denominational body in representational character and collaborative projects. The seminary acknowledges its roots in the Reformed tradition and the place of the PC(USA) in its institutional identity. For almost a century, the Seminario Evangélico has been a constitutive part of the history of the Presbyterian Church in the United States in its theological, missionary, and ecumenical ventures.

The special committee recommended the adoption of a special agreement between the General Assembly and the Evangelical Seminary of Puerto Rico (ESPR). The Committee on Theological Education concurred with that judgment. This covenant constitutes that most recent agreement as developed by the Evangelical Seminary of Puerto Rico and the Committee on Theological Education for consideration by the General Assembly, and by the Board of Directors of the Evangelical Seminary of Puerto Rico.

Following up on the recommendation of the special committee to review the scope of the relationship and considering the time for a covenant renewal, the Committee on Theological Education (COTE) appointed a visit team to discuss the covenant and explore new levels of partnership with the seminary. The visiting team was convened by the Reverend Dr. Kenneth Kovacs and included other COTE members; the Reverend Dr. Iain Torrance, and Elder Vilmarie Cintrón-Olivieri. COTE staff, the Reverend Dr. Lee Hinson-Hasty and Robert Fohr, also participated. The narrative that follows summarizes the visiting team recommendations for the renewal of the PC(USA)-ESPR covenant agreement.

### III. Members of the Covenant

The members of this covenant, El Seminario Evangélico de Puerto Rico (Evangelical Seminary of Puerto Rico), operating under its governing board, the board of directors, and the General Assembly of the Presbyterian Church (U.S.A.) operating as a governing body, are independent, self-governing bodies neither being controlled by the other. Together, they share a common vision to serve the church of Jesus Christ and, in an act of solidarity, will partner together to fulfill their mission.

### IV. Expectations Under the Covenant

A. El Seminario Evangélico de Puerto Rico (hereinafter referred to as “the Seminary”) affirms its commitment in the following areas:

#### 1. Academic Matters

The Seminary shall maintain its accreditation from an internationally recognized accrediting agency such as the Association of Theological Schools (ATS), the Middle States Association, the Latin American Association of Theological Education (ALIET), or the Commission of Theological Education in Latin America (CETELA), for the duration of this covenant.

The Seminary will meet the needs of its Presbyterian students and the Presbyterian leadership seeking continuing formation and development. To this end, courses in Hebrew and Greek will continue to be provided minimally on alternate years, and courses will be offered in Reformed history, Reformed theology, and Presbyterian polity, as mandated by the action of the Seminary’s Board of Directors. The

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 27-29, 2016**

**Theology, Formation, and Evangelism Ministry Area**

seminary will also continue to respond to the request for leadership formation from Presbyterian middle governing bodies both in the island and those presbyteries in the U.S. with sizable Hispanic/Latino populations.

The Seminary will continue to be responsive to the academic needs of its Presbyterian students as these needs are expressed by the Synod of Puerto Rico and the presbyteries comprising that synod.

The Seminary will administer the Presbyterian Ordination examinations (including the designation of a proctor), and will provide reviews and learning experiences to help students achieve maximum results.

The Seminary will work closely with the Synod of Puerto Rico and the three presbyteries on the island to provide the necessary resources and educational experiences for their candidates for ministry and their pastoral and lay leadership. The Seminary will secure a suitable adjunct faculty member to teach the course entitled, "EMI-9, Denominational Principles," or its successor. The Seminary will continue to grant the synod the authority to nominate the adjunct faculty member, and shall require that the person nominated meet the Seminary's qualifications as an adjunct faculty member. If the Seminary declines to hire the synod's nominee, the synod will submit another nominee. The Seminary shall hire only a person nominated by the synod.

As stipulated by the Board of Directors of the Seminary in their action of September 26, 1992, the professor named to the Presbyterian-Reformed chair will be a minister of Word and Sacrament in the Presbyterian Church (U.S.A.).

Searches for other faculty appointments will consider Presbyterians as well as other qualified persons. Although Presbyterians will be considered, the Seminary is not obligated to appoint Presbyterians to a faculty post except to the Presbyterian-Reformed chair.

## 2. Cooperation

The Seminary will participate in cooperative ventures undertaken by the Presbyterian Church (U.S.A.) theological institutions. As is the case with the Presbyterian Church (U.S.A.) schools, cooperation with the other institutions is voluntary, depending on how a proposal or program is related to the institution's mission and the availability of resources.

The Seminary shall submit annually the same or equivalent reports to the Committee on Theological Education (or its successor), as are required of all Presbyterian theological institutions. Such reports may include, but are not be limited to:

- a. finances;
- b. enrollment and graduates;
- c. changes to the Articles of Incorporation and Bylaws;
- d. appointments to the faculty;
- e. appointments to the board of directors;
- f. a brief narrative report of activities of the school to be shared with the General Assembly;
- g. appointment of a new president.

## 3. Collaboration

The Seminary will serve as a resource for the Presbyterian Church (U.S.A.) whenever such service can be appropriately and feasibly provided from the Seminary's resources, programs, and personnel. The Seminary will participate in collaborative ventures undertaken by the Presbyterian Church (U.S.A.). The Seminary welcomes the partnership of other Presbyterian seminaries in projects where the institutional resources and expertise of its faculty can be supportive of current or new theological education ventures. The growing importance of Hispanic ministries in the United States and in other countries makes ESPR a



**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

very significant institution for the denomination in carrying out its mission.

**4. Board of Directors of the Seminary**

The seminary will invite and expect the representation of Presbyterian leadership in its board of directors as stated in its bylaws. The Seminary shall have two directors nominated by the Synod of Puerto Rico and one director nominated by the Committee on Theological Education (or its successor) of the Presbyterian Church (U.S.A.) as provided in the Seminary's bylaws upon the request of the seminary.<sup>3</sup> The Presbyterian Church (U.S.A.) nominees from the Synod of Puerto Rico and from COTE may be submitted to the General Assembly of the Presbyterian Church (U.S.A.) for review and approval. The Seminary will maintain the same number of Presbyterian Church (U.S.A.) directors (3) on the board of the Seminary as presently is mandated by the Seminary's bylaws.

Nomination by the Synod of Puerto Rico or by COTE does not constitute election to the Board of Directors of the Seminary. The power to elect directors rests exclusively with the board of the Seminary. If the board of directors chooses to not elect one of the Presbyterian Church (U.S.A.) nominees, it will ask for another nominee from the appropriate governing body.

**5. Development Activity**

The Seminary agrees that, as a beneficiary of the Theological Education Fund, it will adopt the fund-raising policies agreed to by COTE as outlined in the Manual of Operations of COTE.

As of February 1997, the policy provides that, normally, the Seminary may solicit PC(USA) congregations for current operating funds for support of the annual budget if those congregations have an alumnus/a on the staff, a student in the institution, a trustee or former trustee as pastor, a geographic relationship, or are congregations which have given to the Seminary before. In soliciting Presbyterian congregations for operating budgets all communications will make first and foremost an appeal for support of the Theological Education Fund, i.e. the 1 % Plan.

It is expected that all fund-raising activity among Presbyterians and Presbyterian churches in Puerto Rico will take place in close, cordial, and cooperative relationship with the Synod of Puerto Rico. The Seminary will continue to raise funds toward the full endowment of the Presbyterian-Reformed chair.

**B.** The General Assembly of the Presbyterian Church (U.S.A.), affirms its commitment in the following areas:

**1. The Committee on Theological Education (or Its Successor)**

This covenant relationship with the Seminary shall give to that institution voice and vote, with full participation on the Committee on Theological Education or its successor. Every effort must be made by the Seminary to ensure that the institutional representative to COTE is Presbyterian. Travel and lodging expenses associated with attendance of the Seminary's representative to meetings of the Committee on Theological Education (or its successor) shall be reimbursed by the PC(USA) in accordance with its reimbursement policies.

The Committee on Theological Education will provide assistance as appropriate to the Seminary and the Synod of Puerto Rico for interpreting the Theological Education Fund to congregations in the synod, as well as the Seminary's faculty and staff.

The Committee on Theological Education will provide the Seminary ongoing guidance with respect to any fund-raising efforts the Seminary undertakes in the United States or elsewhere where there is expertise.

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

2. Financial Support

The Committee on Theological Education (or its successor) shall include the Seminary in the annual allocation of the funds it administers, such funds including the Theological Education Fund. The Seminary shall be allocated funds according to the same formula as the other Presbyterian theological institutions, with the exception that the Seminary shall receive one-fifth of one share of that portion of the Theological Education Fund and other moneys that are divided in shares among the institutions without reference to numbers of graduates.

As of 1997, 46.5 percent of the administered funds are distributed on the basis of the number of graduates in all degree programs with 2.5 percent left to the discretion of the Committee on Theological Education. The Seminary will receive funds distributed on the number of graduates on the same basis and in the same manner as the other theological institutions.

The Seminary may seek moneys from the discretionary fund portion of the Theological Education Fund and other administered funds on the same basis and in the same manner as the other theological institutions.

Income from funds that are held in trust by the Presbyterian Church (U.S.A.) Foundation and that are restricted by their original donor specifically to a particular Seminary shall not be included in the computed allocation of the Theological Education Fund and other funds allocated by the Committee on Theological Education (or its successor).

3. Disclosure

The Presbyterian Church (U.S.A.) agrees to disclose and describe this new arrangement to the other supporting denominations of the Seminary.

V. Indemnity

The Seminary agrees to hold the Presbyterian Church (U.S.A.) harmless for any acts, omissions, or failures to fulfill the terms of this covenant. The Presbyterian Church (U.S.A.) agrees to hold the Seminary harmless for any acts, omissions, or failures to fulfill the terms of this covenant.

VI. Amendments

Changes in the Presbyterian Church (U.S.A.) or in the circumstance of the Seminary may affect portions of this covenant. Either party to this covenant—the Seminary and the General Assembly of the Presbyterian Church (U.S.A.) as represented by the Committee on Theological Education (or its successor)—may request revision of parts or this entire covenant during the term of this agreement. Amendments to this covenant may be executed by mutual agreement of the Board of Directors of the Seminary and the General Assembly.

VII. Term

The term of this covenant shall commence when formally approved and signed by the designated parties and shall expire in June/July 2016 (222nd General Assembly [2016]). The covenant may be renewed by mutual consent.

VIII. Formal Approval

This covenant shall be effective upon formal approval by the Board of Directors of the Evangelical Seminary of Puerto Rico and by the General Assembly of the Presbyterian Church (U.S.A.) and when signed by the Moderator and the Stated Clerk of the General Assembly of the Presbyterian Church (U.S.A.) and by the Seminary's president and the chair of the Board of Directors of the Seminary. Financial support under this covenant shall continue for the duration of the covenant. This covenant recognizes that the Evangelical Seminary of Puerto Rico may develop other covenant

**PRESBYTERIAN MISSION AGENCY BOARD**  
**April 27-29, 2016**  
**Theology, Formation, and Evangelism Ministry Area**

relationship with other denominations who support the Seminary.

The General Assembly of the Presbyterian Church (U.S.A.) and El Seminario Evangélico de Puerto Rico, acting by and through the signatories below, do so covenant and agree:

REPRESENTING EL SEMINARIO EVANGÉLICO DE PUERTO RICO Doris Garcia-Rivera, President 2016 Carlos Gomez-Menendez Chair, Board of Directors 2016	REPRESENTING THE GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH (USA) [Insert Name] Moderator June 2016 Gradye Parsons Stated Clerk June 2016
--	--

*Endnotes*

1. As quoted by Luis Fidel Mercado in correspondence to Robert T. Douglass, October 9, 1987.
2. Minutes, 1988, Part I, page 415, paragraph 33.026.
3. The by-laws of the Evangelical Seminary of Puerto Rico stipulate in Article I.A.1. on the composition of the board of directors the following: “One person representing each of the founding and cooperating mission boards in the United States of America.” This agreement proposes that the Presbyterian representative be nominated by the Committee on Theological Education or its successor.

*Rationale*

Most of the proposed covenant remains the same as the covenant approved in 2003 by the General Assembly and reaffirmed by the General Assembly Mission Council in 2009 and the second time the General Assembly is considering a renewal of a covenant agreement with ESPR. There are several changes to the covenant worth highlighting. While the covenant is between ESPR and the PC(USA) (not with COTE), some of the changes in the proposed covenant have a direct bearing upon ESPR’s relationship to COTE. Those changes have been approved by COTE as it forwards this revised covenant to the 219th General Assembly (2010) that:

1. Broadens accreditation possibilities for ESPR, beyond the Association of Theological Schools (ATS). This could include accreditation through the Latin American Association of Theological Education (ALIET) or the Commission of Theological Education in Latin America (CETELA). This recognizes the fact that ESPR operates in a Hispanic world and permits access to broader accreditation authorities. The task force believes this would be an anti-colonial move and asset to the PC(USA) as a whole. [Proposed Covenant IV.A.1.]
2. Invited reconsideration of ESPR’s membership status in COTE. The ESPR is really something other than a “Corresponding Member” of COTE. The nature of its mission and its relationship to the PC(USA) requires a kind of hybrid membership, a different form of membership that will allow it to participate more fully in COTE. The ESPR has been given both voice and vote on COTE. Giving vote will enable an ESPR institutional representative to participate in the leadership of COTE (executive committee membership, chair, vice-chair, etc.). [Proposed Covenant IV.B.1.]
3. Highlights COTE’s responsibility for nominating a PC(USA) representative to the ESPR Board of Directors. We have not fulfilled our promise in this effort. As a result, COTE will establish a process of nomination and that this be done in collaboration with ESPR. In conjunction with ESPR, COTE ascertain the terms of service for the board member, the characteristics and skills set needed that reflects the “season” in the life of the school. The nominee need not be a COTE member. [Proposed Covenant IV.A.4.]

Also worth noting, COTE will discuss the theological rationale for the allocation formula as it relates to

Theology, Formation, and Evangelism Ministry Area

ESPR and consider reevaluating the 1/5 portion of the Theological Education Fund (TEF) that ESPR receives. [Proposed Covenant IV.B.2.] To facilitate this process, ESPR will be asked to share the funding commitments of the other four denominations that relate to the ESPR.

COTE elected a task force to review the former covenants with the Evangelical Seminary in Puerto Rico (ESPR): Kenneth Kovacs (convener), Vilmarie Cintrón-Olivieri, Iain Torrance. The task force worked closely with leaders at ESPR: Sergio Ojeda Cárcamo, president; José Irizarry, decano académico & acting president; Myrna Pérez, seminary administrator; and was staffed by the Office of Theological Education: Lee Hinson-Hasty and Robert Fohr.

The Committee on Theological Education's ESPR-PC(USA) Covenant Renewal Task Force met with leaders of ESPR in San Juan, Puerto Rico, 10th–12th September 2009. Our time together was the culmination of several months planning for the renewal of the covenant relationship between ESPR and the PC(USA), which expired in December 2008 and was renewed by the General Assembly Mission Council through December 2009.

Early in the process we determined that our first priority was to make this a collaborative experience, as well as “An Act of Solidarity.” We reviewed and discussed the covenant as it currently stands. From our conversations, guiding questions emerged that we then shared with ESPR. We invited representatives from ESPR to share their expectations for our visit, to state their priorities; we asked them to reflect upon our guiding questions, and to then raise questions regarding the covenant from their perspective. Our time together was guided by these four goals. We would worship together, listen to each other, affirm each other, and look for ways to enable each other.

We are grateful for the warm welcome and generous hospitality we received from ESPR. They were particularly happy to greet us, the first delegation from COTE to visit ESPR, and grateful for the conversation. We prayed together; worshipped with the seminary community; shared meals; learned a lot about Spanish colonial history, as well as the political, cultural, and ecclesial history of Puerto Rico; engaged in lively conversation (both formally and informally); went on a campus tour; met with synod representatives; met with Presbyterian pastors and graduates of ESPR; and we reviewed a long-rang vision presentation that included plans for future development and expansion.

From the start, there was a high level of trust and transparency that allowed for honest and open discussions. We reviewed the current covenant and together identified changes that should be made. We agreed that the language needed to be updated (removing terms such as “native ministry”), language that better reflects contemporary realities; the covenant needed a new history of the covenant relationship written by ESPR.

We revised the section now entitled “Expectations” (formerly termed, “Responsibilities”) and added a new section called, “Collaboration.” Our aim was to craft a document that removed any language that implied “compliance” or “obedience,” in order to mutually affirm a covenant that reflected a spirit of partnership, collaboration, and solidarity. Our hope was to present a covenant that breathes new life into the relationship, that envisions a way forward, something that speaks to a covenant agreement in a post-colonial situation.

### III. General Assembly Referrals in Process

- A. *2010 Referral: Item 10-10. Report, Neither Poverty Nor Riches: Compensation, Equity, and the Unity of the Church. Recommendation 2.e. Request the Committee on Theological Education (COTE) to Convene an Appropriately Structured Discussion Among the Seminaries on the Matter of Compensation Ranges and Sharing Economic Burdens During Recession Periods, Reporting a*

*Digest of Their Findings to the 220th General Assembly (2012)—From the Advisory Committee on Social Witness Policy (Minutes, 2010, Part I, pp. 34, 35, 742–72).*

*Response:* At the 2014 221<sup>st</sup> General Assembly, COTE stated that it had begun work and would provide a response to the 2016 222<sup>nd</sup> General Assembly. COTE referred Item 10-10 to its Theological and Church Concerns subcommittee for study and action. As a result of its study, the subcommittee determined that the seminaries already are collaborating in a structured way on the matter of compensation ranges and the sharing of economic burdens during recession periods. The seminary presidents meet annually to discuss, among other topics, the matter of institutional financial health and potential collaborative projects. COTE staff work with the presidents to establish agenda topics for conversation and to provide ample time for the conversations to take place. Additionally, the chairs of the seminary boards meet with the presidents at these annual gatherings, allowing for both administrative and trustee representation at the highest levels of the individual seminaries to be in conversation on such important topics. The subcommittee also determined that the seminaries have structured a method of annually comparing compensation ranges among its core employee constituency of faculty members. The Chief Financial Officer of Pittsburgh seminary annually receives financial data, such as salary compensation, from the CFOs of the other seminaries and prepares a comparative report that, while not identifying confidential data from any particular seminary, allows the seminaries to compare their salary ranges with those of the other schools. This structured presentation of materials has been, and will continue to be, a vital comparative resource for the seminaries.

Given the strength of these ongoing conversations, the subcommittee recommended to the full COTE that no further actions were necessary.

*2014 Referral Item 14-04 Part 2: The Presbyterian Mission Agency Board, on behalf of the Racial Ethnic & New Immigrant Church Growth Consultation Committee, recommends that the 221st General Assembly (2014):*

2. *Direct the Presbyterian Mission Agency and the Committee on Theological Education to consult with theological seminaries to develop culturally sensitive curriculum, theologies, language, teaching and learning styles for teaching elders and church leaders of all ethnicities.*  
*Response:* COTE accepted the lead and began with a consultation of PMA staff from the Racial/Ethnic and Women's Ministries ministry area and proceeded to contact seminaries with regard to their present work addressing culturally sensitive curricula and learning styles for teaching elders and church leaders of all ethnicities.

As a result of the commitments COTE and the seminaries already have to racism, racial ethnic diversity, and new immigrant worshipping communities, after being added to the consultation results, COTE:

- Unequivocally states its ongoing commitment to addressing racism, racial ethnic diversity, and new immigrant worshipping communities,
- Will write letters by the end of April 2016 to each seminary affirming what they are doing, encouraging them to deepen and extend what they are doing, and offering COTE as a supportive resource
- Will actively support the work of the Coordinator of Theological Education and Seminary Relations on R/E New Immigrant leadership issues in partnership with R/E&W Ministries, participation in programs which support R/E and New Immigrant seminarians, and development of a seminary faculty consultation on anti-racism, inclusion, and seminary programs. COTE will receive the Coordinator's report on these activities and consider observations and suggestions based on these activities.

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 27-29, 2016**

**Theology, Formation, and Evangelism Ministry Area**

- Recommits itself to continue deepening its engagement with these issues, supported and facilitated by the Coordinator of Theological Education and Seminary Relations. COTE understands this response to referral 14-04 2 to be only the first step in its ongoing response.

*2014 Referral: Item 13-07. Report of the Special Committee on Funding Theological Institutions. Recommendation 1. Direct the Transfer of the Theological Education Fund (the “Fund”) from the Presbyterian Mission Agency (“PMA”) to the Presbyterian Church (U.S.A.) Foundation (“Foundation”), to Be Managed, Administered, and Distributed by the Foundation for the Benefit of Seminaries Related to the Presbyterian Church (U.S.A.) Pursuant to a Fund Advisory Agreement Between the Foundation and the Presbyterian Church (U.S.A.), A Corporation, on Behalf of the PMA and on Behalf of the Committee on Theological Education (“COTE”), the Fund Agreement to Provide That Future Contributions to the Fund Will Be Irrevocable Contributions to the Foundation and Distributed Only as Directed by COTE, Effective January 1, 2015 (Minutes, 2014, Part I, pp. 16, 25, 979–81; p. 312 of the print copy).*

*2014 Referral: Item 13-07. Report of the Special Committee on Funding Theological Institutions. Recommendation 2. Direct That Responsibility for Marketing and Administering the Fund Be Transferred from the PMA to the Foundation, Effective January 1, 2015, and That the Foundation and COTE Engage in a Process, as Spelled Out in a Fund Advisory Agreement, to Hire an Experienced, Full-Time Fundraiser, Whose Work Shall Be Under the Direction and Ultimate Performance Management of COTE and Dedicated Solely to Generating Financial Support for Theological Education (Minutes, 2014, Part I, pp. 16, 25, 979–81; p. 312 of the print copy).*

*2014 Referral: Item 13-07. Report of the Special Committee on Funding Theological Institutions. Recommendation 4. Direct That the Marketing Information and Databases for the Fund Be Transferred from the PMA to the Foundation, as Permitted by Applicable Law and Consistent with Written Representations or Other Appropriate Communications to Donors, to Be Used Only for Marketing of the Fund, Effective January 1, 2015 (Minutes, 2014, Part I, pp. 16, 25, 979–81; p. 312 of the print copy).*

*2014 Referral: Item 13-07. Report of the Special Committee on Funding Theological Institutions. Recommendation 5. Direct That the Responsibility for the Denomination’s Relationships with PC(USA)- Related Seminaries Will Continue to Be Lodged Under COTE, and That Any Mission Program Support for COTE Will Continue to Be Provided by the PMA in Consultation with COTE (Minutes, 2014, Part I, pp. 16, 25, 979–81; p. 312 of the print copy).*

*Response:* The Theological Education Fund was successfully transferred from the Presbyterian Mission Agency (PMA) to the Presbyterian Church (USA) Foundation at the beginning of 2015 pursuant to the Fund Advisory Agreement between the Foundation and the PC(USA), A Corporation, on behalf of the PMA and the Committee on Theological Education.

The Foundation hired the Rev. Dr. Lee Hinson-Hasty to serve as the Senior Director of Theological Education Funds Development and the Rev. Nancy Benson-Nicol as Associate Director for Theological Education Funds Development. They both began service in these roles on January 1, 2015.

**PRESBYTERIAN MISSION AGENCY BOARD**

**April 27-29, 2016**

**Theology, Formation, and Evangelism Ministry Area**

The marketing information and databases for the Fund were transferred from the PMA to the Foundation, as permitted by applicable law and consistent with written representations or other appropriate communications with donors.

The Presbyterian Mission Agency hired a Coordinator for Theological Education, the Rev. Dr. Michelle Bartel. She began serving in March 2015. Her work entails the denominational support for theological education and PC(USA) seminaries, including serving as the primary staff support for the Committee on Theological Education.