




# *Gathering* FIRST FRUITS

2 Corinthians 9:6-15

## **Annotated Directory of Grant Projects**

**National Summit  
on the  
Economics of Ministry**

January 16-18, 2019 | Indianapolis, Indiana



For the last decade, researchers and leaders from various Christian organizations have been working hard to understand and address the economic challenges that pose barriers to the flourishing of ministers, which can ultimately impair the health of Christian congregations and ministers across the American landscape.

Together, dedicated leaders and scholars from 72 seminaries, 36 regional and national denominational agencies with projects funded by Lilly Endowment Inc., plus 9 organizations with grants to provide resources for the work, have lent their expertise and wisdom to this undertaking.

These leaders have launched innovative and promising projects that 1) study the key challenges facing ministers such as educational debt, low pay and the shroud of secrecy surrounding conversations about money in the church, 2) create educational programs to strengthen financial literacy and management and 3) offer relief to seminarians and pastors through grants and other support. In the process, they have identified and shepherded theologies of faith and money, and wider systems issues in the economics of ministry.

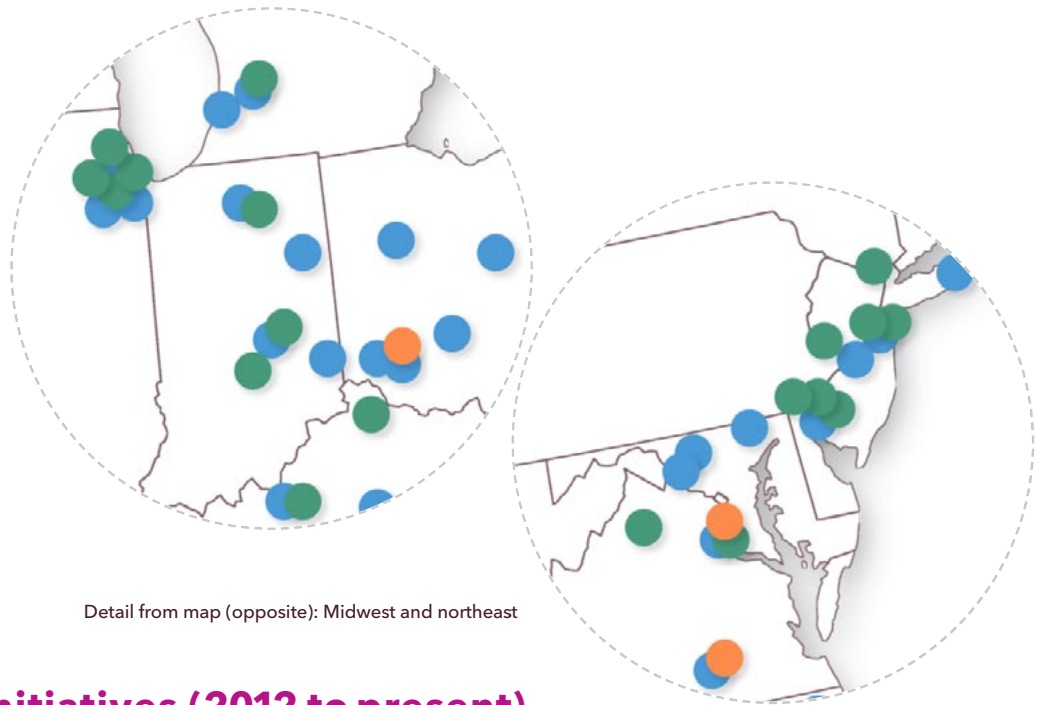
These leaders are making progress, taking steps forward both individually and collaboratively. They have produced research and other documents on their learnings and are working to share their findings broadly with all types of Christian institutions. They are fostering a movement of support for church leaders who are stepping up to address the economics of ministry.

## How to Use this Annotated Directory

**THIS DIRECTORY OF PROJECTS** has been prepared for participants of *Gathering First Fruits: National Summit on the Economics of Ministry* to provide information about projects represented at the event in January 2019. Each summary offers a synopsis of the organization's work helping pastors, seminarians and/or institutions address the economic challenges of ministry today. The project descriptions are intended to facilitate the exchange of ideas, familiarity with points of intersection and opportunities for conversation among participants. The summaries also provide contact information, including websites, addresses and phone numbers, so that together the project teams can strengthen their networks and develop their learning communities around these critical issues.

The projects have been supported by coordination programs made possible by Lilly Endowment grants to three organizations — The Association of Theological Schools (ATS), In Trust Center for Theological Schools and Center for Congregations. The ATS coordinates the *Theological School Initiative to Address Economic Challenges Facing Future Ministers* (ECFFM). The In Trust Center supports the *Initiative to Build Capacity in Historically Black Theological Schools*. The Center for Congregations works with the *National Initiative to Address Economic Challenges Facing Pastoral Leaders* (ECFPL).

In the directory, the projects are color-coded according to initiative, making the relationships among them as visible as possible, and a map helps locate projects geographically. The primary list of all projects and the summaries themselves are organized in alphabetical order. All summaries were submitted by project leaders.



Detail from map (opposite): Midwest and northeast

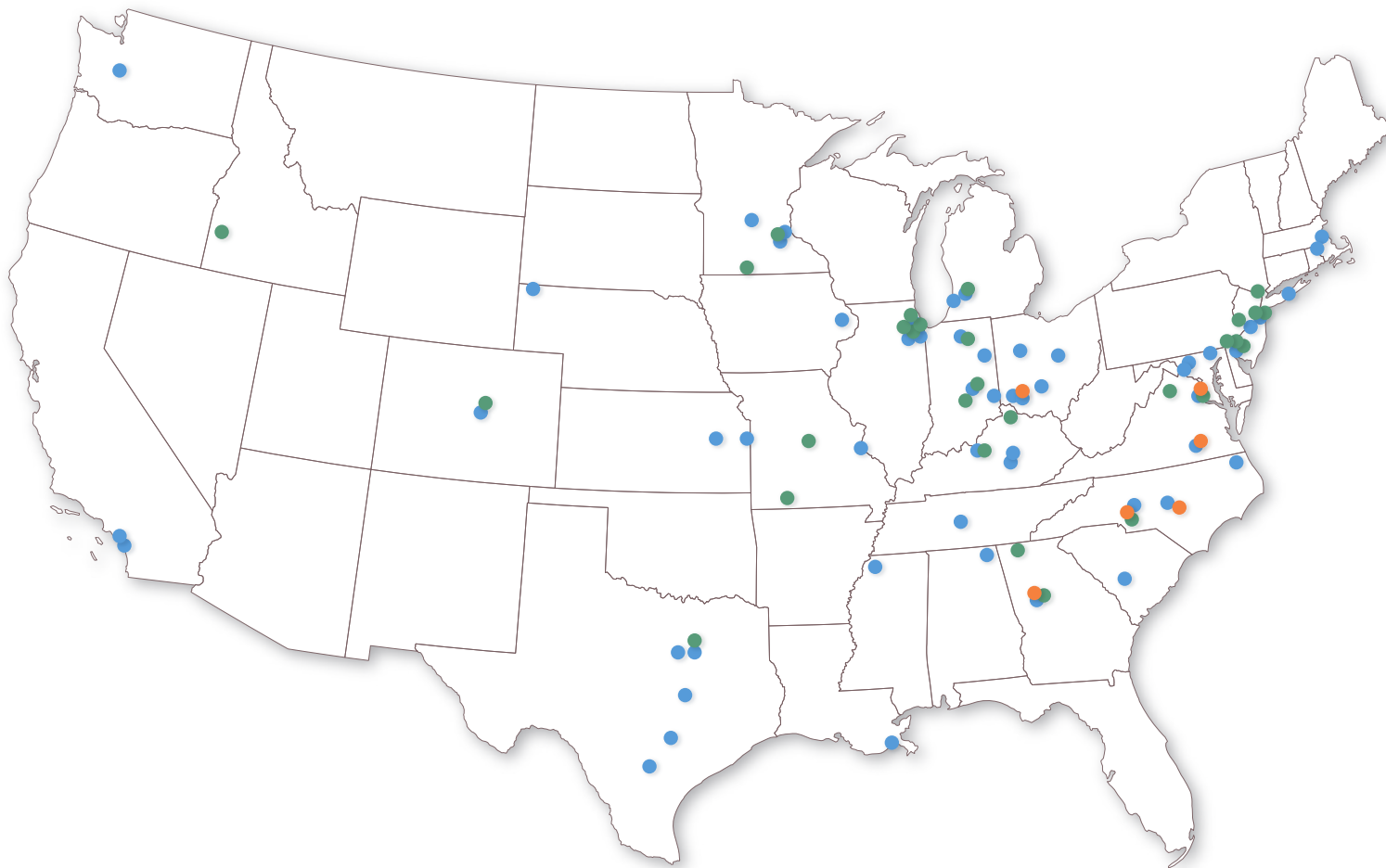
## All projects in three initiatives (2012 to present)

### Theological School Initiative to Address Economic Challenges Facing Future Ministers (ECFFM)

Coordinating Organization: Association of Theological Schools

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Anabaptist Mennonite Biblical Seminary	Elkhart, IN	Lutheran Theological Southern Seminary	Columbia, SC
Anderson University School of Theology	Anderson, IN	of Lenoir-Rhyne University	Memphis, TN
Andover Newton Theological School		Memphis Theological Seminary	Emmitsburg, MD
at Yale Divinity School		Mount St Mary's University and Seminary	Kansas City, MO
Aquinas Institute of Theology	New Haven, CT	Nazarene Theological Seminary	New Brunswick, NJ
Asbury Theological Seminary	St. Louis, MO	New Brunswick Theological Seminary	New Orleans, LA
Ashland Theological Seminary	Wilmore, KY	New Orleans Baptist Theological Seminary	New York, NY
Austin Presbyterian Theological Seminary	Ashland, OH	New York Theological Seminary	Chicago, IL
Bethany Theological Seminary	Austin, TX	North Park Theological Seminary	Lisle, IL
Boston University School of Theology	Richmond, IN	Northern Baptist Theological Seminary	San Antonio, TX
Brite Divinity School at Texas Christian University	Boston, MA	Oblate School of Theology	Wilberforce, OH
Calvin Theological Seminary	Fort Worth, TX	Payne Theological Seminary	Dallas, TX
Candler School of Theology of Emory University	Grand Rapids, MI	Perkins School of Theology, Southern Methodist University	Virginia Beach, VA
Catholic Theological Union	Atlanta, GA	Regent University School of Divinity	Collegeville, MN
Central Baptist Theological Seminary	Chicago, IL	Saint John's University School of Theology and Seminary	
Concordia Seminary (MO)	Shawnee, KS	Samuel DeWitt Proctor School of Theology	Richmond, VA
Concordia Theological Seminary (IN)	St. Louis, MO	of Virginia Union University	Seattle, WA
Denver Seminary	Fort Wayne, IN	Seattle University School of Theology and Ministry	Sewanee, TN
Duke University Divinity School	Denver, CO	Sewanee University of the South School of Theology	Sioux Falls, SD
Earlham School of Religion	Durham, NC	Sioux Falls Seminary	La Mirada, CA
Eden Theological Seminary	Richmond, IN	Talbot School of Theology, Biola University	
Episcopal Divinity School	St. Louis, MO	Trinity Evangelical Divinity School	Deerfield, IL
Episcopal Theological Seminary of the Southwest	Cambridge, MA	of Trinity International University	Columbus, OH
Fuller Theological Seminary	Austin, TX	Trinity Lutheran Seminary at Capital University	Richmond, VA
George W. Truett Theological Seminary of Baylor University	Pasadena, CA	Union Presbyterian Seminary	Gettysburg and Philadelphia, PA
Gordon-Conwell Theological Seminary	Waco, TX	United Lutheran Seminary	Dayton, OH
Grand Rapids Theological Seminary	South Hamilton, MA		New Brighton, MN
of Cornerstone University			Nashville, TN
Howard University School of Divinity	Grand Rapids, MI	United Theological Seminary	Winston-Salem, NC
Iliff School of Theology	Washington DC	of the Twin Cities	Dubuque, IA
James and Carolyn McAfee School	Denver, CO	Vanderbilt University Divinity School	Washington DC
of Theology of Mercer University		Wake Forest University School of Divinity	Holland, MI
Lancaster Theological Seminary	Atlanta, GA	Wartburg Theological Seminary	Findlay, OH
Lexington Theological Seminary	Lancaster, PA	Wesley Theological Seminary	New Haven, CT
Louisville Presbyterian Theological Seminary	Lexington, KY	Western Theological Seminary	
Luther Seminary	Louisville, KY	Winebrenner Theological Seminary	
Lutheran School of Theology at Chicago	St. Paul, MN	Yale University Divinity School	
	Chicago, IL		



## National Initiative to Address Economic Challenges Facing Pastoral Leaders (ECFPL)

Coordinating Organization: Center for Congregations

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American Baptist Home Mission Societies

Archdiocese of Chicago

Archdiocese of Indianapolis

Archdiocese of Louisville

Assemblies of God, General Council of

Baptist General Convention of Texas

Board of Pensions of the PC (USA)

Christian Church in Indiana

Christian Reformed Church in North America

Christianity Today, Church Law & Tax

Church of God (Cleveland, TN)

Church of God Ministries (Anderson, IN)

Church of the Nazarene

Cincinnati Christian University

Cooperative Baptist Fellowship

Dakotas-Minnesota Area of the UMC

Diocese of Lafayette-in-Indiana

Episcopal Church Foundation

Episcopal Diocese of Indianapolis

Evangelical Council for Financial Accountability (ECFA)

Evangelical Covenant Church

Evangelical Lutheran Church in America

Everence Financial (Mennonite Foundation)

Valley Forge, PA

Chicago, IL

Indianapolis, IN

Louisville, KY

Springfield, MO

Dallas, TX

Philadelphia, PA

Indianapolis, IN

Grand Rapids, MI

Carol Stream, IL

Cleveland, TN

Anderson, IN

Nampa, ID

Cincinnati, OH

Decatur, GA

Minneapolis, MN

Indianapolis, IN

New York, NY

Indianapolis, IN

Winchester, VA

Chicago, IL

Chicago, IL

Goshen, IN

Garrett-Evangelical Theological Seminary

Greek Orthodox Archdiocese of America

Lake Institute on Faith and Giving

Leadership Network

Leadership Roundtable

Missouri United Methodist Foundation

MMBB Financial Services

National Association of Evangelicals

New Jersey Synod, ELCA

North Carolina Synod, ELCA

North Park University

Pension Boards-United Church of Christ

Pension Fund of the Christian Church

Presbyterian Foundation

Reformed Church in America

Rocky Mountain Synod, ELCA

Samuel DeWitt Proctor Conference

Seton Hall

SW Minnesota Synod, ELCA

Villanova University

The Wesleyan Church

Wespath - UMC General Board  
of Pensions and Health Benefits

Evanston, IL

Garrison, NY

Indianapolis, IN

Dallas, TX

Washington DC

Columbia, MO

New York, NY

Washington DC

Oxford, NJ

Salisbury, NC

Chicago, IL

New York, NY

Indianapolis, IN

Jeffersonville, IN

Grand Rapids, MI

Denver, CO

Chicago, IL

South Orange, NJ

St. James, MN

Villanova, PA

Indianapolis, IN

Glenview, IL

## Initiative to Build Capacity in Historically Black Theological Schools

Coordinating Organization: In Trust Center for Theological Schools

Hood Theological Seminary

Howard University School of Divinity

Interdenominational Theological Center

Payne Theological Seminary

Salisbury, NC

Washington DC

Atlanta, GA

Wilberforce, OH

Samuel DeWitt Proctor School of Theology

of Virginia Union University

Shaw University Divinity School

Richmond, VA

Raleigh, NC

# Alphabetical List | All projects

## School or Institution

## Location

PAGE:

8. American Baptist Home Mission Societies	Valley Forge, PA
9. Anabaptist Mennonite Biblical Seminary	Elkhart, IN
☀ Anderson University School of Theology	Anderson, IN
10. Andover Newton Theological School at Yale Divinity School	New Haven, CT
11. Aquinas Institute of Theology	St. Louis, MO
12. Archdiocese of Chicago	Chicago, IL
13. Archdiocese of Indianapolis	Indianapolis, IN
14. Archdiocese of Louisville	Louisville, KY
15. Asbury Theological Seminary	Wilmore, KY
☀ Ashland Theological Seminary	Ashland, OH
16. Assemblies of God, General Council of	Springfield, MO
☀ Austin Presbyterian Theological Seminary	Austin, TX
17. Baptist General Convention of Texas	Dallas, TX
18. Bethany Theological Seminary	Richmond, IN
19. Board of Pensions of the PC (USA)	Philadelphia, PA
20. Boston University School of Theology	Boston, MA
☀ Brite Divinity School at Texas Christian University	Fort Worth, TX
21. Calvin Theological Seminary	Grand Rapids, MI
22. Candler School of Theology of Emory University	Atlanta, GA
23. Catholic Theological Union	Chicago, IL
24. Central Baptist Theological Seminary	Shawnee, KS
25. Christian Church in Indiana	Indianapolis, IN
26. Christian Reformed Church in North America	Grand Rapids, MI
<b>27. Christianity Today, Church Law &amp; Tax</b>	<b>Carol Stream, IL</b>
28. Church of God (Cleveland, TN)	Cleveland, TN
29. Church of God Ministries (Anderson, IN)	Anderson, IN
30. Church of the Nazarene	Nampa, ID
31. Cincinnati Christian University	Cincinnati, OH
☀ Concordia Seminary (MO)	St. Louis, MO
32. Concordia Theological Seminary (IN)	Fort Wayne, IN
33. Cooperative Baptist Fellowship	Decatur, GA
34. Dakotas-Minnesota Area of the UMC	Minneapolis, MN
35. Denver Seminary	Littleton, CO
36. Diocese of Lafayette-in-Indiana	Indianapolis, IN
37. Duke University Divinity School	Durham, NC
38. Earlham School of Religion	Richmond, IN
39. Eden Theological Seminary	St. Louis, MO
40. Episcopal Church Foundation	New York, NY
41. Episcopal Diocese of Indianapolis	Indianapolis, IN

☀ No summary available

**Bold type** – ECFPL Resourcing Organizations who received grants to assist grantees on specific topics

**Green type** – National Initiative to Address Economic Challenges Facing Pastoral Leaders (ECFPL)

**Blue type** – Theological School Initiative to Address Economic Challenges Facing Future Ministers (ECFFM)

**Orange type** – Initiative to Build Capacity in Historically Black Theological Schools



School or Institution	Location
PAGE:	
☀️ Episcopal Divinity School	Cambridge, MA
42. Episcopal Theological Seminary of the Southwest	Austin, TX
<b>43. Evangelical Council for Financial Accountability (ECFA)</b>	<b>Winchester, VA</b>
44. Evangelical Covenant Church	Chicago, IL
45. Evangelical Lutheran Church in America	Chicago, IL
46. Everence Financial (Mennonite Foundation)	Goshen, IN
47. Fuller Theological Seminary	Pasadena, CA
<b>48. Garrett-Evangelical Theological Seminary</b>	<b>Evanston, IL</b>
49. George W. Truett Theological Seminary of Baylor University	Waco, TX
50. Gordon-Conwell Theological Seminary	South Hamilton, MA
51. Grand Rapids Theological Seminary of Cornerstone University	Grand Rapids, MI
52. Greek Orthodox Archdiocese of America	Garrison, NY
53. Hood Theological Seminary	Salisbury, NC
☀️ Howard University School of Divinity	Washington, DC
☀️ Howard University School of Divinity	Washington, DC
54. Iliff School of Theology	Denver, CO
55. Interdenominational Theological Center	Atlanta, GA
56. James and Carolyn McAfee School of Theology of Mercer University	Atlanta, GA
<b>57. Lake Institute on Faith and Giving</b>	<b>Indianapolis, IN</b>
58. Lancaster Theological Seminary	Lancaster, PA
<b>59. Leadership Network</b>	<b>Dallas, TX</b>
<b>60. Leadership Roundtable</b>	<b>Washington, DC</b>
61. Lexington Theological Seminary	Lexington, KY
62. Louisville Presbyterian Theological Seminary	Louisville, KY
63. Luther Seminary	St. Paul, MN
64. Lutheran School of Theology at Chicago	Chicago, IL
☀️ Lutheran Theological Southern Seminary of Lenoir-Rhyne University	Columbia, SC
65. Memphis Theological Seminary	Memphis, TN
66. Missouri United Methodist Foundation	Columbia, MO
67. MMBB Financial Services	New York, NY
68. Mount St Mary's University and Seminary	Emmitsburg, MD
69. National Association of Evangelicals	Washington, DC
70. Nazarene Theological Seminary	Kansas City, MO
71. New Brunswick Theological Seminary	New Brunswick, NJ
72. New Jersey Synod, ELCA	Oxford, NJ
73. New Orleans Baptist Theological Seminary	New Orleans, LA
74. New York Theological Seminary	New York, NY
75. North Carolina Synod, ELCA	Salisbury, NC
76. North Park Theological Seminary	Chicago, IL

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## Alphabetical List | All projects

### School or Institution

### Location

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#### 77. North Park University

78. Northern Baptist Theological Seminary

79. Oblate School of Theology

80. Payne Theological Seminary

81. Payne Theological Seminary

82. Pension Boards-United Church of Christ

83. Pension Fund of the Christian Church

84. Perkins School of Theology, Southern Methodist University

85. Presbyterian Foundation

86. Reformed Church in America

☀ Regent University School of Divinity

87. Rocky Mountain Synod, ELCA

88. Saint John's University School of Theology and Seminary

89. Samuel DeWitt Proctor Conference

90. Samuel DeWitt Proctor School of Theology of Virginia Union University

91. Samuel DeWitt Proctor School of Theology of Virginia Union University

92. Seattle University School of Theology and Ministry

☀ Seton Hall

93. Sewanee University of the South School of Theology

94. Shaw University Divinity School

95. Sioux Falls Seminary

96. SW Minnesota Synod, ELCA

97. Talbot School of Theology, Biola University

98. The Wesleyan Church

99. Trinity Evangelical Divinity School of Trinity International University

100. Trinity Lutheran Seminary at Capital University

101. Union Presbyterian Seminary

☀ United Lutheran Seminary

102. United Theological Seminary

☀ United Theological Seminary of the Twin Cities

103. Vanderbilt University Divinity School

#### 104. Villanova University

105. Wake Forest University School of Divinity

106. Wartburg Theological Seminary

107. Wesley Theological Seminary

108. Wespeth - UMC General Board of Pensions and Health Benefits

109. Western Theological Seminary

110. Winebrenner Theological Seminary

110. Yale University Divinity School

#### Chicago, IL

Lisle, IL

San Antonio, TX

Wilberforce, OH

Wilberforce, OH

New York, NY

Indianapolis, IN

Dallas, TX

Jeffersonville, IN

Grand Rapids, MI

Virginia Beach, VA

Denver, CO

Collegeville, MN

Chicago, IL

Richmond, VA

Richmond, VA

Seattle, WA

#### South Orange, NJ

Sewanee, TN

Raleigh, NC

Sioux Fall, SD

St. James, MN

La Mirada, CA

Indianapolis, IN

Deerfield, IL

Columbus, OH

Richmond, VA

Gettysburg and Philadelphia, PA

Dayton, OH

New Brighton, MN

Nashville, TN

#### Villanova, PA

Winston-Salem, NC

Dubuque, IA

Washington, DC

Glenview, IL

Holland, MI

Findlay, OH

New Haven, CT

☀ No summary available

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**Orange type** – Initiative to Build Capacity in Historically Black Theological Schools



## **Annotated Directory of Grant Projects**

## American Baptist Home Mission Societies

PRIMARY DENOMINATIONAL AFFILIATION: American Baptist Churches

PRIMARY CONTACT: Jamaal Nelson, Program Manager

P.O. Box 851, Valley Forge, PA 19482

Jamaal.nelson@abhms.org | 646-281-9164 | <http://abhms.org>

### PROJECT TITLE:

### In Support of Excellence

### PROJECT DESCRIPTION:

To date ISOE has trained some 550 clergy and lay leaders across the ABC family in financial management best practices, in a coordinated national denominational effort in advancement of the following aims: 1) To support and equip pastoral leaders by improving their financial literacy and financial management skills, reducing or alleviating financial debt and strengthening their ability to sustain excellence in ministry and the ministry of their congregations. 2) To support and equip local congregations by improving their awareness and understanding of pastoral leaders' financial pressures and related stress, increasing their engagement in reducing and alleviating the stress associated with debt and under compensation. We are accomplishing this by educating lay leaders in financial management, stewardship and generosity with the goals of increasing financial support clergy compensation and the overall ministry of the church. 3) To establish a Ministerial Excellence Fund to help alleviate specific financial difficulties faced by pastoral leaders and their families.

### CLERGY WITHIN YOUR CARE:

Cohort demographic and financial characteristics: Age (mean): 37; Male (53%); Female (47%); Asian (5%); Black (35%); Latino (29%); White (24%); full-time pastors (42%); part-time pastors (58%); savings account (42%); average student loan debt (\$53k).

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

In Support of Excellence partners with the 26 colleges and universities supported by the American Baptist Home Mission Societies to equip and prepare seminarians with financial management best practices. We accomplish this through a seminar targeting third-year second-semester seminarians entitled, "What I Wish I Learned in Seminary." We envision developing targeted practical circular supporting to ABC related seminaries in their ongoing efforts to prepare students to effectively manage the financial responsibilities of the pastorate.

## **Anabaptist Mennonite Biblical Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Mennonite

**PRIMARY CONTACT:** Sara Wenger Shenk, President

3003 Benham Avenue, Elkhart, IN 46517

swshenk@ambs.edu | 574-296-6107 | <https://www.ambs.edu/>

### **PROJECT TITLE:**

## **Hearts on Fire Campaign**

### **PROJECT DESCRIPTION:**

To improve the educational well-being of students, AMBS partnered with Everence Financial, the Mennonite Church USA stewardship agency, and developed several financial education initiatives designed to educate students on financial matters and improve their financial management skills. In order to improve awareness of AMBS and the challenges facing seminary students, we also developed a student ambassador program, selecting students who are commissioned to speak at churches in our local community and beyond. In the initial phase of the Economic Challenges grant, we also conducted a feasibility study and developed a campaign to strengthen the sustainability of AMBS and our students by raising funds for annual support and scholarship endowment. A “big idea” we continue to consider is how we might discontinue reliance on federal student loans by developing a new partnership with Everence for servicing student loans. Accessing an alternative lending source would eliminate a myriad of federal regulations, and simplify a portion of the financial aid process.

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### **GRADUATES’ AREAS OF MINISTRY:**

The majority (53%) of graduates from AMBS go on to take up crucial positions as leaders or co-leaders of congregations as pastors or intentional lay leaders. A significant percentage (24%) take up positions in para-church organizations such as denominationally supported nonprofits, colleges and universities, local and international service organizations, and positions in the denomination itself. Most of the remaining students serve the wider public interest in secular nonprofits and schools.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Each selected student in our Student Ambassador program has an opportunity to tell their story in a variety of congregations. They tell about their journey to seminary, including the financial struggles. Hearing personal stories first hand from students helps to educate church communities on the challenges facing seminarians as they prepare for ministry. The student ambassador program is deepening relationships with various congregations, and expanding our financial support base as congregations increase their support for AMBS students.

## **Andover Newton Seminary at Yale Divinity School**

**PRIMARY DENOMINATIONAL AFFILIATIONS:** American Baptist, United Church of Christ

**PRIMARY CONTACT:** Sarah Drummond, Dean

409 Prospect Street, New Haven, CT 06511

sarah.drummond@yale.edu | 475-414-6548 | <https://andovernewton.yale.edu/>

### **PROJECT TITLE:**

### **Financial Literacy Initiative Project**

### **PROJECT DESCRIPTION:**

Andover Newton's project involved two distinct interventions. First, students who were receiving financial aid - which nearly always involved incurring some debt - were required to attend three sessions on financial matters. The topics included personal finance, institutional money management, and fundraising. The second dimension was an experiment that is ongoing: what would be the financial implications of blending a student's first ministerial call with their seminary years? The experiment was a blended ministry internship/seminary experience called a Cooperative MDiv that first took place at Hancock Church, UCC in Lexington, MA and then at Wyzata Community Church in Wyzata, MN and South Church in Andover, MA. The program had a positive impact on student debt and attitudes toward finances. Andover Newton has since closed its Newton, MA campus and opened a new, embedded seminary at Yale Divinity School. The Cooperative MDiv has moved to YDS and continues to educate and help students.

### **GRADUATES' AREAS OF MINISTRY:**

Eighty percent (80%) of Andover Newton's graduates enter pastoral ministry, usually in congregations as our key partner denominations ordain through local churches. Some enter chaplaincy, and increasingly graduates are pursuing hospice chaplaincy, which has become an increasingly viable full-time career path.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Local churches have been extremely interested in the Cooperative MDiv. With virtually no advertising, we have received inquiries from two churches about hiring a student to blend her or his education with ministry. The economic realities for churches speak to this trend somewhat: They want to be multi-staff but need to find creative ways to make doing so affordable.

## **Aquinas Institute of Theology**

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Kevin Sweeney, Director of Institutional Integrity

23 S. Spring Ave., St. Louis, MO 63108

sweeney@ai.edu | 314-256-8803 | <https://www.ai.edu/>

### **PROJECT TITLE:**

**Pursuing Financial Freedom for New Church Ministers:  
Mission and Money Program**

### **PROJECT DESCRIPTION:**

During the initial grant project, Aquinas Institute became aware that our programmatic efforts, while effective, would not be sustainable. Focus shifted to making concrete changes to ensure the long-term ability of the Institute to address economic challenges found more success. Through creating a culture of student debt awareness, the Institute seeks to continue to prevent debt through providing endowed scholarship funds, educating students on responsible financial practices, and assisting students in procuring employment in ministry freed of the burden of prohibitive student debt. In order to achieve these goals, Aquinas has invested in institutional advancement, research, and student services. With grant support, Aquinas has developed capital campaigns seeking to create one new endowed scholarship per year. Additionally, student services at Aquinas have been enhanced in placement and financial education. Creating opportunities for Aquinas' alumni network to be involved in placement, and opportunities for faculty and staff to be involved in financial education, Aquinas has made financial success an institutional priority.

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### **GRADUATES' AREAS OF MINISTRY:**

Forty-eight percent (48%) of Aquinas Institute graduates work directly in parish (diocesan/congregational) ministry as pastors, directors of music and liturgy, directors of religious education, catechists (catechesis of the good shepherd), sacramental preparation, and faith formation. Twelve percent (12%) of graduates work in ministry at retreat centers, teaching in seminaries, and formation in religious communities. Twenty percent (20%) of graduates work in Catholic health care as chaplains, ethicists, and, primarily, as mission integration leaders.

## Archdiocese of Chicago

PRIMARY DENOMINATIONAL AFFILIATION: Roman Catholic

PRIMARY CONTACT: Paul Goetz, Sr. Director

835 North Rush Street Chicago, IL 60611

pgoetz@archchicago.org | 312.534.5407 | archchicago.org

### PROJECT TITLE:

### **Fostering the Fiscal Leadership Development of Parish Leaders Through Renew My Church**

### PROJECT DESCRIPTION:

We accompany pastors and parishes through Renew My Church, a transformative process to revitalize the Archdiocese's fiscal health and mission vitality. Rollout to date consists of 27 parishes with 16 schools reorganized into 15 parishes with 15 schools. 1) We conducted internal research and engaged external partners to inform strategy and incorporate best practices. 2) We established processes to assess and modify progress, identify short- and long-term financial needs at parishes and understand parish teams' current management processes to develop a consistent, yet adaptable, transition approach. 3) We developed practices to help pastors understand how to best utilize parish/finance councils, staff development, facilities and financial planning. 4) We formed a Pastor Steering Committee to provide oversight. To implement the program: 1) We created six new parishes and a project plan to support and develop pastors' fiscal leadership. 2) We established a Priest Development Program focused on leading communities through change. 3) We established Parish Operations Director role for all new parishes, which elevates the caliber and scope of accountability for parish operations and finances. 4) We delivered material assets and risk mitigation tools to assist parish leaders in strategic decision making.

### CLERGY WITHIN YOUR CARE:

The average age of priests within the Archdiocese of Chicago is 62. Seven hundred and forty-nine active and retired priests: (81.6%) White Non-Hispanic; (10.7%) Hispanic, (4%) Asian/Other, and (3.7%) African-American. Nearly a quarter (181) are considered Retired/Sick. More than sixty percent (60%) of Diocesan priests under age 50 were born outside the U.S., particularly in Poland (24%) and Mexico/Latin America (22%), while ninety-one percent (91%) of those over 50 were born in the U.S.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

An integral element is seminary formation at Mundelein Seminary. As Rector, Fr. John Kartje ensures that the principles of Renew My Church are fully integrated into the formation curriculum. At the core of this process is the Teaching Parish Program in which each seminarian is assigned to a parish to engage in pastoral ministries and receive mentoring.



## Archdiocese of Indianapolis

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Matthew Hayes, Project Director

1400 N. Meridian St., Indianapolis, IN 46202-2367

mhayes@archindy.org | (317) 236-1562 | <http://www.archindy.org/leadership/>

### PROJECT TITLE:

## Empowering Pastoral Leaders for Excellence in Parish Leadership and Management

### PROJECT DESCRIPTION:

**Goal:** To develop pastoral leaders who have a solid foundation in financial literacy and appropriate skills in leadership and management so that their ministries flourish and parishioners grow as disciples.

**Assumptions of the Project:** A) The pastoral leader is at the center of a network and strives to: articulate the mission in a compelling manner; collaborate with others in order to advance the mission and mobilize people for the mission; manage/supervise staff; understand finances and how they impact mission and preach about stewardship and generosity, connecting stewardship and mission. B) Embed project activities into the fabric of the Archdiocese as it forms and supports pastoral leaders (ordained and lay) in: pastoral leadership, church management, stewardship and personal/institutional financial literacy.

**Current Activities:** (ongoing, unless dated) Website on leadership resources. Archdiocesan Convocation of Priests (June 2016). Catholic Leadership 360. Leadership/Management Coaches. Leadership Roundtable Pastoral Toolbox Workshops. Standards of Best Practice For Catholic Parishes and Dioceses. Ministerial Excellence Fund. Creating Congregational Cultures of Generosity - with Lake Institute. Keys To Effective Church Leadership webcast series - with Villanova University

### CLERGY WITHIN YOUR CARE:

Clergy impacted by the project included ordained priests, ordained deacons, members of religious communities, and lay leaders of all ages and degrees of health. Program Participants to date have been: 104 priests, 6 Parish Life Coordinators, 2 Deacons, 87 lay parish leaders and staff, 110 Catholic Center Staff.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

We do not have such a connection with a theological school but would like to pursue something with St. Meinrad. We do have a connection with Villanova University School of Business and its "Keys To Effective Church Leadership" webcast series.

## Archdiocese of Louisville

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Brian B. Reynolds, Chancellor

3940 Poplar Level Road, Louisville, KY 40213

Breynolds@archlou.org | 502-585-3291 | [www.archlou.org/grant/](http://www.archlou.org/grant/)

### PROJECT DESCRIPTION:

The Archdiocese of Louisville has engaged in program initiatives to address the goal of increasing financial literacy and developing the skills of pastoral leaders:

1. **Priest Assembly on Leadership Formation.** This program focuses on skills such as: parish finances, legal issues, human resources, strategic planning, conflict resolution and multi-parish ministry. The Lay Ecclesial Assembly on Leadership Formation is modeled after it.
2. **Catholic Leadership 360.** Forty leaders completed this professional review process, gaining insights into their effectiveness. Local leaders are trained by the Center for Creative Leadership to allow the program to continue beyond the grant period.
3. **Archdiocesan Ministry Institute-Specialization in Parish Administration.** The workshop series is addressing: stewardship and financial management, human resource management, canon law, civil law, multicultural ministry and leadership in ministry.
4. **Key Leader Formation.** Experienced priests and lay ministers participated in training programs in community leadership, church fundraising and new pastor skills in order to prepare them to serve as mentors, coaches and resource persons for other leaders.
5. **Financial Literacy Training.** Mini-workshops are offered for parish, school and archdiocesan staff addressing: debt reduction, identity theft, budgeting, saving and credit counseling.
6. **Professional Services in Financial Planning, Retirement Planning, and Taxes.** Qualified financial planners meet individually with priests and lay ecclesial ministers and their spouses to guide them in financial and retirement planning.
7. **New Pastor Training.** Support was provided for first-time pastors to attend New Pastor Workshops.
8. **Parish Discernment Process.** In order to determine how best to grow as a faith community, 80 of the 110 parishes were guided through a discernment process.
9. **Upgrade Priest and Employee Retirement Plan.** The 401(k) Retirement Plan was enhanced to promote increased savings, resulting in doubling the number of employees saving for retirement.
10. **Create a Ministry Excellence Fund.** The Fund will exist to provide pastoral leaders financial support when there is an evident need in one of five areas: retirement support, aid in times of crisis, debt relief, continuing education scholarships and support for parish personnel.

## Asbury Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Kevin E. Bish, Associate Provost & Vice President of Enrollment Management

204 N. Lexington Ave., Wilmore, KY 40390

kevin.bish@asburyseminary.edu | 859-858-2273 | <https://asburyseminary.edu/>

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

Two key findings emerged as Asbury Theological Seminary embarked on the ECFFM grant: (1) too many students borrow too much money to finance their theological education, and (2) the Seminary's educational models impact its economic model, which impacts its tuition pricing, which in turn threatens its long-term strategic vision. The overall goal of this project was to reduce student debt and ensure sustainable institutional strength. A six-point plan was proposed using a three-year, multi-campus initiative to address student indebtedness, to understand the financial issues impacting students and their ministries, to create institutional efficiencies resulting in cost reductions, to explore new partnerships with undergraduate institutions, to re-imagine old delivery models, and to prepare and educate students for ministry worldwide. Three years turned into six when additional funds were awarded to help secure the gains made through the earlier initiative. Through this grant, Asbury Seminary has come to understand that finding solutions to student indebtedness involves a cohesive strategy that works at the student level and is empowered by an economically viable enterprise model. The most effective and sustainable aspects of this project have been:

- Proactive Financial Aid Counseling Program

- Advanced Standing Program

- Hybrid Model Master of Arts degrees

**GRADUATES' AREAS OF MINISTRY:**

Church leadership, church conference leadership, counseling, social work, education, lay leaders, business leaders, church planters, para-church ministries, mission work, non-profit leadership, authors, and speakers. We know that a large percentage of our graduates serve in congregational ministries, especially the Master of Divinity students, which is our largest degree.

## **The General Council of the Assemblies of God, Springfield, Missouri**

**PRIMARY DENOMINATIONAL AFFILIATION:** Assemblies of God

**PRIMARY CONTACT:** Rollie Dimos, Project Director

1445 N. Boonville, Springfield, MO 65802

clse@ag.org | 417.862.2781 | clse.ag.org

### **PROJECT TITLE:**

## **The Center for Leadership and Stewardship Excellence**

### **PROJECT DESCRIPTION:**

The Assemblies of God national office has created the Center for Leadership and Stewardship Excellence through the partnership and generosity of Lilly Endowment Inc. Through this generous gift, the CLSE provides tools to help alleviate the economic and financial challenges that plague many of our AG pastors. The CLSE connects pastors with free resources to enhance their financial literacy and management skills and has created a ministerial excellence fund to help alleviate, through direct financial assistance, the financial challenges that AG pastoral leaders face. With grants available to start a retirement fund, pay down college debt or help pay medical bills, the CLSE is helping pastors overcome financial stress in their personal lives so that that they can succeed in their ministry calling.

The CLSE is also a primary resource to help church leaders successfully navigate the complexities of church finance and administration. The Center connects church leaders with resources and tools necessary to ensure they faithfully steward the people and finances entrusted to them. Our goal is to equip pastors and churches for financial freedom.

### **CLERGY WITHIN YOUR CARE:**

We currently have over 38,000 ministers and 13,000 churches affiliated with the AG. Based on our research, many AG ministers are living with financial stress. For example, while the median age of an AG minister is 56, the median retirement savings of an AG minister is only \$19,000. The average school debt for an AG minister is just over \$38,000 and almost fifty percent (50%) of pastors carry credit card debt averaging \$8,200 per minister. As a result, thirty-eight percent (38%) of pastors have considered leaving the ministry due to their financial situation.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

The CLSE has created a partnership with our AG Theological Seminary to provide financial education to current ministry students, and the Dean of the Seminary is a member of our steering committee.

## **Baptist General Convention of Texas**

**PRIMARY DENOMINATIONAL AFFILIATION:** Baptist

**PRIMARY CONTACT:** Tammy Tijerina, Director

7557 Rambler Rd, Suite 1200, Dallas, TX 75231

tammy.tijerina@texasbaptists.org | 214-828-5136 | [www.texasbaptists.org/cme](http://www.texasbaptists.org/cme)

### **PROJECT TITLE:**

## **The Center for Ministerial Excellence**

### **PROJECT DESCRIPTION:**

The Center for Ministerial Excellence provides financial education, online resources and direct aid to pastors. Financial education is offered through regional retreats, financial planning assistance for pastors, online courses and resources. Regional retreats, titled "Giving Your Money Purpose," are for pastors, lay leaders and pastors' spouses, and cover important topics such as church and personal budgeting, pastor care and the theology of stewardship. Pastors can meet with a qualified financial planner in their area for budget guidance, planning a financial future and working through financial challenges. The BGCT has partnered with the Evangelical Council for Financial Accountability and Leadership Network to offer online courses on Minister's Compensation and Generosity. In addition, the BGCT is pleased to partner with ECFA by offering their valuable and free resource subscription, ChurchEXCEL, to pastors and church leaders. The Ministerial Excellence Matching Grant was created to provide direct aid to pastors. The grant award is up to \$5,000 and must be matched by the pastor's church or other funding source. To receive the award, pastors must meet grant requirements, including meeting with a financial planner, attending a regional retreat with a member of their laity, raising matching funds and completing a final report.

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### **CLERGY WITHIN YOUR CARE:**

The average age of pastors in the Baptist General Convention of Texas is 55.1. The demographic makeup of pastors the BGCT: 65% Caucasian, 19% Latino, 14% Black and 3% Asian; 35% of pastors are non-Caucasian. Two-thirds of Texas Baptist pastors hold a seminary or graduate degree. Context: 55% serve in small towns or rural settings, 18% in suburban settings and 27% in urban settings. The median weekly attendance of the "typical" BGCT church is 80.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

The Center for Ministerial Excellence partners with graduate theological schools by offering retreats on their campuses and inviting ministry students and alumni pastors to attend. More intersection is anticipated by partnering graduate theological schools with a recently hired Theological Director at the BGCT to assist in determining other opportunities for collaboration.

## **Bethany Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Church of the Brethren

**PRIMARY CONTACT:** Courtney Hess, Lilly Grant Director

615 National Road West, Richmond, IN 47374

hessco@bethanyseminary.edu | 765-969-6835 | <https://bethanyseminary.edu/>

### **PROJECT TITLE:**

## **Pillars and Pathways Program**

### **PROJECT DESCRIPTION:**

Focusing on five key pillars, Bethany Theological Seminary's Pillars and Pathways program supports students' efforts to complete seminary with little or no new debt. These five areas are 1) scholarships and aid, 2) financial education, 3) housing, 4) employment, and 5) conscious consumption. All students are encouraged to take advantage of these 5 pillars of support. In addition, Bethany provides a Pillars and Pathways Residency Scholarship (PPRS) where local students engage in theologically immersive living and commit to not incurring new educational or consumer debt while in seminary. In exchange for free tuition, housing and a monthly living stipend, students work, live simply, volunteer locally, live in community and actively participate in campus life. They also maintain academic excellence. Through the Pillars and Pathways program, and PPRS, the number of students who borrow has dramatically decreased, and those who do borrow are taking out smaller loans. Bethany is committed to making sure that educational debt does not impede our students' ability to live into their call to ministry.

### **GRADUATES' AREAS OF MINISTRY:**

Bethany's graduates primarily serve in the following vocations: Congregational ministry (46%); Chaplain (18%); Working at a College or Seminary as faculty or staff (12%); Teaching (8%).

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

As the single seminary for Church of the Brethren, Bethany actively works with denominational churches, pastors and laity to promote affordable seminary education. Bethany actively works with denominational leaders to continue to make high quality seminary education accessible and affordable for Brethren and non-Brethren students alike.



## **The Board of Pensions of the Presbyterian Church (U.S.A.)**

**PRIMARY DENOMINATIONAL AFFILIATION:** Presbyterian Church (U.S.A.)

**PRIMARY CONTACT:** Andy Browne, Vice President for Church Relations

2000 Market Street, Philadelphia, PA 19103-3298

abrowne@pensions.org | 215-587-7541 | pensions.org

### **PROJECT TITLE:**

## **Healthy Pastors, Healthy Congregations**

### **PROJECT DESCRIPTION:**

In this initiative, we have aligned existing programs and developed new ones to educate both pastors and congregations and to address direct financial concerns. Programmatic elements include:

Seminars for the pastor and congregational leaders (including Session and Personnel Committee members) on the Theology of Benefits, Church Budgeting and Generosity and the Financial Realities Facing Pastors. These seminars cultivate an understanding that part of congregational ministry is caring for pastoral leadership, developing deliberate methods of financial analysis and decision-making to improve stewardship through the overall management of church finances and recognizing and properly defining financial concepts with direct import in congregational life.

Online learning modules for pastors on various areas of finance, including recognizing and properly defining financial concepts with direct import in pastoral life, identifying points of support and how to access and utilize them effectively and how to develop and implement a personal financial plan.

A personal, confidential financial assessment for the pastor, conducted with an independent financial advisor, followed by development of a personal and confidential financial plan and subsequent follow-up sessions with the financial advisor.

At the conclusion of these elements, a grant (\$10,000 maximum) is available to reduce or eliminate debt or kickstart retirement savings.

### **CLERGY WITHIN YOUR CARE:**

The average age of PC(USA) pastors is in the low-50s, and the average age at ordination is 39. Health statistics say that our population is healthier than the general population, on an age-adjusted basis, but our average age is 50+. Many other demographics are available in the appendices of Living by the Gospel, available here: <http://www.pensions.org>

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

We are promoting this program and its values in a seminar called First Call, First Steps at seminaries related to the PC(USA).

## **Boston University School of Theology**

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Bryan Stone, Associate Dean for Academic Affairs

745 Commonwealth Ave, Boston, MA 02215

bpstone@bu.edu | 617-290-2299 | <http://www.bu.edu/sth/>

### **PROJECT TITLE:**

**STEWARDSHIP: Stewardship Thinking, Economic Wellbeing, and Reduction of Debt**

### **PROJECT DESCRIPTION:**

Boston University School of Theology has sought to respond to the economic challenges facing seminary students by developing a program that combines curricular and co-curricular initiatives to prepare students for wise financial management in their personal and professional lives framed within a theology of stewardship. The program is anchored in research initiatives that aim to investigate the financial realities facing students, placement patterns, and patterns for mitigating student debt. It seeks to foster a seminary ethos of stewardship that addresses the relationship among financial, physical, and spiritual vitality. A key curricular component was the creation and launch of a Massive Open Online Course (MOOC) titled, "Faith and Finance" in Fall 2017 and 2018. The course aims to provide religious leaders with a progressive, holistic, Christian theological framework, in dialogue with other religious traditions, for wise personal and institutional financial stewardship. All first year masters students are required to take the course as part of a hybrid, one-credit STEWARDING course. The course is also offered free to any learner on the edX platform, with an edX verified certificate also available.

### **GRADUATES' AREAS OF MINISTRY:**

The School of Theology is committed to supporting our students' broad range of vocational goals. After graduation, sixty-three percent (63%) of our MDiv graduates go on to congregational ministry, including placements in positions in Christian education, associate or senior pastoral positions. Twenty-three percent (23%) seek employment in non-congregational settings including social work, chaplaincy, social justice ministries, or deacon-related work. Fourteen percent (14%) of graduates go on for future study.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

We were thrilled to co-sponsor the "FIGS for Christ Initiative" led by STH alumnae Rev. Daryn Stylianopoulos and Rev. Dr. Holly Benzenhafer. This series of workshops at The First Baptist Church in Needham, MA provides learning and enrichment opportunities for pastors, lay leadership teams, and contextual education students on topics represented by "FIGS": Faith & Finance, Inquiry & Identity, Guidance & Governance, Support & Sustainability.

## Calvin Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Christian Reformed

**PRIMARY CONTACT:** Aaron Einfeld, Director of Admissions and Enrollment Management

3233 Burton St. SE, Grand Rapids, MI 49546

aaron@calvinseminary.edu | 616-957-7035 | <http://www.calvinseminary.edu/>

### PROJECT TITLE:

#### ECFFM Initiative

### PROJECT DESCRIPTION:

Our efforts include a range of projects that help our students graduate better prepared for ministry. Some projects focus directly on students to: a) increase financial literacy and skills for ministry, b) decrease student debt and c) provide comprehensive vocational formation for students who are preparing to seek ministry positions. We've provided courses and workshops in the areas of personal finance, fundraising and bi-vocational ministry. One major outcome of the grant is a complete redesign of our experiential learning curriculum based on a major research project conducted with our alumni suggesting that graduates who are more "vocationally formed" will be more savvy at navigating career transitions that provide sustained financial stability. Other projects focus on forging stronger, better-informed partnerships with our partners/stakeholders (churches, denomination, donors, alumni and ministry leaders) which will result in better aligned resources and better financial outcomes for graduates. With the help of donors, we've updated many of our scholarship awarding protocols, engaged in stakeholder listening sessions, and developed web, print, and video pieces that communicate our "affordability story." Finally, other projects are aimed internally at better leveraging insights from key institutional data related to finances.

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### GRADUATES' AREAS OF MINISTRY:

Five years after graduation, seventy-four percent (74%) of our alumni report that they are working in a parish setting. Others go into chaplaincy, theological education, campus ministry, christian publishing, non-profit leadership, church planting, community development, bi-vocational ministry or other non-parish settings.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Churches and other ministry organizations serve as hosts for our students in their "concurrent, contextual learning" placements. Serving and partnering with these ministry organizations is a cornerstone of both our MDiv and MA in Ministry Leadership curriculum. Therefore, our vocational development and mentorship relies heavily on external partnerships.

## **Candler School of Theology, Emory University**

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Justin Latterel, Director of Faith and Finance

1531 Dickey Dr., Atlanta, GA 30322

jlater@emory.edu | 404-727-9591 | <https://candler.emory.edu>

### **PROJECT TITLE:**

**Faith and Finance**

### **PROJECT DESCRIPTION:**

Our Faith and Finance program for Master of Divinity students provides a comprehensive approach to financial literacy, specially tailored to seminarians. We aim to help students graduate with minimal debt by teaching them the essentials of personal finances and budgeting. We further aim to prepare students to lead and manage the finances of churches and other nonprofit organizations faithfully and efficiently. This program is woven into the fabric of the MDiv curriculum including lessons in our Contextual Education courses, extra-curricular learning opportunities, opportunities for peer mentoring and coaching and a for-credit course entitled, "Church Financial Management for Clergy," taught by an expert in church finances and leadership.

### **GRADUATES' AREAS OF MINISTRY:**

Most of the students involved with the Faith and Finance program are pursuing a Master of Divinity degree with plans to enter parish ministry or service in a variety of nonprofit sectors.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Our project draws from the expertise of local clergy who have given numerous presentations on issues related to clergy taxes, church fundraising, and more.

## Catholic Theological Union

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Colleen Kennedy, Vice President for Institutional Advancement

5401 South Cornell Avenue, Chicago, IL 60615

devoffice@ctu.edu | 773-371-5417 | <https://ctu.edu/>

### PROJECT TITLE:

#### ECFFM Initiative

### PROJECT DESCRIPTION:

The Economic Challenges Facing Future Ministers Grant provided Catholic Theological Union the opportunity to implement long-term changes that impact the new MDiv curriculum and student services. Three areas of impact include the development of the Writing and Resource Center (WRC), the Management and Leadership for Ministry Course and the Alumni/Student Showcase Committee. The WRC offered students one-on-one academic tutoring, resume writing support and interview preparation, in addition to academic and job placement workshops. The WRC also cultivated externships and internal Graduate Assistantship opportunities for students. Dr. Regina Wolfe piloted a workshop and an elective course on Management and Leadership providing hands-on exposure to budgeting, financial reporting, capital improvement planning, human resources, as well as other areas. The course is now required for MDiv candidates. Finally, CTU established a Student/Alumni Showcase committee, consisting of WRC, marketing, enrollment management, alumni staff and one faculty member. The committee keeps the discussion of financial literacy, job placement, and networking at the forefront of the individual committee member's work. Examples of impacts include the alumni survey, website content development, enrollment strategies and workshops such as Theology on Tap and Ministry Menu, which brings to campus representatives from national or regional organizations of professional ministers.

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### GRADUATES' AREAS OF MINISTRY:

Just over half of CTU alums enter parish ministry as Priests (38%), Religious Brothers (10%), and Religious Sisters (9%) without the need for placement services. The remainder of CTU graduates enter a variety of ministries, both within and outside of congregations, such as Youth and Young Adult Ministry, Teaching, and Hospital Chaplaincy.

## Central Baptist Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATIONS:** American Baptist (and others)

**PRIMARY CONTACT:** Angela Jackson, Program Director, Money & Ministry

6601 Monticello Rd, Shawnee, KS 66226

angela.jackson@cbts.edu | 785-969-7596 | <https://www.cbts.edu/>

### PROJECT TITLE:

## Money & Ministry Program

### PROJECT DESCRIPTION:

We experienced a big “aha” moment in our initial work when we discovered that financial literacy did not equal financial wellness nor reflect biblical stewardship. That realization prompted us to think about adaptive change. Thus, we shifted away from financial procedures and information toward relationship and reflection through one-to-one coaching. As an extension of this learning, we added a clergy study that utilized action research and group mentoring. Both student and clergy experiences inform our present efforts. Enrollment includes a session with our financial coach, who builds long-term relationships within which students think, share, and dream confidentially about money and ministry matters. Ongoing coaching is offered as part of comprehensive student services to support, nurture, and challenge our seminarians as they matriculate. The coaching relationship serves as the primary conduit for effecting change in thought patterns and habits one student at a time. Our program’s goals, whether with seminarians or working clergy, are as follows: 1) normalize money conversations, 2) remove stigma from financial challenges, 3) reduce stress related to finances and 4) develop personal confidence and organizational competence.

### GRADUATES’ AREAS OF MINISTRY:

Our graduates live out their vocations in various ways. In 2017: 47% anticipated working bi-vocationally; 40% were seeking or serving as Pastors; 20% Associate Ministers; 13% Education Ministers; 7% Unsure; 7% Chaplains; 7% Administrative Roles and 7% Social Justice Ministers. At graduation, 45% had placements waiting, 33% had no placement and 22% planned to continue current positions.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

The results of the clergy study affirmed a formational approach to financial ministry preparation and demonstrated increased well-being among participating members. The repeating cycles of study, reflection and practice yielded ministers who reported increasing confidence and courage in matters of financial leadership. We continue to seek ways in which to incorporate this learning into our programs and to strengthen our connections with churches, denominations, and networks.



## Christian Church in Indiana

**PRIMARY DENOMINATIONAL AFFILIATION:** Christian Church (Disciples of Christ)

**PRIMARY CONTACT:** Cynthia Newman, Minister of Clergy Economic Empowerment

1100 W. 42nd St., Ste 150, Indianapolis, IN 46208

cynthia@indianadisciples.org | (317) 926-6051 | [www.indianadisciples.org/flourish](http://www.indianadisciples.org/flourish)

### PROJECT TITLE:

**FLOURISH!**

### PROJECT DESCRIPTION:

FLOURISH! is the clergy economic empowerment program for the Christian Church in Indiana. We provide grants to both individuals and congregations to assist clergy in alleviating financial challenges. The Financial Relief Grant allows clergy to receive up to \$15,000 in direct monetary assistance along with an additional twenty percent offset for taxes to reduce debt, plan for retirement or fund health care costs. The Compensation Support Grant allows congregations to receive up to \$21,000 over three years when matched with Regional funds to boost clergy compensation for salary, housing, retirement or health care. All clergy attend four sessions of the Financial Literacy Academy to be educated in personal and congregational finance and are connected to a peer cohort group for coaching. In addition, clergy must have their spouse and congregational leaders attend the academy training sessions. Financial Relief Grant participants must see a Financial Advisor (up to three visits). Lastly, we have allotted space for 29 clergy and lay leaders to attend the Executive Certificate in Religious Fundraising Training through the Lake Institute on Faith and Giving. This group will comprise a new Stewardship Commission to assist the Region in its stewardship efforts.

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### CLERGY WITHIN YOUR CARE:

Our clergy are those who have been commissioned or ordained for five years or longer. Clergy age ranges from 30 - 65. Some of our clergy are early career while others are at or near retirement. Several of our clergy are experiencing full-time ministry as a second career. Of our current grantees, consumer debt and/or educational debt is a presenting challenge while others struggle with insufficient retirement savings. Our program design was based on these factors.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

FLOURISH! services the former students of theological schools. Many of these students acquire significant debt to complete graduate education. Yet most report that they do not receive personal financial education that prepares them to leave with a plan to pay off debt. In addition, for those transitioning into congregational ministry, most have not been offered coursework in managing church funds. The FLOURISH! educational component (Financial Literacy Academy) now equips grantees in these areas.

## Christian Reformed Church in North America

**PRIMARY DENOMINATIONAL AFFILIATION:** Christian Reformed Church in North America

**PRIMARY CONTACT:** Holly Small, Project Manager, Financial Shalom Project

1700 28th St. SE, Grand Rapids, MI 49508-1407

hsmall@crcna.org | 616.241.1691, ext. 2160 | [www.crcna.org/financialshalom](http://www.crcna.org/financialshalom)

### PROJECT TITLE:

#### Financial Shalom

### PROJECT DESCRIPTION:

Financial Shalom's purpose is for our pastors to experience a renewed sense of shalom that will foster excellence in ministry. Our project holistically addresses this through two complementary components: 1) **We support pastors** by providing grants to those who face financial challenges (such as student loans, medical bills, credit card debt, and Christian day-school tuition) that impede their immediate well-being and their ministry. We also offer a salary supplement to pastors whose churches have not provided a sufficient compensation. We are currently amending this feature to expand its impact. 2) **We sustain pastors** by strengthening their long-term financial literacy and management skills. We encourage all pastors to grow in their financial acumen and offer grants for personal financial management programs and consultation with a financial professional. Each support grant recipient automatically receives these financial services as part of their grant package. All congregations receive stewardship training through our partnership with Barnabas Foundation and Christian Stewardship Services, and a few have received complementary curricula (Financial Peace University and Crown).

Financial Shalom is actively involved in bolstering bivocational ministry. We recently held a gathering, **What Role Will BiVocational Ministry Play in the Future of the CRCNA?**, that brought greater attention to our bivocational pastorate. A direct outcome is that the CRCNA's Executive Director issued a mandate to create a task force to explore this issue.

### CLERGY WITHIN YOUR CARE:

The project has touched over sixty pastors serving in the United States and Canada, including pastors just beginning their ministry as well as those nearing retirement. Many ethnic/minority pastors – Korean, African-American, Navajo, Latino, and Chinese – have also participated. We have assisted pastors serving in traditional church settings, as well as chaplains, church planters, campus ministers, bivocational pastors, and spouses serving as co-pastors. The greatest financial challenge affecting our pastors has been debt – educational, medical, and credit card.

## **Christianity Today, Church Law & Tax**

**PRIMARY DENOMINATIONAL AFFILIATION:** NA

**PRIMARY CONTACT:** Samuel Ogles, Associate Editor and Special Project Manager

465 Gundersen Dr., Carol Stream, IL 60188

sogles@christianitytoday.com | 630.384.7267 | [www.churchlawandtax.com/salary/](http://www.churchlawandtax.com/salary/)

**PROJECT TITLE:**

### **ChurchSalary - fair pay for faithful church leaders**

**PROJECT DESCRIPTION:**

ChurchSalary launched in June 2018 and is a compensation-setting tool and website designed specifically for those who lead and serve in the church. ChurchSalary uses national survey data to help church leaders set fair pay for their staff and pastors to advocate for their own fair pay. Our data-driven tools and expert guidance from pastors, HR professionals, CPAs, and attorneys equip church leaders to address one of the top three financial issues facing church leaders: fair compensation.

**PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

ChurchSalary can help graduate theological schools inform pastors on issues of compensation and fair pay, setting realistic expectations for ministry, and equipping future church leaders with the knowledge, data, and skills to understand and negotiate fair pay in a ministry setting.

## **Church of God (Cleveland, TN), Lee University and Pentecostal Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Church of God (Cleveland, TN)

**PRIMARY CONTACT:** Michael Reynolds, Project Director

P. O. Box 2430, Cleveland, TN 37320-2430

mreynolds@churchofgod.org | 423-478-7309; 423-478-7897 | coglilly.org

### **PROJECT TITLE:**

## **Church of God Lilly National Initiative Project**

### **PROJECT DESCRIPTION:**

The goal of this project is threefold: 1) provide financial assistance for young transitioning pastors, for pastors dealing with catastrophic crises and for pastors facing retirement without adequate financial resources; 2) provide practical training in financial management best-practices for local church treasurers and boards/councils and 3) provide education and training in biblical stewardship and financial planning for pastors.

Through a website application process, 250 pastors were selected nationwide to receive grants of \$3,600. Each applicant explained to the local church treasurer, district overseer, and regional overseer why the grant would be meaningful. Grant recipients had to view seven financial management videos, attend a pastoral training seminar, enroll in a course on biblical stewardship and financial planning and teach the course in the local church. The recipient could choose a course on either one of four academic levels, depending on his/her educational background: 1) a self-study course under the guidance of a mentor; 2) a certificate level course through the denomination's ministerial development department; 3) a college level course through Lee University or 4) a graduate level course through the Pentecostal Theological Seminary. The basic textbook for all levels of study is titled, *Cost and Calling: Shepherding God's People Into Financial Health and Victorious Living*.

### **CLERGY WITHIN YOUR CARE:**

Age - 60% between 46-65; 25% under the age of 45; 15% over the age of 65

Gender - 95% male, 5% female

Marital Status - 97% married, 3% single

Congregational Size - 70% attendance of less than 100; 7% attendance of more than 500

Education - 28% graduate studies, 56% college, 16% high school

Pastoral Employment Status - 64% full-time pastor, 31% bi-vocational

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

Church of God clergy are not required to attend college or seminary. However, Lee University and the Pentecostal Theological Seminary provide a strong educational influence for both Church of God clergy and laity. All clergy must complete a ministerial internship program sponsored by the denomination before becoming ordained.

## **Church of God Ministries, Inc.**

**PRIMARY DENOMINATIONAL AFFILIATION:** Church of God (Anderson, IN)

**PRIMARY CONTACT:** Joseph Cookston, CARE Project Director

2902 Enterprise Drive, Anderson, Indiana 46013

jcookston@chog.org | 800-848-2464 | [www.jesusisthesubject.org/CARE](http://www.jesusisthesubject.org/CARE)

### **PROJECT TITLE:**

#### **ECFPL/CARE Initiative**

### **PROJECT DESCRIPTION:**

Within the networks of Church of God Ministries (Anderson, IN), the ECFPL Initiative unfolds under the acrostic CARE, Clergy Advocacy and Resource Effort. The central aim has been purposeful advocacy for active clergy through a two-pronged program: 1) Financial Education and 2) Financial Assistance. CARE has adopted a one-on-one approach to financial coaching and planning with pastors and congregational leaders. The Initiative has given intentional focus to what has been identified as the younger-in-ministry pastor, those EITHER under 40 years of age OR with less than 10 years of credentialed ministry. By the end of 2018, over 400 pastors and congregations will have received some form of financial education. Financial literacy efforts were layered to include regional training seminars, virtual and real resource development, and incorporating materials from other ECFPL resource partners. Steps have been put into place to increase personal delivery, relevancy of the delivery, timely follow-up and storytelling. Financial assistance for: 1) educational debt relief, 2) retirement assistance and 3) transition assistance have been provided through over 110 grants.

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### **CLERGY WITHIN YOUR CARE:**

The majority of pastors are above 40 and serve congregations in the Midwest and Florida. A recent survey of Church of God pastors (2015) indicated that pastors with the greatest financial stress were younger and in the beginning years of ministry. Within this group, there was openness to financial counsel that could result in financial assistance in at least two major categories: 1) student loan relief and 2) retirement planning assistance. This Initiative has eventuated in the supportive response of veteran pastors helping younger pastors gain financial grounding for their long arc of ministry.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

Connection with the School of Theology has resulted in three presentations by CARE staff centered on personal financial management and compensation issues. Conversations continue to focus on ways to incorporate current and former students within the umbrella of the Initiative.

## Church of the Nazarene

**PRIMARY DENOMINATIONAL AFFILIATION:** Church of the Nazarene

**PRIMARY CONTACT:** Stephen Borger, Director

9647 Rim Rd., Nampa, ID 83686

sborger@nazarene.org | 208-989-6673 | [www.compassinitiative.org](http://www.compassinitiative.org)

### PROJECT TITLE:

**The COMPASS Initiative: Creating Opportunities for Ministers to Practice and Advocate Skilled Stewardship**

### PROJECT DESCRIPTION:

The COMPASS Initiative is built around four main program resources: 1) The COMPASS Journey is a one-year program of 40 life-long learning hours in personal financial literacy, designed to empower safe conversations among the minister, spouse, and lay leaders concerning the minister's financial needs. The minister is then eligible to receive a grant of up to \$5,000, matching the local church contribution, for student or personal debt reduction and/or retirement contributions. 2) The COMPASS Academy is an online collection of resources for biblical financial management focused on personal financial literacy and local church engagement. This "financial toolbox" is available for all our ministers and lay leaders. 3) The True North Retreat is a high-impact weekend fostering transformation in the financial lives of ministry couples. With the help of financial coaches, participants create a one-year family budget, a two-year financial freedom plan and meet monthly online for the following year with a cohort from the retreat for accountability and support. 4) The COMPASS Quest is a collaboration with the NAE Financial Health online program. Upon completion of the "Personal Finance" online course, the minister is eligible to receive a matching grant of up to \$1,000.

### CLERGY WITHIN YOUR CARE:

The COMPASS Initiative programs are available to pastors and full-time associate pastors in the USA Church of the Nazarene who qualify based on financial need. We have currently enrolled 71 ministers from 31 districts across the USA. There is a broad range of ages represented from those in their 20s to 60s. Of the current participants, 8 are female ministers.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

The COMPASS Initiative has enjoyed significant collaboration with Nazarene Theological Seminary. The COMPASS Director, Assistant Director and COMPASS Initiative Steering Committee member Dr. Stan Rodes all serve on the NTS Steering Committee. The COMPASS Initiative has presented workshops at NTS events, and the NTS Financial Literacy Advisor, Dr. Bill Kirkemo, serves at the COMPASS True North Retreat weekends.



## **Cincinnati Christian University**

**PRIMARY DENOMINATIONAL AFFILIATIONS:** Christian Churches/Churches of Christ (independent instrumental)

**PRIMARY CONTACT:** Tim Wallingford, Director, The Center for Church Leadership  
2700 Glenway Ave, Cincinnati, OH 45204  
tim@centerforchurchleadership.org | 513.244.8100 | www.myccl.org

### **PROJECT TITLE:**

**National Initiative to Address Economic Challenges Facing Pastoral Leaders**

### **PROJECT DESCRIPTION:**

In 2016, CCU created the "Center for Church Leadership" as a vehicle for identifying, organizing, and supporting congregations and ministers affiliated with the Christian Churches/Churches of Christ. While CCU had hoped to engage 150 congregations by the end of Phase I, to date 550 churches have been involved in the Center's programming. The Center's primary activities have included: the development of an accurate database of Christian Churches; the development and distribution of informational and educational resources on personal and church finance (and related topics) through the Center's website; hosting national and regional "Summits" and other meetings for pastors and lay leaders on topics relating to stewardship/generosity and church health; direct consultation with pastors and lay leaders on issues relating to congregational finance and strategic planning; developing a retirement program for Christian Church pastors, in dialogue with the Pension Fund of the Christian Church; offering career services support to new ministers and to pastors in transition; developing a self-sustaining Ministerial Emergency Fund in partnership with Kairos Legacy Partners (launched October 2018); piloting a pastors roundtable program to provide peer support and coaching; working closely with the Dean and faculty of CCU's Russell School of Ministry to enhance ministry curriculum and programming while reducing the cost of theological higher education (launched Fall 2018); and finally, building infrastructure for expansion into new regions. CCU hopes to see the Center's network expand to include 1,500 churches by the end of 2021.

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### **CLERGY WITHIN YOUR CARE:**

CCU's initiatives target a wide range of congregational leaders; engagement is based solely on employment with, or lay leadership of, a Christian Church.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

The Center for Church Leadership works closely with CCU's Russell School of Ministry. Joint initiatives have included offering audit courses for free to members of the Center's network and a significant tuition reduction for seminary students (to \$499 per course). The Center will launch a major initiative in 2019 that seeks to recruit 5,000 new clergy over the next decade.

## **Concordia Theological Seminary (Fort Wayne, IN)**

**PRIMARY DENOMINATIONAL AFFILIATION:** Lutheran Church - Missouri Synod

**PRIMARY CONTACT:** Mark Sheaffer, Director of Financial Aid

6600 North Clinton Street, Fort Wayne, IN 46825

mark.sheafer@ctsfn.edu | 260-452-2151 | <https://www.ctsfn.edu/>

### **PROJECT TITLE:**

**Improving the Economic Well-being of Future Servants of Jesus Christ**

### **PROJECT DESCRIPTION:**

Currently we are providing ongoing financial literacy training which includes both seminars and one-on-one counseling. We have also conducted two crowdfunding campaigns to raise funds for specific projects that benefit our students. Our first LOGOS crowdfunding project raised \$16,534 for incoming students to purchase their Greek textbooks or other books needed for their first year courses. We raised the funds over a period of five weeks with the help of approximately 100 donors (both individuals and congregations). We used a web platform from Generosity by Indiegogo in combination with our institution's website. Our second crowdfunding project was called, "Equipped to Serve," where we sought to raise funds to provide resources for our 2018 Spring graduates to allow them to buy books, clergy stoles, vestments, private communion sets or computer software for the beginning of their ministries. Over a period of about four weeks we were able to raise about \$7,527.

### **GRADUATES' AREAS OF MINISTRY:**

Our graduates will primarily go out to serve congregations in the Lutheran Church - Missouri Synod as pastors or deaconesses. About seventy-seven percent (77%) of our MDIV graduates received a call to a congregation. The other twenty-three percent (23%) decided to pursue another advanced degree of theological study.

## Cooperative Baptist Fellowship

**PRIMARY DENOMINATIONAL AFFILIATION:** Cooperative Baptist Fellowship

**PRIMARY CONTACT:** Bo Prosser, Catalytic Coach and Consultant and Director of the Ministerial Excellence Initiative

160 Clairemont Ave., Suite 500, Decatur, GA 30030

bprosser@cbf.net | 770-220-1600 | www.cbf.net/mei

**PROJECT TITLE:**

### The Ministerial Excellence Initiative

**PROJECT DESCRIPTION:**

The CBF Ministerial Excellence Initiative (MEI) provides personal and congregational financial education and personal monetary assistance of up to \$10,000 to pastoral leaders within the Fellowship. The CBF MEI leads participants through education and reflection around personal and congregational finances. The program includes a personal assessment to identify each participant's "Financial DNA," consultation with a certified financial planner, personal coaching and partnership with a trusted Congregational Advocate. The personal coach works to strengthen leadership ability. The Advocate gives support to the pastoral leader, holds him or her gently accountable and advocates for additional support from the church. Partnering with the Lake Institute, we provide training sessions around personal finance, congregational finance, and building generosity. Each participant and their Congregational Advocate is expected to participate in these two-day training sessions.

Said one participant, "My life was a mess. I was failing in my finances, my marriage and as a pastor. This has drastically changed my life. You have restored my confidence and my faith! Thank you!"

To date, we have awarded 60 grants to pastoral leaders within our Fellowship. We are grateful to Lilly Endowment for their continued generosity and support in this work.

**CLERGY WITHIN YOUR CARE:**

Our clergy are usually found in small to medium churches in county seat towns. Many pastoral leaders within the Fellowship are carrying a debt load at twice their annual salaries. This does not include their housing! Forty-four percent (44%) of those surveyed within CBF receive no health benefits or retirement from their congregation. Over sixty percent (60%) report that they are not funded appropriately for retirement.

**PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

We have offered lecturers in classes to begin the conversation about ministerial finances. We have taught a semester-long class in one of our seminaries. We have preached in several chapel services around the MEI and finances.

**Dakotas-Minnesota Area of the United Methodist Church  
(includes Dakotas and Minnesota Annual Conferences and Dakotas  
and Minnesota Foundations)**

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Diane Owen, Program Director

122 West Franklin Avenue, Suite 400, Minneapolis, MN 55404-2453

Diane.owen@dkmnareaumc.org | 507-244-0311 | [www.dakotasumc.org/foundation/](http://www.dakotasumc.org/foundation/)

**PROJECT TITLE:**

**Economic Challenges Facing Pastoral Leaders:  
A Holistic Approach to Create Extravagant Generosity**

**PROJECT DESCRIPTION:**

Our project is a holistic approach to extravagant generosity that begins with a focus on improving the personal financial well-being of our clergy newer to ministry, expands to providing education for pastors and leaders to strengthen church financial health, and builds to prepare pastors and churches in creating a culture of generosity.

The strategy to improve personal financial well-being includes the process of "Earn.Save.Give." in which training materials and workshops are offered to increase personal finance literacy with deeper dives into complex topics such as clergy taxes and housing issues. A \$1,000 grant to seed savings and a student debt reduction grant of \$5,000 per year (renewable up to three years) are also offered. Strengthening church financial health includes multiple efforts to provide education and training to pastors and leaders around accounting practices for nonprofits.

**CLERGY WITHIN YOUR CARE:**

All opportunities include clergy within the Dakotas and Minnesota regardless of age, health, church size, or location. Being a member of either the Dakotas or Minnesota Annual Conferences in an active appointment is typically required to benefit from the offerings.

**PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

A significant part of our strategy to prepare high-potential pastors to lead larger and more complex systems has resulted in the collaborative partnership with Dakota Wesleyan University. Interviews and surveys resulted in a clear understanding of the motivation and needs of clergy targeted to participate in the newly developed Nonprofit Church Leadership Graduate Certificate Program, a year-long on-line experience focused on stewardship of resources: financial, human resources, vision and church leadership/management.

## Denver Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Dan MacLeay, Director of Ministry Residency

6399 South Santa Fe Drive, Littleton, CO 80120

dan.macleay@denverseminary.edu | 303-761-2482 | <https://denverseminary.edu/>

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

With the ECFFM grant, Denver Seminary started a Ministry Residency Program which connects students with churches and para-church ministries in tuition paid internships. In these internships, the church/para-church pays a portion of a student's tuition while the student gains valuable experience in a part-time role. Currently, Denver Seminary has 50+ students in these roles at 25+ organizations. These organizations are covering around \$250,000 per year in student tuition. When students participate in the program, a lower percentage of them borrow when compared to the overall student body. In addition, the students that do borrow are borrowing around \$2,900 less per year. While this program took a significant effort to gain traction, it is now highly sustainable. Many organizations refill positions when their current student graduates, and the program grows by word-of-mouth. These students' deep involvement in local churches and denominations has strengthened Denver Seminary's relationships with the local faith community, provided valuable practical experience for our students, and engaged the students more intimately with the local church.

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**GRADUATES' AREAS OF MINISTRY:**

Denver Seminary's graduates are serving in many fields including academics, professional counseling, chaplaincy, non-profit work, international missions, the business world, and many forms of congregational ministry. Graduates change jobs and fields more frequently than previous generations, and the vast majority of our graduates are serving in congregational ministry even if it is not their primary vocation.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Denver Seminary's primary ECFFM initiative is a local church and seminary partnership. We are currently working with over 50 local churches and para-church ministries from a variety of worship traditions to place students in tuition paid internships.

## **Diocese of Lafayette-in-Indiana**

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Sandi Patel, Grant Project Coordinator

6358 Green Leaves Road, Indianapolis, IN 46220

spatel@dol-in.org | (317) 697-4357 | dol-in/org

### **PROJECT TITLE:**

**Building the Kingdom: Strengthening Pastoral Leaders**

### **PROJECT DESCRIPTION:**

We have three areas of focus. The first focus is on providing training for our pastors and lay ecclesial leaders in parish management and leadership development with the goal of supporting the day-to-day administrative work in the parish. We hope to provide our pastoral leaders with support, resources and information to create effective management plans to free up some of their time to focus on ministry. We have provided The Toolbox for Pastoral Management and Catholic Leadership 360. Secondly, we have begun development work at the Chancery, the highest leadership level within the Diocese, to build our capacity, increase effective communication, and strengthen relationships between the Chancery, diocesan staff and parishes. We have completed three development discussion/planning sessions and will begin training on the Standards for Excellence in 2019. For these first two areas, we have partnered with Leadership Roundtable for programs, facilitation, and coaching. Finally, we are beginning to develop our Ministerial Excellence Fund to provide scholarships for seminarians to defray the cost of seminary education and for lay ecclesial leaders to reduce and/or eliminate personal debt. We are looking at developing some training in personal debt management to coincide with the scholarship.

### **CLERGY WITHIN YOUR CARE:**

102 ordained priests: 1 Bishop, 64 active priests in Diocesan assignment, 6 active priests in non-Diocesan assignment, 21 retired priests, 7 religious and extern priests in Diocesan assignments, 2 transitional deacons and 2 on leave with no Diocesan assignment. Average Age: 57.2 years. Average Years as Priest: 27.7.

## Duke University Divinity School

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Todd Maberry, Senior Director of Admissions,  
Recruitment, and Student Finance

Duke Divinity School, Durham, NC 27708

tmaberry@div.duke.edu | 919-403-3665 | <http://divinity.duke.edu/>

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

Duke Divinity School is in the second phase of our Lilly grant. The first phase focused on a 'No-Debt Challenge' where we incentivized our students to see if they could avoid taking out student loans and find alternative sources of funding. We did discover some consistent patterns for those who completed the challenge related to life style and spending habits. We are taking the learning from the first phase and folding it into three initiatives in the second phase. Those three initiatives are: 1. Improved Financial Literacy - we are sharing proactively with the students our learning from the 'no-debt challenge' and are now regularly offering opportunities for financial literacy. 2. Embedded in curriculum - we are ensuring financial education is included in the MDiv curriculum by incentivizing faculty to cover materials in their courses. 3. Streamlined Communication - Our Financial Aid office is focusing on communication opportunities for students to ensure that students are able to maximize financial opportunities.

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**GRADUATES' AREAS OF MINISTRY:**

Approximately sixty percent (60%) of our MDiv graduates go into some form of congregational ministry, ten percent (10%) go into counseling or chaplaincy, ten percent (10%) go into non-profit work, ten percent (10%) go on to further grad school and another ten percent (10%) go on to a variety of different occupations.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

As a part of our ongoing work, we partner with churches to provide scholarship support. If a church is willing to support a student at a minimum of \$1,000, Duke Divinity will also provide \$1,000 in scholarship support. The Lilly grant has made this rhythm a regular part of how we support our students.

## Earlham School of Religion

**PRIMARY DENOMINATIONAL AFFILIATION:** Religious Society of Friends

**PRIMARY CONTACT:** Matt Hisrich, Acting Dean

228 College Ave, Richmond, IN 47374

hisrima@earlham.edu | 765-983-1689 | <https://esr.earlham.edu/>

### PROJECT TITLE:

#### ECFFM Initiative

### PROJECT DESCRIPTION:

Earlham School of Religion's project has several components. We offer financial acumen workshops, which are required of all students who receive financial aid from ESR. Students who borrow money are required to view a two-part video series, "A Guide to Thoughtful Student Debt Planning," on the impact of student debt. We initiated a \$500 matching grant program to encourage students to begin saving for retirement. A major new development in our grant activity is the development and launch of a trial certificate program in Entrepreneurial Ministry. Students in this program presented their projects at our annual Leadership Conference. Through the initiative, we have learned that many of our students arrive with little understanding of the impact of money and debt. Even with incentives, it can be difficult to convince students the importance of solid planning and wise spending. With our entrepreneurial ministry model, we've found strong interest in recognizing and supporting ministry beyond the walls of the church. We've been affirmed that many of the fundamentals of starting a small business apply to launching new ministries. We've seen that biases and realities related to capitalism and money in ministry require attention in distinguishing entrepreneurial ministry from other entrepreneurial ventures.

### GRADUATES' AREAS OF MINISTRY:

The approach of Friends to ministry means that many of our students intend to pursue ministry outside of congregations. While numbers can vary significantly from year to year, roughly a third of MDiv graduates go into some form of congregational ministry. Others may end up in chaplaincy, nonprofit work, or other ministries.



## Eden Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** United Church of Christ

**PRIMARY CONTACT:** Jennifer Bardot, Financial Aid Coordinator

475 East Lockwood Avenue, St. Louis, MO 63119

[jbardot@eden.edu](mailto:jbardot@eden.edu) | 314-961-3627 | [www.eden.edu](http://www.eden.edu)

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

Scholarship Matching is the central concept of our project. We are promoting financial literacy, through one-on-one meetings with seminarians, educating students about scholarships and providing each student with a personalized list of scholarships including deadlines/requirements/ and criteria guidelines. We also assist students with completing scholarship applications. We've help seminarians think creatively by finding other funding mechanisms to offset the expenses of tuition. We have recently began exploring Go Fund Me and other self-campaigning concepts, which has shown positive results. It seems to be most effective to work with the students throughout the entire scholarship process from beginning to end. This allows the student to feel supported, reach deadlines, get honest feedback when reviewing essays requirements, and finally the students seem less discouraged when they receive notice of rejection from a scholarship committee.

## The Episcopal Church Foundation

**PRIMARY DENOMINATIONAL AFFILIATION:** The Episcopal Church

**PRIMARY CONTACT:** Kate Adams, Special Projects Director

475 Riverside Drive, Suite 750, New York, NY 10115

kate@episcopalfoundation.org | 212-870-2839 | <http://www.episcopalfoundation.org>

### PROJECT TITLE:

## From Economic Challenges to Transformational Opportunities

### PROJECT DESCRIPTION:

The initiative of the Episcopal Church Foundation is a broad-based, holistic approach that provides lay and clergy leaders with education/training, resources, tools and other support to address the financial and leadership challenges of congregational ministry in the twenty-first century.

**During Seminary Formation:** We are developing curricular guidelines and tools to help future pastoral leaders preach, teach and talk about money, generosity and stewardship. Leaving

Seminary: We have partnered with the Church Pension Group (CPG) and presented five

"Success after Seminary" regional meetings for seminarians and their spouses as an orientation

to personal financial planning and parish finance/administration. Boot Camp for Rectors and

Lay Leaders: We piloted four year-long educational/training events for newer clergy and lay leaders that include an in-person conference, coaching and ongoing resources. Topics covered include parish finance and administration, visioning and planning, stewardship and fundraising and team leadership. Using a similar approach, we conducted a Diocesan Leadership Initiative for bishops and their teams. Ministerial Excellence Fund (MEF): Working through diocesan bishops, we have provided grants to entrepreneurial clergy with the ability to help transform congregations but for whom personal financial challenges provide significant impediments.

### CLERGY WITHIN YOUR CARE:

We have 6,330 active priests (Male: 3,910; Female: 2,420), down from 6,994 in 2011 with an average age of 54.1, up from 53.7 in 2011. Average compensation is \$71,423, up from \$65,615 in 2011. We celebrated 322 ordinations in 2016 with an average age of 49.8 as compared with 382 ordinations in 2011 with an average age of 49.3.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

Faculty from Virginia Theological Seminary, Seminary of the Southwest and Bishop Kemper School for Ministry researched and determined next steps in developing curricular guidelines and co-curricular activities on money, finance, economy, stewardship and generosity. In 2018, ECF hosted a gathering of the ten Episcopal seminaries at Washington National Cathedral to explore the role of seminaries in addressing the economic challenges facing pastoral leaders, resulting in a collaborative action plan.

## **The Episcopal Diocese of Indianapolis**

**PRIMARY DENOMINATIONAL AFFILIATION:** The Episcopal Church

**PRIMARY CONTACT:** Melissa E. Hickman, Program Director

1100 West 42nd Street, Indianapolis, IN 46208

melissa.e.hickman@gmail.com | (317) 926-5454 | [www.pathways2vitality.com](http://www.pathways2vitality.com)

### **PROJECT TITLE:**

### **Pathways to Vitality Initiative**

### **PROJECT DESCRIPTION:**

The Initiative consists of three main components: 1) enhancing financial literacy among clergy and congregations; 2) developing congregational vitality and sustainability in three targeted Pilot Parishes and 3) managing the Ministerial Excellence Fund.

We have developed processes for making grants from the Ministerial Excellence Fund. We have created new and leveraged existing financial literacy resources to address the silence surrounding clergy financial well-being. We have hosted a series of financial literacy events for clergy, clergy spouses and lay leaders. And we built [www.pathways2vitality.com](http://www.pathways2vitality.com) as a clearinghouse for financial literacy resources.

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Currently, we are focused on our three Pilot Parishes. To assist them in achieving vitality and sustainability, the clergy and lay leaders have met eight times over the last year for learning experiences on topics such as strategic planning, evangelism, fundraising, communications, team building and parish administration. We have also expanded our grant making from the Ministerial Excellence Fund to include a seminary debt assistance program for clergy as well as seminary scholarships for seminarians.

### **CLERGY WITHIN YOUR CARE:**

There are 62 ordained clergy serving 48 congregations in the Episcopal Diocese of Indianapolis. They range from newly ordained and first call to mid-career and those who are approaching retirement. Grants from the Ministerial Excellence Fund have been made to clergy all along this ministerial arc. Clergy taking advantage of free financial planning/advising typically fall within one of two groups: first call or nearing retirement. The Pilot Parish clergy are all mid-career.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

Supporting our Pilot Parishes is the newly ordained Pathways Priest. Serving all three congregations provides our Pathways Priest with parish experience in three different ministerial contexts and ensures that she receives intensive mentoring from the Pilot Parish rectors, which is important to her priestly formation. Also, the Ministerial Excellence Fund focuses on relieving seminary loan debt by providing scholarships to our seminarians.

## **Episcopal Theological Seminary of the Southwest**

**PRIMARY DENOMINATIONAL AFFILIATION:** The Episcopal Church

**PRIMARY CONTACT:** Frederick Clement, Executive Vice President

501 E. 32nd Street, Austin, TX 78705

fred.clement@ssw.edu | 512-439-0339 | <https://ssw.edu/>

### **PROJECT TITLE:**

**ECFFM Initiative**

### **PROJECT DESCRIPTION:**

The seminary's financial literacy program is organized around four objectives: enhance and build an outstanding financial aid and education office; identify and secure resources to increase institutional financial aid and access to outside scholarship offerings; develop and offer programming to provide accessible financial tools for prospective and current students; and provide enhanced financial educational opportunities for our prospective and current students throughout their three years of seminary. We have focused particular attention on these objectives through our comprehensive wellness for ministry program, our trustees scholarship initiative, and providing access to Title IV federal student aid.

### **GRADUATES' AREAS OF MINISTRY:**

Seminary of the Southwest offers six master's degree programs for training and formation. Approximately fifty-three percent (53%) of our students are in the master of divinity, chaplaincy, and spiritual formation programs; another thirty-eight percent (38%) are enrolled in the seminary's accredited clinical mental health counseling program; and the remaining nine percent (9%) are either auditing or dual-enrolled students from another seminary. The two major areas of vocation in which our graduates serve are Episcopal churches/organizations and clinical mental health facilities.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Since a large majority of the seminary's graduates serve in Episcopal churches and related organizations, the value of our financial literacy programming and our students' newly acquired financial skills have a direct bearing on the work of the Episcopal churches and related organizations in which our graduates serve. The skills learned and developed are extended to the work of the larger church through our graduates' pastoral care and leadership.

### **ARTICLE:**

<https://ssw.edu/blog/small-experiments-in-faith/>

## **ECFA (Evangelical Council for Financial Accountability)**

**PRIMARY DENOMINATIONAL AFFILIATION:** None

**PRIMARY CONTACT:** Michael Martin, Vice President, Church Relations

440 W. Jubal Early Dr., Suite 100, Winchester, VA 22601

mmartin@ecfa.org | 800-323-9473 | [www.ECFA.Church](http://www.ECFA.Church)

### **PROJECT TITLE:**

**ChurchEXCEL.org - Free Resources to EXCEL in Church Administration!**

### **PROJECT DESCRIPTION:**

ChurchEXCEL is an online community of free resources helping church leaders manage the finance and administration side of their church with excellence. Registration is FREE at ChurchEXCEL.org. Participants gain access to a rotating library of topical, practical resources each month. These include: sample policies and procedures from ECFA's Knowledge Center; eBooks on essential topics including Church Accounting and Financial Reporting, Compensating Ministers, Avoiding Church Fraud, Taxes for Ministers, and more; webinars-on-demand on relevant topics for churches as well as new blogs and podcasts on current issues facing any church.

ECFA's heart is to serve churches of any size. Church leaders and administrators have a challenging job, but with ChurchEXCEL they can feel confident and not alone in this important area of stewardship.

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### **CLERGY WITHIN YOUR CARE:**

ChurchEXCEL.org is a rapidly growing online community that includes over 5,000 church leaders representing over 150 denominations and networks from all 50 states and around the world. ChurchEXCEL serves leaders in churches of all sizes who focus on stewardship and the administrative side of church (e.g., finance managers, board members, treasurers, and senior leaders).

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

ChurchEXCEL is a terrific free resource to share with seminary students preparing for the practical side of ministry - managing church finances, understanding unique clergy tax consequences, working with boards and committees, and more.

## Evangelical Covenant Church (ECC)

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Covenant Church

**PRIMARY CONTACT:** Dan Pietrzyk, Director of Financial Leadership

8303 W. Higgins Road, Chicago, IL 60631

dan.pietrzyk@covchurch.org | (262) 221-7674 | financialleadership.covchurch.org

### PROJECT TITLE:

## Financial Leadership

### PROJECT DESCRIPTION:

The Financial Leadership initiative of the ECC is committed to helping sow seeds for ministerial excellence by: a) providing assistance for credentialed Covenant ministers to overcome long-term financial distress and b) equipping and empowering Covenant clergy to continue to grow in their ability to nurture environments for generosity and mission impact.

There are three primary areas of emphasis: 1) Jump Start, a personal financial training retreat. This two-day retreat is for clergy and their spouses. Those who participate are eligible to apply for financial coaching. 2) The provision of aid through the Ministry Excellence Fund (MEF) for clergy experiencing financial distress because of a life catastrophe, punitive consumer debt or burdensome student loans. 3) Congregational financial leadership training through an all-day Saturday interaction for pastors and church lay leaders that covers the essential technical aspects of healthy financial practices in the church. Additionally, we offer conference-based cohorts for local church leadership teams. These cohorts meet over a six-month period to explore the changing landscape of giving and identify how to adapt to cultivate generosity and catalyze stewardship potential in the local context.

## Evangelical Lutheran Church in America (ELCA)

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Lutheran Church in America

**PRIMARY CONTACT:** Adam DeHoek, Program Director

8765 W Higgins Rd., Chicago, IL 60631

adam.dehoek@elca.org | 773-380-2445 | resourcefulservants.org

### PROJECT TITLE:

#### Resourceful Servants

### PROJECT DESCRIPTION:

The Resourceful Servants Initiative seeks to encourage habits that strengthen and sustain individual and congregational financial wellness and growth through four programs: 1) Fund for Leaders reduces financial pressures faced by new rostered ministers by reducing the financial burden of attending seminary, through scholarships awarded to ELCA seminarians. 2) Financial Counseling focuses on opening the conversation of financial literacy early in the careers of those exploring call. 3) Financial Wellness focuses on improving the financial wellness of ELCA rostered ministers. Resources for financial literacy are made available to ELCA rostered ministers at no cost. The current program includes pilots to address two immediate financial needs of rostered ministers: lack of emergency savings and lack of retirement savings, providing matching dollars for increased contributions. 4) Congregational Certificate focuses on the financial health of congregations by providing an online curriculum to begin or enhance conversations about finances in the congregation, and to increase learning in the congregation.

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### CLERGY WITHIN YOUR CARE:

The average age of participants was 47 years old. The average time since ordination or consecration for the participants was 13 years. Participants came from 63 of the 65 ELCA synods. More than half (58%) of participants reported their household has one month or less saved for emergencies; this includes twenty-one percent (21%) of respondents who reported having no emergency savings whatsoever. Ninety-six percent (96%) of participants reported they and/or their employer are contributing to their retirement plan account.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

Our program intersects with graduate theological school in two ways: 1) Fund for Leaders – In the 2018-19 academic year, 261 students were supported by Fund for Leaders scholarships, including 50 full-tuition scholarships to first-year students. 2) Financial Counseling – We distributed financial counseling materials to candidates and seminary staff, encouraging participation in financial counseling. Over the coming months, we will be working with Luther Seminary to bring together seminary leadership to create plans to make student financial wellness a personal and institutional priority.

## Everence Financial (Mennonite Foundation Inc.)

**PRIMARY DENOMINATIONAL AFFILIATION:** Mennonite/Anabaptist

**PRIMARY CONTACT:** Madalyn Metzger, Vice President of Marketing

1110 N. Main St., P.O. Box 483, Goshen, IN 46527

madalyn.metzger@everence.com | (800) 348-7468 ext. 3437 | www.everence.com

### PROJECT TITLE:

## National Initiative to Address Economic Challenges Facing Pastoral Leaders

### PROJECT DESCRIPTION:

The Everence Pastoral Financial Assistance Program provides support to pastors through the following primary components: 1) **Direct financial assistance grants** of up to \$5,000 plus 20 percent (up to \$1,000) gross up for tax implications - half provided through the Ministerial Excellence Fund and half through matching dollars from congregations, middle judicatories, etc. - to help pastors alleviate debt burdens. 2) **Mennonite Retirement Trust** matches of \$250 to pastors who attended an Everence-sponsored financial education event. 3) Financial planning subsidies of \$1,000 toward a \$1,200 comprehensive financial plan provided by Everence financial advisors. 4) **Financial education events** for pastors and spouses focused on topics such as retirement readiness, debt reduction, financial planning and clergy taxes. Events typically combine education and opportunities for relaxation.

### CLERGY WITHIN YOUR CARE:

In Phase I, we served pastors of varying demographics within Mennonite Church USA and Conservative Mennonite Conference - gaining new understandings about their challenges, including that: The struggles are greater than initially imagined, with many needing safe spaces and basic financial education. Too many are under-compensated and unprepared for retirement. Intercultural clergy - especially undocumented pastors - face more oppressive impediments than those from the dominant culture. Their own burdens cause many to shy away from money and stewardship talk in the pulpit. A disconnect exists between seminaries, middle judicatories and local churches regarding educational debt.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

Everence has convened meetings with leaders from Anabaptist Mennonite Biblical Seminary, Eastern Mennonite Seminary, and our denominational partners to address our program's long-term sustainability and how financial stress impacts the well-being of pastors. Additionally, Everence has provided financial education and/or faculty resourcing to three Anabaptist seminaries - Anabaptist Mennonite Biblical Seminary, Bethany Theological Seminary and Ashland Theological Seminary - as part of their grants from the Theological School Initiative to Address Economic Challenges Facing Future Ministers.



## Fuller Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Scott Cormode, De Pree Professor of Leadership Development

135 N Oakland Ave, Pasadena, CA 91182

Cormode@Fuller.edu | 626-304-3773 | <https://www.fuller.edu>

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

Fuller Seminary originally proposed to address the economic challenges of students by pursuing a strategy with three strands: structural change, a pedagogical plan, and co-curricular mobilization. The structural strategy included a reconstructed MA/MDIV curriculum that was completed in 2014. And the co-curricular strategy has now been folded into the curricular plan. As part of the Touchstone course (a required first course), students create a financial plan. The resources for that plan were once co-curricular and are now part of the course. In addition, we are building a skills-based career center to help students look for jobs at the end of their degrees. We hope to make the skills-development resources from that center available as part of the Touchstone course.

**GRADUATES' AREAS OF MINISTRY:**

Our students enter congregational ministry, psychological counseling, nonprofit work, and academic careers. About half of the MDIV students end up in church ministry. But the kinds of congregations have changed greatly in recent years. There are far more students aiming for non-denominational churches than was the case even a decade ago.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Our students create a financial plan for funding their education. For some, this is the first detailed conversation they have had about the connection between faith and finances. As part of that process, students end up learning resources that they can use as they work with their congregations to think through the financial implications of theological education.

## **Garrett-Evangelical Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Katie Chambers, Program Coordinator

2121 Sheridan Road, Evanston, IL 60201

katie.chambers@garrett.edu | 847-866-3864 | <https://www.garrett.edu/grants-and-initiatives>

### **PROJECT TITLE:**

**Leading Vibrant Congregations: a collaboration of faith and finance**

### **PROJECT DESCRIPTION:**

Our program contains four major components. The first is an online course entitled "Financial Management for Churches and Nonprofits," taught in partnership with the Center for Nonprofit Management, Kellogg School of Management at Northwestern University. This course provides clergy and lay leaders key, theologically grounded financial practices and planning skills. The second is a series of in-person seminars, co-taught by Garrett-Evangelical and Kellogg faculty, which provide clergy and lay leaders training in strategic planning and change management. The third component provides scholarships for Black and Hispanic/Latinx students in two doctor of ministry leadership tracks at Garrett-Evangelical. The fourth component is a research colloquium related to economic and financial management challenges. The result of the colloquium will be the publication of new theological and interdisciplinary materials to advance the work of the project in the academy and the church.

### **CLERGY WITHIN YOUR CARE:**

The clergy who have participated in our online program thus far range in age from their 20s to their 60s and are both male and female. They come from Illinois and Michigan, their time in ministry ranges from two years to 20 years of experience, and they come from the UMC and AME denominations. The clergy who are participating in our doctor of ministry programs (geared towards Black and Hispanic/Latinx leaders) range in age from their 30s to their 60s and are both male and female. They come from 6 different states, Puerto Rico, and Mexico, and they represent five denominational affiliations.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

As a graduate theological institution, Garrett-Evangelical Theological Seminary is uniquely positioned to focus on strengthening congregational financial leadership as it seeks to equip pastors with the skills needed for fruitful, healthy ministry. The research colloquium component of our project will also publish resources that will contribute to educating pastoral leaders across graduate theological schools on matters of faith and finance.

## **George W. Truett Theological Seminary, Baylor University**

**PRIMARY DENOMINATIONAL AFFILIATION:** Baptist General Convention of Texas (and others)

**PRIMARY CONTACT:** Shannon Crow, Financial Wellness Program Coordinator

One Bear Plaza, Waco, TX 76706

shannon\_crow@baylor.edu | 254-710-6589 | <https://www.baylor.edu/truett/>

### **PROJECT TITLE:**

### **Financial Wellness Program**

### **PROJECT DESCRIPTION:**

Truett Seminary's current ECFFM activities are focusing on entrepreneurship. A Baylor University professor of entrepreneurship will discuss how entrepreneurship can help students reduce their loan debt as well as open up more opportunities for bi-vocational ministry. We will host a "Frugal for the Holidays" meal to spark students' creativity about hosting affordable meals for the holidays. We will present two workshops, the annual Ministers' Taxes workshop and the Growing a Culture of Generosity in the Church workshop. We are continuing to offer student loan seminars each semester. We believe that the most effective part of our Financial Wellness Program has been the creation of an awareness of the student debt issue and the importance of financial wellness for ministry after seminary. We have created this awareness by meetings with faculty, new student orientation, mandatory financial counseling, spiritual formation (covenant) groups, and Financial Peace classes. The key learning from our program is that we cannot change the financial culture of students and future ministers without the buy-in of people, especially seminary staff and faculty as well as our larger church and denominational community.

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### **GRADUATES' AREAS OF MINISTRY:**

A majority of Truett graduates serve in congregational ministry upon graduation. Approximately sixty-six percent (66%) of graduates have found a ministry job by graduation. Of this group, eighty-four percent (84%) were going into congregational ministry. An additional sixteen percent (16%) of graduates were looking for a congregational ministry position. Pastor and Discipleship/Education positions were the most commonly sought positions. Outside of congregational ministry, chaplaincy and social work were sought.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Our work intersects with the local churches and our affiliated denominational groups as we invite the pastors and alumni in our area to participate in our programs and workshops.

## **Gordon-Conwell Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Brad Coon, Special Grant and Advancement Systems Manager

130 Essex St., South Hamilton, MA 01982

bcoon@gordonconwell.edu | 978-646-4005 |

<https://www.gordonconwell.edu/financial-aid/Hamilton-Partnership-Program.cfm>

### **PROJECT TITLE:**

## **Improving the Economic Well-Being of Future Pastoral Leaders**

### **PROJECT DESCRIPTION:**

Since 2004, Gordon-Conwell Theological Seminary has offered The Partnership Program scholarship to help reduce the cost for students to attend seminary while at the same time providing training in stewardship skills for ministry including deputized fundraising and financial planning. Through the Economic Challenges Facing Future Ministers (ECFFM) grant, Gordon-Conwell conducted a comprehensive analysis of the Partnership Program. We learned that students who graduate from the Partnership Program do so with less seminary debt and are far more likely to be confident leaders of finance and stewardship programs in their congregations compared to other graduates. We attribute the success of this program to the hands-on, relational approach incorporated into the training components of the program, as well as the personalized coaching offered to students who request it. Our analysis also gave us insight into the complex operational model of the program, enabling us to drive program efficiencies. Gordon-Conwell is currently assessing a variety of institutional fundraising approaches connected to the Partnership Program in order to improve the sustainability of the program. Our hope is that the Program will remain viable as trends change in new student populations and delivery models of Theological Education.

### **GRADUATES' AREAS OF MINISTRY:**

Our graduates enter a variety of ministry related positions including pastoral/parish, chaplaincy, education, parachurch, church administration, foreign missions, counseling, youth, music and social justice organizations. Over fifty percent (50%) of our graduates report working in a pastoral or parish ministry for their first or second job after graduation. Over eighty percent (80%) report working in some kind of ministry position within their first two jobs after graduation.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Students in the Partnership Program are required to stay connected with at least one "home" church. The church commits to prayer and financial support for the Program, and the students commit to regular Seminary updates. In the best church partnerships, students relay their financial stewardship training back to the church they are partnering with, sometimes even offering a class or seminar on the subject for the congregation.

## **Grand Rapids Theological Seminary of Cornerstone University**

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Tara Kram, Associate Dean

1001 E. Beltline Ave. NE, Grand Rapids, MI 49525

tara.kram@cornerstone.edu | 616-222-1437 |

<https://www.cornerstone.edu/grand-rapids-theological-seminary/>

**PROJECT TITLE:**

### **GRTS Fiscal Literacy Program**

**PROJECT DESCRIPTION:**

Grand Rapids Theological Seminary is now in the second year of the ECFFM Sustainability Grant. We continue to include our fiscal literacy program in the core curriculum for our Master of Divinity and Master of Arts in Christian Formation degrees. These courses are refined based on feedback from students and data collected from the pre-test and post-test we administer to measure the effectiveness of the program. We also provide financial planning sessions for all new GRTS students. These sessions educate incoming students on the importance of understanding options for paying for seminary, salary expectations, loan repayment estimates, and grant and scholarship information. Additionally, students who are over \$20,000 and \$40,000 in debt are required to take an online Financial Counseling Awareness course and are encouraged to partake in financial coaching sessions set up by GRTS with a financial advisor.

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**GRADUATES' AREAS OF MINISTRY:**

Eighty-one percent (81%) of GRTS graduates are employed in vocational ministry and seventy-six (76%) of graduates who obtained a Master of Divinity degree with a specialization in Pastoral Ministries are ordained as a minister. Forty-five percent (45%) of GRTS alumni make less than \$45,000 a year. We desire to continue to serve our students well by educating them on fiscal literacy and help reduce the percentage of GRTS alumni who are choosing non-vocational fields because of financial hardship.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

GRTS is planning a conference on bi-vocational ministry for January 2019 that will be offered as a resource to local churches and parachurch ministries. We anticipate this will strengthen partnerships with the local churches.

## **Greek Orthodox Archdiocese of America**

**PRIMARY DENOMINATIONAL AFFILIATION:** Greek Orthodox

**PRIMARY CONTACT:** Fr. Constantine L. Sitaras, Director

79 Saint Basil Rd., Garrison, NY 10524

frcosta@goarch.org | 646-519-6695 | goarch.org

### **PROJECT TITLE:**

#### **The Clergy Initiative**

### **PROJECT DESCRIPTION:**

Our current project is "The Clergy Initiative." We are offering financial assistance to relieve the economic burdens for approximately fifty priests in need of financial advice to start a savings program, help to pay college loans and cover the increasing out-of-pocket medical expenses.

Our project provides educational opportunities for the Greek Orthodox priests and priests' wives, which benefits them with personal financial literacy education, retirement planning education, budgeting and college planning.

We are offering tools including the Dave Ramsey system and Pete the Planner. Our priests are speaking to financial planners who are helping them start a saving program, begin to pay off college loans and assist with medical cost expenses.

Out of fifty applicants, half of the participants in our program currently have completed the Dave Ramsey program, have met with a financial planner and are now moving on to the Pete the Planner program. The other half due to priest duties, funerals, weddings etc. are still working on the Dave Ramsey program.

Upon completion the participants will send a grant proposal to the committee and the grants will be awarded. We anticipate releasing grants in September of approximately \$10,000 for each priest.

Most of the applicants have graduated from Hellenic College Holy Cross School of Theology and "The Clergy Initiative" is offering assistance with college loan repayment, budgeting and setting up a household upon graduation and also to alumni. The new priests and alumni due to our demographics are assigned to a new Church so financial advice at this early stage in the priest and priest wives is vital for a successful transition.

## Hood Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** A.M.E. Zion Church and United Methodist Church

**PRIMARY CONTACT:** Vergel L. Lattimore, President

1810 Lutheran Synod Drive, Salisbury, NC 28144

vlattimore@hoodseminary.edu | 704-636-7611 | www.hoodseminary.edu

### PROJECT DESCRIPTION:

The Donor-Driven Hood Theological Seminary (HTS) Advancement and Development Program involves the Board of Trustees, the President, Office of Institutional Advancement and Enrollment, and the Faculty and Staff. These stakeholders are givers to the fundraising program and the key drivers of obtaining resources from the alumni, students, churches and denominations, community individuals, corporations and foundations.

This Comprehensive Advancement and Development program impacts donations to the seminary, creates community awareness and support, provides for new academic initiatives, increases student enrollment and enhances student retention. The approach provides the best means to ensure longevity of HTS in meeting its mission of "preparing women and men for bold and creative leadership for the Christian church for a diverse world."

This program has led to the HTS Comprehensive Campaign Initiative. HTS has a Campaign Committee with co-chairs, two honorary chairs and committee members. HTS has completed a Case for Support for the Life and Student Transformation Center and the overall campaign. The Office of Institutional Advancement also works congruently with the Director of Recruitment and Admission in marketing and advancing the Seminary for student enrollment. The Director, Institutional Advancement is also Director, Enrollment Management.

HTS is creating new videos for the Seminary's website. Further, HTS has added the 360 Alumni Digital Platform to increase constituency connections (i.e., chaplains), increase potential donations and increase connections to potential students. HTS has also created the Bishop James Walker Hood Premier Endowed Scholarship with 20 scholarships to increase the enrollment of high-achieving prospective students and to retain quality students who are progressing well with their course of study.

### GRADUATES' AREAS OF MINISTRY:

Approximately eighty-five to ninety percent (85-90%) of the students at HTS go into congregational or parish ministry with some going into chaplaincy, faith-oriented community-based services and general non-profit agencies.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES AND DENOMINATIONS:

The Sustainability Grant has coordinated with alumni who are in a significant vantage point to influence prospective students for theological training. In addition, alumni who seek quality continuing education can return to the Seminary for unique resourcing. Our Alumni and Friends Symposium has provided avenues for collaboration, consultation and continuing professional development. The seminary has formed partnerships with the North Carolina Chaplaincy Association and the North Carolina Association of Pastoral Counselors. We continue to strengthen relationships with new alumni chapters.

## **Iliff School of Theology**

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Rev. Tom Barlow, Director of Alumni and Community Education

2323 E. Iliff Avenue, Denver, CO 80210

tbarlow@iliff.edu | 303-765-3176 | <http://sifr.iliff.edu/>

### **PROJECT TITLE:**

**The SIFR Initiative: Spiritually-Integrated Financial Resiliency**

### **PROJECT DESCRIPTION:**

Our initial project, the SIFR (Spiritually Integrated Financial Resiliency) Initiative, focused on financial literacy, leadership skills (particularly those related to financial management and fundraising), creating a community of compassion and support regarding the burden of educational debt, and gathering research data to inform our work and provide the basis for academic publications. At first, we concentrated on small annual cohorts of students who committed to taking a specific sequence of courses while also completing periodic assessment instruments. We also created intentional conversation space with stakeholders (internal and external) with the intent of fostering a deeper understanding of the complex financial situations facing our students and alumni. While we continue to guide new cohorts of students through the educational path of the SIFR program, we have also identified specific ways to provide resources to the broader student body at Iliff, and have integrated some core SIFR content into courses that are required for all students. In 2018, we formally launched the ReSource program, which is essentially an outward-facing expression of SIFR, developed to provide opportunities for alumni and others serving in leadership positions to improve their skills in financial (and other) leadership tasks.

### **GRADUATES' AREAS OF MINISTRY:**

Iliff's graduates serve in both traditional and non-traditional ministry and leadership positions. Our program offerings include the MDiv, as well as graduate degrees in Theological Studies, Pastoral and Spiritual Care, Social Justice and Ethics and a joint doctoral program with the University of Denver. Therefore, the vocational breadth of our graduates is quite varied. At least forty-one percent (41%) of our graduates intend to work in congregational settings; that number is as high as sixty percent (60%) when we include those who ultimately seek ministry work.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

From the outset, our stakeholder conversations have specifically included denominational partners. Content for the ReSource program is being created in consultation with denominational leaders, and we are presently researching ways in which the core content of the SIFR program might be deployed at the local organization (i.e., church or nonprofit) level.



## **Interdenominational Theological Center (ITC)**

**PRIMARY DENOMINATIONAL AFFILIATIONS:** Consortia Partners are the African Methodist Episcopal Church (AME), Baptist, Christian Methodist Episcopal Church (CME), Church of God in Christ (COGIC) and the United Methodist Church (UMC).

**PRIMARY CONTACT:** Edward L. Wheeler, President  
700 Martin Luther King Jr., Drive, SW, Atlanta, GA 30314  
elwheeler@itc.edu | (404) 527-7702 | www.itc.edu

### **PROJECT TITLE:**

**Capacity and Resource Enhancement (CARE) Project: Strengthening Fundraising and Financial Management at Interdenominational Theological Center**

### **PROJECT DESCRIPTION:**

Learnings from the planning phase of the Lilly grant, along with our assessment of prior fundraising initiatives and results, have taught us what is needed to achieve our objectives: Develop a solid, achievable fundraising plan. Put appropriate resources in place and commit to carry out the plan. Execute the plan with quality work. Evaluate the results, learn from mistakes, and adjust the plan accordingly. We are creating the Office of Institutional Advancement which is staffed with professional marketing and fundraising staff. We hope to inculcate a culture of fundraising across all levels of the organization, develop strategic fundraising plans with clear objectives and improve institutional infrastructure to support fundraising. We intend to increase ITC's use of various media platforms to increase institutional visibility within the community and churches as a foundation to fundraising.

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### **GRADUATES' AREAS OF MINISTRY:**

The majority of ITC graduates serve in pastoral ministry. Those graduates in episcopal structures seek ordination through those ecclesial structures and are appointed to congregations in pastoral or assistant pastoral roles. In 2017, approximately seventy percent (70%) of MDiv graduates had positive placement. Historically, a sizable number of ITC graduates have entered military and hospital chaplaincy programs. A smaller percentage of ITC graduates serve as counselors in the field of Pastoral Care. A few ITC graduates enter doctoral programs. The overall placement rate for all ITC degree programs for 2017 was seventy-four percent (74%).

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

The project ITC is engaged with relies on connecting with the church. The task of preparing transformative, spiritually grounded leadership for the church and communities of faith requires the support of those communities, especially ITC's consortia partners. Building bridges between ITC and those communities of faith is the essential work of the project.

## **James and Carolyn McAfee School of Theology of Mercer University**

**PRIMARY DENOMINATIONAL AFFILIATION:** Cooperative Baptist Fellowship

**PRIMARY CONTACT:** Carlene Knights, Project Coordinator

3001 Mercer University Drive, Atlanta, GA 30341

knights\_ca@mercer.edu | 678-547-6048 | <https://theology.mercer.edu/>

### **PROJECT TITLE:**

#### **ECFFM Initiative**

### **PROJECT DESCRIPTION:**

The McAfee School of Theology began our project by studying spending habits of students, their expectations upon graduation and entrance into ministry, and how they manage their finances as ministers. In response, we created a Financial Literacy Department. Students now have somewhere to go with their concerns regarding Financial Aid and managing money. They have lowered their loan intake and changed their money management styles. In the beginning, we also garnered information from graduates for expectations as they stepped into the world of ministry after seminary. Getting information from alumni was difficult since, as an embedded school, we did not have an alumni coordinator dedicated to the School of Theology. As a result, we created a new department of Alumni and Outreach. Students now have someone who keeps them abreast of all events, workshops, publications, etc., that will assist them in ministry. They also have their own web-page which gives them the opportunity to post whatever they are doing in ministry that transforms lives and changes communities. Workshops for alumni that were started by the Financial Literacy Department will now be continued through this new department.

### **GRADUATES' AREAS OF MINISTRY:**

In a metropolitan area such as Atlanta, there are varied needs for ministers, chaplains in hospitals, hospice, senior citizen facilities, veteran's facilities as well as youth facilities and as social workers. Our students serve in many of these venues, as well as in their churches. One quarter of our graduates are currently serving in paid congregational ministry while others serve on a voluntary basis. Bi-vocational ministry is very prevalent because of student loans and the need to re-pay them on a timely basis.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

The project reaches alumni and current students to assist them with their management of finances by promoting workshops for ministers on taxes, expanding ministry to non-profits, stewardship and bi-vocational ministry. Many of our participants in these workshops have moved into promoting "self-care ministries" in partnership with congregations. This has been very well accepted, especially with the current concern for ministers' mental health.

**Lake Institute on Faith & Giving,  
Indiana University Lilly Family School of Philanthropy**

**PRIMARY DENOMINATIONAL AFFILIATION:** Non-denominational

**PRIMARY CONTACT:** David King, Director

301 University Blvd, Suite 3000, Indianapolis, IN 46202

kingdp@iupui.edu | 317-278-8976 | <https://philanthropy.iupui.edu/institutes/lake-institute/>

**PROJECT DESCRIPTION:**

Lake Institute on Faith & Giving has engaged many of the grant programs through the participation of individual initiative leaders in our Executive Certificate in Religious Fundraising (ECRF) program. The ECRF is a four-day intensive course with a practical application project. It provides the research, tools, and customized training to meet the growing needs of leaders in religious communities and fundraisers of faith-based organizations. The focus of the ECRF is on the cultural, organizational, and philanthropic practices unique to religious institutions. We have also worked with a number of grantees on the development of sustainability and generosity in the congregational setting, through the development of partnerships to offer our Cultivating Generous Congregations (CGC) course. Participating congregational teams explore theology, the role of adaptive leadership, fiscal transparency and the importance of donor care, with action steps to impact the generosity exploration and experience for both laity and clergy. Finally, we have developed a range of custom training opportunities and educational resources alongside grantee partners in order to meet specific needs and interests of a wide variety of constituents. We have presented workshops in various formats addressing topics including the theology of money, congregational practices, organizational culture change, and personal financial integrity and leadership.

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**PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

Lake Institute has partnered with ATS member schools in a variety of ways. Seminaries and divinity schools have served as our partners and hosts for our ECRF course. We have also developed customized training courses that meet the needs of theological schools for their students. We have created for-credit courses in both the MDiv and DMin degree programs as well as offering continuing education (CEU credits) for alumni and other constituents. Finally, we have helped to convene theological schools on the topic of student-based fundraising models for researching and equipping the next generation of seminarians.

## Lancaster Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** United Church of Christ

**PRIMARY CONTACT:** Cheryl DeMarco, Project Manager

555 West James Street, Lancaster, PA 17603

cdemarco@lancasterseminary.edu | 717-290-8743 | <https://lancasterseminary.edu/>

### PROJECT TITLE:

#### ECFFM Initiative

### PROJECT DESCRIPTION:

The ECFFM Grant was the catalyst for sweeping change in the way Lancaster Seminary (LTS) and its students address money issues. In early years of the grant, LTS examined all its policies regarding student financial obligations, and changed many to enforce financially responsible behaviors by students. As a result, no student has graduated with a student account balance in four years. LTS made sweeping changes to its curriculum and associated fees, which allow students to work either full or part time and complete seminary within three or four years. LTS began awarding match scholarships to students raising funds for education. Workshops and mentorship are offered to assist students in creating a fundraising campaign. The match scholarship is applied to the first \$2,500 each student raises, but many of the students raise far in excess of that amount. In 2018, 12 students raised more than \$56,000 toward their tuition, housing and fees. The student loan awareness program begins during recruitment and continues to graduation, with online Moodle courses and in person workshops. In 2017-18, thirty percent (30%) of students returned some or all student loan proceeds. The average amount of student loan debt at graduation decreased by nearly \$20,000.

### GRADUATES' AREAS OF MINISTRY:

Nearly seventy-five percent (75%) of our Master of Divinity graduates enter congregational ministry in one of the many denominations that we serve. While some students don't begin seminary appreciative of congregational ministry, many of them are converted through their field education experiences. About fifteen percent (15%) pursue institutional chaplaincy in hospitals or hospice. A few of those pursue board certification. The remaining graduates pursue work in non-profit organizations, such as Meals on Wheels or the National LGBTQ Task Force.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Lancaster Seminary is a UCC affiliated school. There is a continued collaboration between the seminary and the UCC to assist future pastors to flourish in ministry and life.

## Leadership Network

**PRIMARY DENOMINATIONAL AFFILIATION:** Non-Denominational, cross-tribal, parachurch organization serving larger churches in the US. Our clients represent evangelical, mainline, charismatic and Pentecostal traditions.

**PRIMARY CONTACT:** Dave Travis, Senior Consultant  
12700 Park Central Dr., STE 500, Dallas, TX 75251  
Dave.travis@leadnet.org | 770.315.6304 | www.leadnet.org

### PROJECT TITLE:

## Leadership Network Enhanced Generous Churches

### PROJECT DESCRIPTION:

Our project focuses on cohort communities of church teams offered through our Accelerator Process and contracted Leadership Communities with the RCA. We offer online courseware, syndicated articles and podcasts for various Lilly Endowment partners. Our information resources go to our distribution of 50,000 leaders as well as syndication partner recipients.

### CLERGY WITHIN YOUR CARE:

Leadership Network works with leaders of large Protestant churches, roughly a third of whom are over 55 years of age, a third between 45-55, and a third under 45. Through our process and resources, they help their churches be more generous, wise and good stewards of the church's resources. Predominantly they report good financial health personally. As they have led their churches to be generous in all things, the churches have helped their pastors to be financially stable and have funded continuing education for younger pastors.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

We currently have no direct connection with a theological school, but many of our clients do have relationships directly with local area schools.

## Leadership Roundtable

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Michael Brough, Deputy Director

415 Michigan Avenue, N.E., Suite 275, Washington, DC 20017

info@leadershiproundtable.org | 202-635-5820 | www.leadershiproundtable.org

### PROJECT TITLE:

## Leadership Roundtable: Resource Organization

### PROJECT DESCRIPTION:

Leadership Roundtable is a resource organization for the Economic Challenges Initiative. We work with Catholic dioceses, seminaries, formation institutes, religious communities and other Catholic entities seeking to implement best practices in the areas of church management and leadership development. We also convene ordained and lay leaders to discuss common challenges facing the church and devise practical solutions to address them. Leadership Roundtable has partnered with grantees and provided services for them from initial planning grants, to implementation, evaluation, and now to sustainability. We are currently working directly with the four Catholic dioceses in the initiative as well as with three other resource organizations in order to meet the needs of grantees. We are also promoting what has been learned, which includes: 1) The goal is culture change, not just a "successful program." 2) The need to address sustainability from the beginning. 3) The need to build a plan based on research results. 4) The need for excellent communications and education. 5) The need for a train-the-trainer and capacity-building approach. 6) The need to evaluate ourselves, request feedback, measure impact, learn from mistakes and share learnings.

### CLERGY WITHIN YOUR CARE:

Clergy are: ordained and lay ecclesial ministers from the parish, diocesan, and national levels; seminarians and lay ministers in their 20s to retirement age still in active ministry; from all 50 states and dozens of countries in Africa, Asia, Europe, and South and Central America; and lay ministers with student debt and no retirement funds to ordained ministers with full healthcare and retirement benefits.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

Leadership Roundtable convened an affinity group to share experience and best practices between grant recipients and across the denomination nationally. This brought together ECFPL participants, seminaries, universities and other resource organizations. There is a clear need to link initial formation in seminaries and theological schools with continuing formation efforts at the diocesan level. During the Summit, Catholic theological schools and grantees will meet with senior church leaders to explore the future of formation for ministry.

## Lexington Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Christian Church (Disciples of Christ)

**PRIMARY CONTACT:** Kristen Bentley, Project Director

230 Lexington Green Circle, Lexington, KY 40503

Kris.Bentley@lextheo.edu | 859-421-5672 | <https://www.lextheo.edu/>

### PROJECT TITLE:

## Conversations on Stewardship & Finances

### PROJECT DESCRIPTION:

The work of the Conversations on Stewardship & Finances project at Lexington Theological Seminary centers on three areas. Through Conversations with Organizational Leaders, we have sought to influence the larger conversation within the Christian Church (Disciples of Christ) regarding financial literacy, student debt, and the cost of higher education. Activities have included broad conversations with denominational partners. Through Conversations with Students, we have enhanced and enriched work with currently enrolled students regarding financial literacy and their awareness of the impact of student loan debt on their ministries. Activities have included sharpening the process for counseling students who take out student loans and equipping all students to help improve their financial well-being. We currently provide online resources to students and recent graduates and encourage conversations and theological reflection about finances during our intensive courses. Through Conversations with Congregations and Pastors, we are researching bi-vocational ministry in Kentucky and in various regions of the Christian Church (Disciples of Christ) to better understand its implications on the choices and financial viability of clergy and congregations.

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### GRADUATES' AREAS OF MINISTRY:

The majority of our graduates (70%) serve in congregational ministry. The Seminary's competency-based and congregation-centered online program addresses barriers to a high-quality theological education and a significant number of students serve in bi-vocational ministry both during and after seminary (30%).

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Our project has denominational and congregational partners. Conversations to influence the Christian Church (Disciples of Christ) encompassed undergraduate and graduate theological institutional leaders as well as Higher Education Leadership Ministries (HELM) and Disciples Home Missions (DHM). The Christian Church (Disciples of Christ) in Kentucky is our partner in our bi-vocational research which has included meeting with pastors and congregational lay leaders.

## **Louisville Presbyterian Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Presbyterian (USA)

**PRIMARY CONTACT:** Debra Mumford, Director, Money Matters for Ministry

1044 Alta Vista Road, Louisville, KY 40205

dmumford@lpts.edu | 502-992-5434 | <http://www.lpts.edu/moneymatters>

### **PROJECT TITLE:**

### **Money Matters for Ministry**

### **PROJECT DESCRIPTION:**

The Money Matters for Ministry Program at Louisville Presbyterian Theological Seminary has three core/required, co-curricular seminars for all students: Personal Finance, Church/Nonprofit Administration, and Fundraising. We offer seminars each semester to equip our Marriage and Family Therapy students to start and maintain their own private practices. They learn how to file their taxes, set up Limited Liability Corporations, market their businesses, and accept payments from insurance companies. These seminars are facilitated by accountants, attorneys and Louisville Seminary Trustees and alumni/ae. Each year we sponsor a series of optional seminars to help prepare students administratively and financially for ministry such as: How to Use Social Media in Ministry, Robert's Rules of Order, How to Develop and Maintain a Website and Couponing to help our students manage their money. After listening to some of our students and alums talk about their desire to start their own ministries, we tapped one of our Board members to offer the seminar, How to Start a Church, which emphasizes financial strategies for starting and maintaining a ministry.

### **GRADUATES' AREAS OF MINISTRY:**

About sixty percent (60%) of our students are MDiv and MA and go into some form of parish ministry. Increasing, we have students in these programs who feel called to start their own ministries. We have at least 30-40 students (about 20-25% of our students) enrolled in our Marriage and Family Therapy program each year. Many of them will start their own private practices. Fifteen to twenty percent (15-20%) of our students are in the Doctor of Ministry program.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

We equip students for ministries in churches and nonprofits.



## Luther Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Lutheran Church in America

**PRIMARY CONTACT:** Adam Copeland, Director, Center for Stewardship Leaders

2481 Como Avenue, St. Paul, MN 55108

acopeland001@luthersem.edu | 651-641-3522 | <http://www.luthersem.edu/stewardship/>

### PROJECT TITLE:

## It Takes a Village

### PROJECT DESCRIPTION:

Luther Seminary has focused on transforming institutional culture regarding financial wellness and stewardship leadership. Clarity has emerged around the need for developing future leaders' financial wellness: limiting educational debt acquisition, building literacy in personal finance and linking personal financial assurance/confidence to future leaders' capacity to inspire generosity in Christian communities. We are creating a menu of opportunities for students to grow their competence around financial matters, including a robust for-credit course (Money and the Mission of the Church), economic modules in other courses and a variety of non-credit experiences (e.g., book groups, workshops, seminars). Together with a small group of students, our director is conducting research on personal finance habits aimed at designing a curriculum/resource. Likely the most significant signal of the cultural shift is a new institutional commitment to support every MA and MDiv student with full-tuition scholarships. Though scholarships alone will not ensure financial wellness or leadership capacity in stewardship, they go a long way toward expressing the commitment of the church to the financial well-being of our future leaders. Our ongoing task is to inspire our students to overcome their reticence about finance-related topics, trusting that they can be both financially well and lead with integrity and grace.

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### GRADUATES' AREAS OF MINISTRY:

Most of our MDiv students will lead as pastors in a range of ELCA and ecumenical congregations. MA students pursue a variety of leadership roles including rostered ministry as deacons in the ELCA, youth ministry or service in social service organizations. Other students, including our PhD and MTh graduates, will go on to lead in churches across the globe.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Luther's project leaders sit on the advisory committee for an ECFPL grant in one of the ELCA synods and on the steering committee of the denominational grant. We will also be gathering representatives of all the ELCA seminaries to commit to share learnings. The Seminary's Center for Stewardship Leaders regularly convenes conferences that draw stewardship leaders from across the church.

## **Lutheran School of Theology at Chicago**

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Lutheran Church in America

**PRIMARY CONTACT:** Laura Wilhelm, Pathways Grant Director

1100 E. 55th Street, Chicago, IL 60615

lwilhelm@lstc.edu | 773-485-0728 | <https://www.lstc.edu/>

### **PROJECT TITLE:**

### **Pathways to Lower Student Debt**

### **PROJECT DESCRIPTION:**

Annually, LSTC offers five to seven workshops related to student personal finances and preparation for the parish. These are the most effective means of keeping the conversation alive in the Seminary community and the larger church. A proposal to develop relationships with congregations beyond existing ones proved challenging because LSTC students are already heavily involved in the work of congregations through field work and internship. As a result, we've shifted our planning to provide more online resources for contact with congregations. Pastors and congregational leaders will be made aware of these resources and Seminary leaders will be encouraged to use them in their visits to congregations. An upcoming project will explore a food cooperative model to increase food security and sustainability for students. Implementation will involve students in organizing the community to come together to share a common need or interest. The co-op will provide improved and less costly access to quality food products; leadership and organizational learning opportunities for students; as well as means for helping students with their personal budget planning.

### **GRADUATES' AREAS OF MINISTRY:**

The large majority of LSTC students are enrolled in the MDiv program and approximately ninety-five percent (95%) of MDiv graduates go on to serve in congregational ministry.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

LSTC seeks out local pastors, synod and ELCA Churchwide representatives to lead its workshops and to share their experiences with students. Enrollment in several workshops has also been open to local clergy and lay leaders.

## Memphis Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Cumberland Presbyterian Church

**PRIMARY CONTACT:** Fekecia Gunn, Project Director

168 East Parkway South, Memphis, TN 38104

flgunn@MemphisSeminary.edu | 901-334-5887 | www.flmmts.org

### PROJECT TITLE:

## Financial Leadership for Ministry

### PROJECT DESCRIPTION:

Throughout our project, we found that many ministers and leaders struggled to find time to dedicate toward personal financial growth. We needed to figure out how to provide enough program consistency to help the information “stick.” We also wanted to provide a safe space for participants to be transparent about struggles while helping them to face some hard truths. We recently began offering monthly workshops in two- to three-month series. We saw a major increase in participation and, because our workshops progressed in the depth, it allowed for our participants 1) to choose the workshop suited for their knowledge base, 2) to grow along with the progression of the workshops, 3) to participate in ongoing conversations and follow-up and 4) to exercise accountability. The consistency and relationship development allowed for participants to feel comfortable having candid conversations as well as developing Financial Leadership for Ministry as the hub for financial leadership and training for clergy, congregations and faith communities.

### GRADUATES’ AREAS OF MINISTRY:

A majority of our graduate students serve in Pastoral Ministry (Senior or Associate), Youth Ministry, Spiritual Director, or as a Healthcare chaplain. Thirty-eight percent (38%) of our graduates are bi-vocational. Eighty-one percent (81%) of our graduates will serve/are serving in congregational ministry.

## Missouri United Methodist Foundation

PRIMARY DENOMINATIONAL AFFILIATION: United Methodist

PRIMARY CONTACT: Chris Bouchard

PO Box 1076, Columbia, MO 65205-1076

cbouchard@mumf.org | (573) 475-4168 | <https://mumf.org/c2fm/>

### PROJECT TITLE:

## The Clergy and Church Financial Ministry (C2FM)

### PROJECT DESCRIPTION:

The Clergy and Church Financial Ministry (C2FM) provides the following services to pastors and seminary students appointed to the Missouri United Methodist Annual Conference:

1) **Direct aid:** Pastors may apply for a personal grant to help them with any personal economic challenges and seminary students may apply for scholarships. They are expected to participate in the following three areas of service. 2) **Financial coaching:** A personal financial coach helps pastors establish financial goals and strategies to achieve them. All aspects of the coaching are kept confidential. The service is available to any qualifying person but expected for any person receiving direct aid and/or scholarships. Those receiving direct aid must meet with their coach at least quarterly for two years. 3) **Financial Education:** Workshops on financial management topics are offered around the state and online. Financial management presentations are being integrated into Missouri United Methodist Conference programs such as licensing school, candidacy summit and Re (a professional development program). 4) **Financial ministry:** The general population also faces economic challenges. The C2FM helps pastors develop a strategy to serve people in their church and community suffering economic stress. This ministry is focused on teaching people how God wants them to manage His resources.

## **MMBB Financial Services**

**PRIMARY DENOMINATIONAL AFFILIATIONS:** American Baptist Churches, USA, Lott Carey Foreign Mission Convention, National Baptist Convention, USA, National Baptist Convention of America, Inc., Progressive National Baptist Convention, and United Holy Church of America

**PRIMARY CONTACT:** Sara E. Day, Director of Development  
475 Riverside Dr., Suite 1700, New York, NY 10115  
Sara.day@mmbb.org | 800.986.6222 | www.mmbb.org

### **PROJECT TITLE:**

## **MMBB Financial Wellness Project for Pastoral Leaders and Their Congregations**

### **PROJECT DESCRIPTION:**

The Project has four main components: 1) We reach a national network of pastoral leaders and churches to improve the financial literacy and wellness of church leaders and their staff through workshops and seminars. 2) We provide a program to engage excellent pastoral leaders in a cohort model that increases and enhances individual financial literacy and organizational management skills. Congregational leaders are included in year two and three of this program. 3) We have piloted a project that addresses the stress that pastoral leaders and their spouses shoulder around financial issues, including managing debt. We do so with a workshop model, followed by coaching sessions that support new behaviors and implementation of suggested changes. 4) We partner with seminaries to discover new ways of supporting the financial wellness of new pastoral leaders to help them consider strategies for personal and church financial well-being.

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### **CLERGY WITHIN YOUR CARE:**

Our initial research revealed that the stress related to debt was 2.4 times higher among clergy than it was in the general population. While our project works with clergy in all the denominations we serve, our aim is toward those that are younger in ministry.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

MMBB has begun the process of partnering with four seminaries, focusing on historic African American seminaries and seminaries that have a high population of African American students, to enhance the work that the seminaries are already doing around financial education for those headed toward pastoral ministry. MMBB will design a format and content that best matches the needs of each school and their students to provide resources/guidance to increase their financial wellness in ministry.

## **Mount St. Mary's University and Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Diane Favret, Director of Development & Alumni Engagement

16300 Old Emmitsburg Road, Emmitsburg, MD 21727

d.l.favret@msmary.edu | 301-447-5902 | <http://msmary.edu/seminary/>

### **PROJECT TITLE:**

#### **Pastors and Stewards Program**

### **PROJECT DESCRIPTION:**

Through the ECFFM grant, Mount St. Mary's University and Seminary is providing seminarians on-line training in Parish Human Resources, Financial Management, and Leadership. An "aha" moment for the Seminary came two years ago when the staff who were working on the effort, realized that providing training on-line was not just about technology, but also about the development and delivery of the on-line training. In a traditional classroom setting, the instructor is able to interact and adjust. In an on-line course more thought is needed in the choice of words, images, and content flow. Subsequently, the Seminary engaged with instructional design experts in our affiliated University Division of Education and Technology Department to re-work the modules in HR and Financial Management. These modules have been tested with over 20 vocation directors across the country. Development of the Leadership module is underway and a new module in Strategic Planning is being considered.

### **GRADUATES' AREAS OF MINISTRY:**

One hundred percent of our seminarians are assigned to congregational ministry upon graduation and ordination.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Our on-line training is designed also to be used by existing parish priests and lay staff who may not have the benefit of such training in a formal educational environment. We seek to further the work of God by providing parishes with the appropriate tools for effective parish operations. With parishes utilizing these on-line modules, it will improve efficiency within the daily operations of the parishes, thus allowing pastors to have more time to focus on providing spiritual care.

## National Association of Evangelicals

**PRIMARY DENOMINATIONAL AFFILIATIONS:** Evangelical denominations that are members of the NAE

**PRIMARY CONTACT:** Brian Kluth, National Director for NAE Financial Health  
PO Box 23269, Washington, DC 20026  
BKluth@NAE.net | 303.346.5332 | NAEfinancialhealth.org

### PROJECT TITLE:

## NAE Financial Health Initiative

### PROJECT DESCRIPTION:

The NAE has developed a financial literacy program across multiple denominations in order to improve the financial health and well-being of pastors and churches. The NAE Financial Health website (above) contains best financial and generosity practices, resources and online courses for pastors and churches. Partner denominations are encouraged to co-brand their own NAE Financial Health webpage, which includes: 1) **God Is Your Provider Personal Finances Online Course:** Six-session interactive video course for pastors/spouses and others to do at home on their own schedule. 2) **Church Generosity Online Course:** Six-session interactive video training for church pastors, board and leaders, to be included as an agenda item during regularly scheduled committee meetings. 3) **The Bless Your Pastor Initiative:** Resources meant to help church boards encourage church families to creatively bless their pastor and to receive a Pastor Appreciation offering (that qualifies for Lilly MEF Matching Grant Funds). 4) **Bless Your Church Initiative:** Legacy estate giving resources for pastors and church boards to help encourage and empower asset-based gifts and estate bequests to the church. 5) **Generous Life Devotional:** A church-wide, 40-day generosity devotional. The devotional and other resources can be found at GenerousLifeDevo.org. 6) Other online modules include **Pastor Compensation** and **Church Finances** (in partnership with ECFA).

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The NAE is currently partnering with nine evangelical member denominations to provide **Financial Help for Some** matching grants. Brian Kluth, national director of the NAE Financial Health initiative is speaking at clergy conferences and events on Financial Health, 10 Ways God Provides When the Paycheck Isn't Big Enough and Transformational Generosity for Churches.

### CLERGY WITHIN YOUR CARE:

The NAE serves over 45,000 local churches from 40 denominations, educational institutions, mission agencies, and ministries.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

The NAEfinancialhealth.org resources and online courses can be made available to graduate theological schools. Brian Kluth is available to be a chapel speaker and guest lecturer at Christian universities and seminaries.

## **Nazarene Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Church of Nazarene

**PRIMARY CONTACT:** Dana Preusch, Director, Center for Pastoral Leadership

1700 E. Meyer Blvd, Kansas City, MO 64131

dpreusch@nts.edu | 816-268-5400 | <https://www.nts.edu/>

### **PROJECT TITLE:**

## **Nazarene Clergy: Moving From Financial Bondage to Liberation**

### **PROJECT DESCRIPTION:**

The project at Nazarene Theological Seminary has focused on using a required tutorial to assess incoming students and introduce them to basic theological understandings related to money. We use a faith and finance curriculum by Dr. Gary Hoag, and we introduce our students to denominational (e.g., Pension and Benefits website) resources and a bibliography on the topic through our tutorial. Finally, we require a one-on-one budgeting meeting with our Financial Resource Advisor for all incoming students. We follow up the student's initial introduction to financial literacy (via the tutorial) with regular campus events during our chapel time that deal with issues of ministry and money, the Bible and money, stewardship, etc. Some of the topics we've discussed over the past few years include Budgeting 101, Living Simply and How to Talk with Your Church about Money. The tutorial and on-campus events are the most sustainable aspects of our work because both fit into the rhythm of campus life and don't require huge amounts of time or money. Our chapel times also allow us to livestream events, making them available to our distance/online students as well as alum and other pastors.

### **GRADUATES' AREAS OF MINISTRY:**

NTS students embark on a number of traditional roles including chaplaincy, mission work and parish/pastoral ministry with the vast majority taking congregational assignments as lead pastor or staff. However, an increasing number of students have used their NTS degree to launch social enterprises, embark on a teaching career or enter the non-profit world.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

From the start, we've met with a denominational steering committee as a sounding board for our on-campus offerings including the creation of our financial tutorial. These partners keep us accountable to our work and the utilization of the Lilly Endowment funds. They also serve as collaborative partners as we work together to push financial literacy into the mainstream conversation at our regional schools/gatherings and larger denomination events.



## **New Brunswick Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Reformed Church In America

**PRIMARY CONTACT:** Terry Smith, Associate Dean of Institutional Assessment/  
Assistant Professor of Biblical Studies

35 Seminary Place, New Brunswick, NJ 08901

tsmith@nbts.edu | 848-237-1728 | <https://www.nbts.edu/lilly-foundation/>

### **PROJECT TITLE:**

## **How Not to Mortgage Your Future**

### **PROJECT DESCRIPTION:**

New Brunswick Theological Seminary's "How Not to Mortgage Your Future" Program emphasizes financial literacy by providing courses on debt reduction strategies, offering one-on-one financial coaching and the creation of collaborative partnerships with local churches and non-profit organizations. Our program emphasizes educating and equipping students to handle issues related to financial literacy (e.g., student debt) and helps them understand how these issues impact ministries and service in their respective congregations or other areas of work. We've learned that assessing how students think about and use money is essential in helping students understand the real costs associated with not only pursuing a theological education but also matters of stewardship. Half of all students surveyed incorporated some type of planning and budgeting for managing debt after participating in the program. Our financial literacy and career workshops together with financial coaching, engage students, alumni and community partners in debt reduction strategies, conversations on employment options, compensation, networking, interviewing and evaluating techniques for prospective employers. Our surveys suggest that the greatest strength of the program lies in its ability to frame the conversation about faith and finances as an integral part of the seminarian's (or lay leader's) spiritual formation.

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### **GRADUATES' AREAS OF MINISTRY:**

The vast majority (over 90%) of those participating in our program are bi-vocational and are engaged in some form of ministry on a part-time basis (e.g., pastor, youth minister, associate minister, chaplains) while working in secular areas (e.g., teachers, social workers, nurses, technicians, installers).

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

We partner with churches/denominations envisioning them as stakeholders that invest in the training of the church's leadership and those preparing to serve in ministry. Our work explores the relationship between Christian faith and consumerism as it impacts clergy and congregational ministry thus allowing students to navigate the complex financial environment they encounter in their personal and professional lives and that of their congregations.

## **New Jersey Synod, Evangelical Lutheran Church in America**

**PRIMARY DENOMINATIONAL AFFILIATION:** ELCA

**PRIMARY CONTACT:** Scott C. Schantzenbach, Director

14 Spring Meadow, Oxford, NJ 07863

sschantzenbach@njsynod.org | 908-892-8299 | [www.njsynod.org/emu](http://www.njsynod.org/emu)

**PROJECT TITLE:**

### **Excellence in Ministry, Unleashed**

**PROJECT DESCRIPTION:**

The Excellence in Ministry, Unleashed (EMU/NJ) program of the New Jersey Synod ELCA addresses financial challenges among pastors within our synod. The EMU partnership specifically seeks to reduce, alleviate and avoid key financial impediments, embarrassment and silence that are frequently precipitated by church systems and which limit thorough and effective pastoral leadership in our congregations.

The scope of our work includes the implementation of: 1) Ongoing retreats and seminars, providing the foundation to expand financial literacy and stewardship competency among our pastors and lay leaders. 2) Review and revision of the Synod compensation guidelines and the compensation culture by supporting non-traditional calls and assuring just salary and benefit standards for Pastors and Deacons. 3) Our Ministerial Excellence Fund (MEF), which supports compensation recommendations for non-traditional calls, financial incentives that encourage changed saving behaviors for retirement contributions and flexible spending accounts for medical and day care costs, and direct financial intervention to address crushing educational debt and financial emergencies.

The goal of these initiatives is to cultivate fiscally balanced leaders who exhibit the following characteristics: 1) Understand their family money biography. 2) Are asset oriented and understand that a scarcity mentality never inspires generosity. 3) Reflect a balanced perspective on personal and congregational finance. 4) Claim "appropriate worth" in their pastoral role and do not exhibit unhealthy attitudes in relation to money (i.e., resentment, jealousy, entitlement, martyrdom, shame, embarrassment or insecurity). 5) Are intentional in learning about personal and church stewardship and financial management beyond their basic seminary instruction. 6) Live, love, and lead generously for the sake of the world.

We seek to transform congregational ministry by unleashing excellence in pastoral ministry through these efforts. Our pastors aspire to a culture of interdependence that overcomes isolation and encourages experimentation, imagination and innovation among our leadership.

## **New Orleans Baptist Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Southern Baptist Convention

**PRIMARY CONTACT:** Michael Wang, Financial Aid and PREP Director

3939 Gentilly Blvd, New Orleans, LA 70126

[mwang@nobts.edu](mailto:mwang@nobts.edu) | 504-282-4455 ext. 8091 | <http://www.nobts.edu/prep/>

### **PROJECT TITLE:**

#### **PREP Initiative**

### **PROJECT DESCRIPTION:**

The goal of the Program for Research, Education, and Planning (PREP) is to equip students to be proactive financial stewards in their individual and ministerial lives. The most effective way we equip students is by our Compass—Finances God's Way™ courses, our partnership with Ameriprise Financial Advisors and our individual loan certification meetings. Every semester we offer seven-week financial stewardship classes where we educate students about what the Bible says about finances as well as various practices such as budgeting, snowballing debt, etc. Since summer of 2014, we have had 281 students graduate from our Compass Courses. We also help students to plan and grow in personal financial stewardship through free 30 minute advising meetings provided by professional financial planners from a local Ameriprise Financial Consultants branch. Since the fall of 2015, Ameriprise has conducted 121 individual financial meetings with our NOBTS students. Lastly, we have implemented a loan certification process for any students who have cumulatively requested over \$10,000 in student loans. By conducting three individual meetings before certifying over this threshold, NOBTS students in the 2017 academic year reduced their loans by a total of \$51,595 or eleven percent (11%) of their initial loan request.

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### **GRADUATES' AREAS OF MINISTRY:**

In May 2018, New Orleans Baptist Theological Seminary saw 105 students graduate with their master's degree. Approximately eighty percent (80%) went into a form of congregational ministry such as pastoring, worship leadership, children's ministry, women's ministry, etc. The remaining twenty percent (20%) went into other vocations such as clinical counseling, marriage and family counseling, missions, etc.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Our PREP office has intersected with the work of local churches through our Compass courses. We have seen students who are pastors preach sermons about money relating to the kingdom of God, while those who are church members have fostered conversations about financial stewardship. We have even had some of our Compass graduates go on to facilitate Compass classes at their own churches.

## **New York Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Cynthia Gardner-Brim, Coordinator

475 Riverside Drive, New York, NY 10115

cgardnerbrim@nyts.edu | 212-870-1244 | www.nyts.edu

**PROJECT TITLE:**

### **Count the Cost Initiative**

**PROJECT DESCRIPTION:**

New York Theological Seminary's Count the Cost Initiative (CTCI) monitors the degree selections, educational debt and employment trends among our master-level students with a goal toward positively impacting those trends. Because many NYTS students/alumni engage in entrepreneurial projects, CTCI sponsors workshops on personal and organizational finances and management, provides one-to-one coaching, employment assistance and collaborates with NYTS stakeholders to promote healthy financial practices.

**GRADUATES' AREAS OF MINISTRY:**

Approximately twenty-two percent (22%) of recent graduates serve full-time in congregational ministry; sixty-eight percent (68%) of our masters-level graduates continue in bi-vocational careers. Among the MDiv graduates, approximately seventy-five percent (75%) serve in congregational ministry, at least on a part-time basis, and among the two-year MA degree programs approximately forty percent (40%) serve in congregational ministry. Other vocations/bi-vocations include: Non-Profit/Service Agencies (36%), Education (18%), Law & Social Justice Programs (12%), Chaplaincy and Clinical Pastoral Education/Counseling (8%).

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

CTCI works with partner churches to identify specific needs and training workshops for our students. Church partners also lead workshops, coach and/or refer students for trainings. In addition, local churches provide valuable practicum training for NYTS students, who serve as interns and often continue as local church staff beyond graduation.

## North Carolina Synod, Evangelical Lutheran Church in America

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Lutheran Church in America

**PRIMARY CONTACT:** Pastor John Mocko, Program Director

1988 Lutheran Synod Drive, Salisbury, NC 28144

john.w.mocko@gmail.com | www.nclutheran.org7yhg

### PROJECT TITLE:

**Faith, Finances and Freedom**

### PROJECT DESCRIPTION:

Faith, Finances, and Freedom has four main foci: 1) Education of our rostered leaders and congregations; 2) Grants provided to our rostered leaders with a goal to relieve financial stress; 3) Grants to help congregations intentionally pursue vitality and 4) A campaign to increase generosity in our congregations. Our education efforts directed at individual rostered leaders are intended to increase their financial literacy. Congregation workshops and videos have the goal of generating deeper awareness of congregational finances among our lay leaders. Grants to rostered leaders offset education debt, credit card debt, retirement savings, medical costs and emergencies that create financial stress. Grants to congregations are given when two or more congregations partner together and develop a specific congregational vitality process. Our generosity efforts are carried out in cohorts of 10 - 12 congregations who learn effective, missional, creative ways to increase giving in their congregations. Faith, Finances and Freedom is managed through a program director who is responsible to our Bishop and Synod Council. Additionally, a Steering Committee works with the program director to guide the program and make appropriate adjustments in our project. Three other teams – a fund distribution team, an education team and a fundraising team – provide leadership for aspects of our program.

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### CLERGY WITHIN YOUR CARE:

The North Carolina Synod has approximately 170 active rostered leaders serving just under 200 congregations. We have approximately another 200 retired rostered leaders who live in the territory of our synod. A large number of our clergy are approaching retirement age. The North Carolina Synod, however, is always in the top two or three synods in terms of the number of candidates we send to seminary.

### PROJECT INTERSECTION WITH THEOLOGICAL EDUCATION:

The North Carolina Synod is currently conducting a capital campaign for Lutheran Theological Southern Seminary (LTSS) in Columbia, South Carolina to raise money that will offset the costs of seminary education at LTSS. Faith, Finances and Freedom is careful not to interfere with the capital campaign fundraising efforts, but the capital campaign and Faith, Finances and Freedom efforts both address similar goals, one before debt occurs and the other managing the aftermath of incurred debt.

## North Park Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Covenant Church

**PRIMARY CONTACT:** Luke Palmerlee, Seminary Administrative Manager

3225 W. Foster Avenue, Chicago, IL 60625

lrpalmerlee@northpark.edu | 773-244-5240 | <https://www.northpark.edu/seminary/>

### PROJECT TITLE:

#### ECFFM Initiative

### PROJECT DESCRIPTION:

Through the ECFFM Initiative we have attempted to address the economic challenges of our students on a variety of fronts. In partnership with our affiliated organization, Covenant Trust Company, we started to provide financial coaching to educate students about finances and make a plan for addressing their debt load. This program has been very successful and beneficial for our students and is continuing on after the grant. Out of this program, we identified a need to help find ways to finance students' education. In partnership with our home denomination, the Evangelical Covenant Church, and affiliate organizations, Covenant Trust Company and National Covenant Properties, the Covenant Scholars program was developed and launched. This is a lending program providing interest and fee free loans to students with the intent that their repayment plans would limit monthly payments to no more than \$250/month. Money repaid by students on their loans would be used to fund future loans to students. This program is currently in a pilot phase with the intent of making this a continued financial aid option for all students going forward.

### GRADUATES' AREAS OF MINISTRY:

The majority of our graduates (70-80%) seek congregational ministry placements upon graduation; many students are serving in ministry positions when they start seminary and plan to stay in their ministry setting. Many graduates who are not seeking placement in a congregational setting look for placements in nonprofit settings. A few of our graduates also seek bi-vocational settings to serve. A small percentage of our graduates seek to pursue additional education immediately following graduation from seminary.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Our projects have been developed and implemented with significant denominational support, including our affiliated ministry partners in the Evangelical Covenant Church. In addition to the above, we developed Ignite, a partnership with a regional conference, local churches, and students to bring theological education to those serving in ministry where they are by establishing a regional site to offer classes towards a degree or certificate.

## **North Park University, School of Business and Nonprofit Management**

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Covenant Church

**PRIMARY CONTACT:** Timothy J. O'Brien, Program Director

3225 West Foster Avenue, Chicago, IL 60625

tobrien@northpark.edu | (773) 244-4578 | [www.northpark.edu/TACL](http://www.northpark.edu/TACL)

### **PROJECT TITLE:**

## **The Academy of Church Leadership**

### **PROJECT DESCRIPTION:**

The Academy of Church Leadership (TACL) is developing and offering both academic and non-academic educational programs related to management in churches and faith-based nonprofit organizations. On the academic side, a Graduate Certificate in Church Administration has been developed and will be launched in October 2018. This program consists of five on-line graduate courses and includes: Principles of Church Administration; Financial Management for Churches and Nonprofit Organizations; Human Resources for Churches and Nonprofit Organizations; Information Technology and Knowledge Management; and Church Fundraising. The program takes approximately one year to complete. We are also exploring the creation of a master's degree in Church Leadership.

In terms of non-credit programs, TACL presented a Church Leader Conference in January 2018 with a theme of communications. A workshop series was launched in June 2018 and several three-hour workshops were conducted on the North Park Campus. Workshop topics included: Financial Management for Churches; Utilizing Conflict Constructively; Meeting Management; QuickBooks for Churches; Policy Development; Theological Reflection on Finances; and Church Fundraising. A three-day Church Leader Retreat scheduled for October 2018 will also be conducted on the North Park Campus. Topics include Servant Leadership; Strategic Pastoral Planning; Financial Management Principles: Financial Governance; Information Technology and Communications; Biblical Stewardship; Working with Governing Groups; and Theological Reflection on Management. Similar programs will be presented in 2019.

## **Northern Baptist Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** American Baptist Churches

**PRIMARY CONTACT:** Linda Owens, Sr. Executive Director of Student Services

410 Warrenville Road, Lisle, IL 60532

lowens@seminary.edu | 630-620-2130 | www.seminary.edu

### **PROJECT TITLE:**

**Partnering for Kingdom Impact: Faith and Finances**

### **PROJECT DESCRIPTION:**

Through a three-pronged approach, the Partnering for Kingdom Impact (PKI) initiative seeks to answer the question of how best to change the economic realities impacting seminarians who are currently leaving seminary with large debt loads and ill-prepared to manage not only their personal finances but those of their congregations. The three PKI objectives are: 1) research on education funding models, 2) development and implementation of a student financial advising and mentoring program and 3) development of biblical stewardship curriculum. To meet these objectives initially, Northern created a course that students could take for credit towards a degree. After low participation in the class, Northern changed its model to a weekend retreat. The Faith and Finances Seminar offers Northern students and spouses with the Biblical and practical framework for healthy financial practices. This new approach has proved successful. Over the past two and a half years, the percentage of Northern students receiving Federal Student Loans has dropped twelve percent and the average student debt has dropped forty-nine percent. We attribute these changes to two specific programs: 1) An interest-free loan program offered by the Christ is Our Salvation Foundation and 2) the Faith and Finances Seminar.

### **GRADUATES' AREAS OF MINISTRY:**

The majority of our students are already serving in local congregations prior to enrolling at Northern Seminary. Because of this, these students are able to immediately impact congregations across the country with the information gleaned from courses and seminars.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

The Faith and Finances Seminar was created so that participants could share the fundamentals of the seminar with local congregations. Our students are not only applying these practices to their personal financial lives, but they are also sharing the importance of faithful stewardship, financial freedom and wise decision making with local congregations.



## Oblate School of Theology

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Scott Woodward, VP for Academic Affairs and Dean

285 Oblate Drive, San Antonio, TX 78216

rsw@ost.edu | 210-341-1366, ext. 232 | <https://ost.edu/>

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

This program was initiated primarily to address the lack of formation in administrative and management skills in the Master of Divinity program at Oblate School of Theology (OST). Current activities include ongoing financial debt education for those requesting student loans and constructing an asynchronous online continuing education course on pastoral finance and administration. An asynchronous course has been requested repeatedly by Bishops and Pastors. Asynchronous delivery allows them to access the course when time allows without leaving ministry. OST is working in cooperation with the Villanova University Center for Church Management to shape the course and materials. A face-to-face course is also being offered. Secondly, it addresses issues of student debt, although this is a minor concern at most Catholic seminaries. The financial debt education process and accompanying study of who takes on debt and for what reason has helped OST shape financial aid programs that help prevent education debt burdens.

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**GRADUATES' AREAS OF MINISTRY:**

Roughly eighty percent (80%) of our graduates are in some sort of congregational ministry be that as pastors, Directors of Education, Liturgy, Music, Youth Ministry, or Pastoral Administrators. The remaining serve in the academy or in other ministry positions such as chaplaincy.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

The Archdiocese of San Antonio and other dioceses in Texas have been supportive of this project, referring both current seminarians and pastors to the courses. Several religious Orders, such as our sponsoring organization, the Missionary Oblates of Mary Immaculate, have also been involved although they frequently have their own program. The Sulpicians have expressed interest in using the online version in their ongoing formation of diocesan priests.

## Payne Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** African Methodist Episcopal

**PRIMARY CONTACT:** Kim King, Exec Asst to the President/Director of Institutional Advancement

1230 Wilberforce-Clifton Rd, Wilberforce, OH 45384

kking@payne.edu | 937-376-2946 ext. 147 | <http://payne.edu/>

### PROJECT TITLE:

#### ECFFM Initiative

### PROJECT DESCRIPTION:

Three thrusts frame Payne's holistic platform for tackling student indebtedness. The addition of a financial aid officer not only has strengthened the Office's overall service but has also facilitated an ability to offer one-one-one financial aid counseling. Broader counseling in the form of financial literacy has proven equally effective, stemming from strategic partnerships with Grace Works, a Christian consumer credit counseling organization, and Right Now Media, a web-based Christian resource hub. The third thrust is defined by curricular enhancements. We have heightened financial literacy in two course offerings – Church Administration and Ministry Formation – and have reduced program hours in the Master of Divinity Program to reduce cost. While all three elements contribute overall to financial wherewithal, individualized counseling and its broader relative, financial literacy, are proving quite sustainable. We have tethered the value of individualized counseling to the financial health of the institution. Much like Payne strives for financial equilibrium, so do we counsel our students to borrow specifically against educational direct costs (and not personal interests). Similarly, our communal growth into digital life continues to create consonance with a variety of platforms, such as Right Now Media, for our students and alumni alike.

### GRADUATES' AREAS OF MINISTRY:

In some ways, financial literacy serves a particularly crucial role in our African Methodist Episcopal context (which makes up just more than 91 percent [91%] of our master's student body). At the church's General Conference in 2000, the Council of Bishops mandated that an ATS-accredited master of divinity degree must be earned for pastoral ministry. More than 90 percent (90%) of our students, as it turns out, come to Payne already serving a congregation, and almost as many are bi-vocational out of financial necessity.

## Payne Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** African Methodist Episcopal Church

**PRIMARY CONTACT:** Kim King, Exec Asst to the President/Director of Institutional Advancement  
1230 Wilberforce-Clifton Road, P.O. Box 474, Wilberforce, OH 45384  
development@payne.edu | 937.376.2946 | www.payne.edu

### PROJECT TITLE:

## Re-engaging Payne's Key Stakeholders with a Culture of Leadership

### PROJECT DESCRIPTION:

The thrust of our fundraising project lives at the intersection of our mission and vision. In other words, our cause for support is rooted in access, access to a theological education defined by liberation and reconciliation and access to a global seminary for a global church. In this way, four foci frame the program: 1) building strategic relationships in the Dayton-Cincinnati metropolitan area with theological and ecumenical communities, 2) organizing a solicitation strategy particularly with proven constituents, like our alumni association and Friends For Payne, 3) targeting major donors to close our Endowment Campaign and 4) fostering internal accountability across institutional departments to build a fundraising culture.

Targeting major donors is proving to be a particularly strong focus. On the one hand, it allows us the opportunity to organize friendraising events in the name of "Presidential Gatherings." Scheduled in strategic markets in the United States and South Africa, these events position Payne to build brand identity externally. But this focus, on the other hand, also positions us to define our brand internally, which is strengthening our digital marketing strategy. This internal and external branding, taken together, focus our fundraising niche.

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### GRADUATES' AREAS OF MINISTRY:

More than ninety-one percent (91%) of our master's-level student body is comprised by African Methodism. And at the AMEC's General Conference in 2000, the Council of Bishops mandated that an ATS-accredited master of divinity degree must be earned for pastoral ministry. The lion's share of our students, as it turns out, come to Payne already serving a congregation, and almost as many are bi-vocational. Of the relative few who do not serve a congregation, most are still serving very traditional contexts through chaplaincy and hospice care.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Finally, because access to theological education necessarily involves raising awareness in public life, we are working to build awareness around the notion of "protecting civil society." This effort rests on our burgeoning partnership with the Dayton Ecumenical Caravan of Churches, a consortium of more than 15 churches across denominations (including, but not limited to, African Methodists, Baptists, Presbyterians, Catholics, United Methodists, Episcopalians, and Lutherans). The partnership aims to keep at the forefront very important issues, like food security, eco-justice, and equity under the law.

## **The Pension Boards, United Church of Christ**

**PRIMARY DENOMINATIONAL AFFILIATION:** United Church of Christ

**PRIMARY CONTACT:** Darrell Goodwin, Director

475 Riverside Drive, Room 1020, New York, NY 10115

darrell@mylucc.org | 206-679-3432 |

<https://pbucc.org/index.php/ministers-financial-vitality-initiative-mfvi>

### **PROJECT TITLE:**

## **Ministers' Financial Vitality Initiative**

### **PROJECT DESCRIPTION:**

Ministers' Financial Vitality Initiative (MFVI), a five-year Faith and Personal Finance program of the Pension Boards, empowers UCC ministers with the financial tools and strategies they'll need to manage their personal and educational debt so they can serve their ministries more effectively. In particular, MFVI will support ministers from historically-underrepresented groups within the denomination such as, but not limited to, people of color, LGBTQ persons, people living with disabilities, and clergy under 30. The program is administered through two programmatic offerings: 1) MFVI Program One: Engages a selection of 30 UCC authorized ministers per year for three years to commit to a three-year personal finance education curriculum, including a yearly financial incentive, totaling \$10,000 over three years and no-cost financial planning and counseling through Ernst & Young Financial Planning Services (EYFPS). 2) MFVI Program Two: Helps 100 selected UCC authorized ministers achieve financial vitality through provision of one-time grants, up to \$1,000, with the employing congregations committing to raising a matching amount.

### **CLERGY WITHIN YOUR CARE:**

The inaugural MFVI group spans over half the Conferences in the United Church of Christ, and its participants are: 50% people of color, 60% women, and significant percentages of LGBT persons and individuals living with disabilities. These pastoral leaders also work in the various settings of the church from the National Setting to Conferences, local churches and community non-profits. Our age diversity spans from clergy beginning their first call to those nearing retirement.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

The Ministers' Financial Vitality Initiative is primarily addressing post-seminary debt with clergy already engaging in their call. Nevertheless, we anticipate using some of the developed financial education tools with seminaries to sponsor workshops and presentations on financial vitality. The workshops would range from "How to build a manageable budget" to "Financial tips to negotiate salary and benefits in your first call."

## Pension Fund of the Christian Church

**PRIMARY DENOMINATIONAL AFFILIATION:** Christian Church (Disciples of Christ)

**PRIMARY CONTACT:** Matt Rosine, Executive Director of Programs

1099 N. Meridian St., Indianapolis, IN 46204

mrosine@pensionfund.org | 317-713-2718 | [www.pensionfund.org/EIM](http://www.pensionfund.org/EIM)

### PROJECT TITLE:

## Excellence in Ministry

### PROJECT DESCRIPTION:

The aim of Pension Fund's Excellence in Ministry is to alleviate financial pressures that impede pastoral leadership in Disciples of Christ clergy and the congregations they serve. Toward this purpose, our program has two main trajectories: financial relief grants for early-career pastors and education for financial leadership.

We accomplish our purpose through an annual Personal Finance Academy, a three-day event required for all grant recipients and their spouses. We also deepen the experience for our participating pastors by adding a significant peer group component providing mutual support, accountability to goals and encouragement from mentors. Peer groups meet face-to-face three times throughout the program, discussing topics such as pastoral compensation, stewardship leadership and theology of money. Additionally, pastors participate in five web-based seminars on topics in congregational finance and administration, which they watch with their lay leadership.

Participants also have access to Your Money Line, an online financial dashboard and independent financial advice service from Pete the Planner. With this service, they receive answers to personal finance questions without being sold a product or service.

### CLERGY WITHIN YOUR CARE:

Clergy in the EIM program are all in their first five years of ministry. Most are in their 20s and 30s, though some second-career pastors are in their 40s-50s. Many of their financial conditions are common: low salaries, few benefits, little-to-no margin in household cash flow. The average debt for these households is \$145,000 (exclusive of mortgages). Half of them have less than \$500 in savings. They are in a tender place financially.

### PROJECT INTERSECTIONS WITH THEOLOGICAL EDUCATION:

We began our program with the hope that seminaries might be able to partner in offering financial education to ministers, but quickly learned there are not many resources for this. Today, we collaborate with Lexington Theological Seminary who hosts our required web-based seminars in congregational administration and finance.

## **Perkins School of Theology, Southern Methodist University**

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Margot Perez-Greene, Associate Dean for Enrollment Management

5915 Bishop Blvd., SMU Box 750133, Dallas, TX 75275

margot@smu.edu | 214-768-4643 | <https://www.smu.edu/perkins>

### **PROJECT TITLE:**

#### **ECFFM Initiative**

### **PROJECT DESCRIPTION:**

The Lilly Endowment has encouraged and challenged Perkins School of Theology to renew our commitment to partner with our diverse student population who seek to discern their call to ministry by including a way of approaching boldly and authentically the burden of "Economic Challenges Facing Future Ministers." We remain active in advancing this aim by strategically planning greater visibility of our commitment, reaching deep into the vast resources offered through SMU|Cox Business School, SMU|Graduate Financial Aid and our nationally known loan expert, and continued study that provides evidence and testimony that students and leaders serving in the local church and outside can be an influence regarding financial health to those whose lives these individuals may touch in ministry settings. Presently, our activities include seminars on student loan repayment, forgiveness programs, surveys of alumni to inform on student debt, a survey of colleges, universities and seminaries providing financial literacy opportunities and research of best practices. In the remaining months, our vision is to ensure greater visibility of the Perkins' commitment to this conversation, engage and equip a larger number of our community at all levels and be purposeful in designing activities that attract engagement.

### **GRADUATES' AREAS OF MINISTRY:**

Our graduates are engaged in social justice agencies that serve the poor, the marginalized, the under-represented, children and women's issues, hospice and hospital work, immigrants, and initiatives that support the advancement of inclusivity of all people. They are educating children and adults, serving as campus ministers, serving in administrative roles in seminaries, and serving in rural and large, multi-staffed churches of various denominations as pastors. Perkins graduates are equipped for a range of ministry opportunities.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

We purposefully intersect with local church pastors and leaders to serve as mentors, exposing the reality of financial burden personally and with those whom they engage so that the conversation can ease the fear and shame that finances can often manifest when there is no platform to openly share personal experience.

## Presbyterian Foundation

**PRIMARY DENOMINATIONAL AFFILIATION:** Presbyterian Church (USA)

**PRIMARY CONTACT:** Rev. David Loleng, Director

200 E, 12th Street, Jeffersonville, IN 47130

David.loleng@presbyterianfoundation.org | (502) 569-5901 | [www.presbyterianfoundation.org/](http://www.presbyterianfoundation.org/)

### PROJECT TITLE:

## Church Financial Literacy and Leadership (ECFPL)

### PROJECT DESCRIPTION:

The Presbyterian Foundation's Project focuses on the professional financial challenges faced by pastors. It is our hope that through this project we can resource pastors in their competency and confidence regarding the financial challenges they face while also reforming outdated models of stewardship. There are five components: 1) Pilot a 12-month program in a few presbyteries with nearly 50 congregations and their pastors focusing on financial vitality and sustainability, mission clarity, missional activation and the adaptive challenges of our changing cultural landscape; 2) Provide funds (MEF) to pastors to help them to attend conferences, courses and educational opportunities in the areas of financial leadership and generosity; 3) Develop online resources (Stewardship Navigator, E-Learning video-based training module) to train, educate and support pastors and congregations in financial leadership and management and in the formation of generous disciples; 4) Work in partnership with the Board of Pensions' program, Healthy Pastors, Healthy Congregations, providing our seminars for those who participated in their program; 5) Work with partners to learn how better to resource pastors in their first five years in ministry and those who are church planters.

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### CLERGY WITHIN YOUR CARE:

The pastoral leaders involved in our program range in age (millennials to baby boomers), gender, experience (pastors new to ministry as well as pastors nearing retirement), and church context (urban, rural, suburban). The majority of the pastors are serving smaller membership churches (150 members or fewer). The congregations involved include new churches/worshiping communities as well as inherited churches, with the majority being the latter. We have more than twenty percent participation from pastors and church leaders who are people of color.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

We found that most pastors did not receive training in church financial leadership and management or the formation of generous disciples while in seminary. The online resources we developed are useful for training, education and implementation for students attending graduate theological schools as well as those concurrently involved in ministry while attending.

## Reformed Church in America

PRIMARY DENOMINATIONAL AFFILIATION: Reformed Church in America

PRIMARY CONTACT: Kenneth W. Eriks, Director of Special Projects

4500 60th Street SE, Grand Rapids, MI 49512-9670

keriks@rca.org | (616) 403-4315 | www.rca.org

### PROJECT TITLE:

**Living in God's Abundance: Cultivating Congregational Generosity and Enhancing Pastoral Financial Well-Being**

### PROJECT DESCRIPTION:

The two primary areas of focus are: 1) implementing the Ministerial Excellence Fund and 2) capacity building for pastors and congregations around growing generosity and increasing financial competence.

The purpose of the Ministerial Excellence Fund is to address pastors' pressing financial needs such as assisting with the payment of educational debt, providing limited emergency financial assistance, and helping pastors invest more wisely and fully in their future – especially their retirement. Through the Ministerial Excellence Fund we intend to: increase awareness about the financial challenges RCA pastoral leaders face, name the effect of those pressures on pastoral leaders and congregations, and break the "code of silence" that often prevents helpful conversation and effective problem-solving.

To build the capacity of pastoral and congregational leaders in the area of generosity, we collaborate with the Lake Institute on Faith & Giving to offer **Cultivating Generous Congregations (CGC) Learning Communities**. Additionally, we partner with Leadership Network to offer a **Growing Generosity Leadership Community**. These are powerful processes designed to move churches from information to implementation to impact.

### CLERGY WITHIN YOUR CARE:

This project serves all active pastors within the Reformed Church in America – all ages, ethnicities, geographical contexts in North America, and roles. Our impact through the Ministerial Excellence Fund has been primarily, although far from exclusively, upon young clergy (first call). We have also had an impact on "lead pastors" through our efforts to cultivate congregational generosity.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

We have been in communication with and continue to learn from the projects of our two denominational seminaries: New Brunswick Theological Seminary (New Brunswick, NJ) and Western Theological Seminary (Holland, MI). The Associate Director of the Western Theological Seminary project has been on the RCA project team.



## Rocky Mountain Synod, ELCA

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Lutheran Church in America

**PRIMARY CONTACT:** Michael Tassler, Director

7375 Samuel Drive, Denver, CO 80221

mtassler@rmselca.org | 575-636-5314 | [www.rmselca.org/lilly](http://www.rmselca.org/lilly)

### PROJECT TITLE:

## Educate, Equip, Enact (3E)

### PROJECT DESCRIPTION:

3E builds up financial wellness and enhances awareness of partnerships in ministry in the Rocky Mountain Synod. Programs include educational opportunities for rostered ministers (pastors and deacons) and congregations, the Ministerial Excellence Fund matching grant program for rostered ministers, Stewardship for All Seasons (congregational stewardship), and a Systemic Issues Task Force that is working on issues that lead to financial challenges for our rostered ministers.

In 2018, 70 rostered ministers entered the process to receive grants from the Ministerial Excellence Fund. These leaders received grants addressing education, credit card, medical, emergency and other debt relief; retirement savings incentives and assistance with continuing education. In 2018, 19 congregations entered the Stewardship for All Seasons program, after 14 in 2017. We are actively recruiting congregations for 2019 and anticipate having 25 congregations in the program.

In the fall of 2018, we introduced coaching to 20 rostered ministers who received grants from the Ministerial Excellence Fund. Coaching deepens the engagement of rostered ministers in the wider goal of increasing capacity for healthy ministry by addressing economic challenges in a relational way.

### CLERGY WITHIN YOUR CARE:

Rostered ministers receiving grants from our MEF range in age from 26 to 66 years old. They serve a variety of ministry sites including full-time and part-time in congregations, interim pastorates, and other synodical ministries. The majority of those receiving grants have received retirement incentive grants. Fifty-five percent (55%) of our part-time ministers have entered the grants process. Forty percent (40%) of interim pastors have entered the process.

### PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:

Our program assists those who have education debt from seminary, both active rostered ministers and those who are officially candidates for rostered ministry. Our Systemic Issues Task Force will be examining this in their future work. As the seven ELCA seminaries compete for students in the midst of their efforts to remain sustainable, we anticipate that the work of the Task Force will contribute to the larger conversation in the ELCA.

## **Saint John's School of Theology and Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Barbara Sutton, Director of Field Education and Ministerial Formation

PO BOX 7288, Luke Hall, Collegeville, MN 56321

bsutton@csbsju.edu | 320-363-2622 | <https://www.csbsju.edu/sot>

### **PROJECT TITLE:**

## **Forging Relationships to Sustain the Viability of Lay Ecclesial Ministers**

### **PROJECT DESCRIPTION:**

The present goals and activities of the Economic Challenges Facing Future Ministers grant at the School of Theology and Seminary are: 1) to partner with parishes and other religious institutions to offer a quality apprenticeship for novice ministers, 2) to offer a program of stewardship and development for parishes so that they might begin the process of endowing and securing their future by ensuring the financial resources to retain competent lay ecclesial leaders and 3) to explore with lay ecclesial ministers in the Roman Catholic dioceses of Minnesota the cost of ministry, including the financial, human, spiritual and pastoral aspects of ministry. These goals are trying to shift a culture which fully funds seminarians and deacon candidates for graduate theological education to also fund theological education for competent lay ecclesial ministers. Systems theory influences our decision to pursue multiple avenues to influence the institutional church. Activities include forming a lay ecclesial advisory committee with the Diocese of Saint Cloud to reflect on the ministerial workplace. These lay ecclesial ministers held high levels of personal accomplishment, were emotionally strong, and still recognized the personhood of those they served. There were lower levels of satisfaction with workload, control, reward, community, fairness, and values.

### **GRADUATES' AREAS OF MINISTRY:**

The major areas of ministry and/or other vocations in which our graduates serve are pastors, lay ecclesial ministers, chaplains, non-profit leadership, Catholic School teachers, and the permanent diaconate. Some will go on for doctoral work. Seventy percent (70%) of our students go into congregational ministry. Many already come from parish work.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

The work of this grant is in partnership with the Diocese of Saint Cloud and its lay ecclesial ministers and parish. We are also working with the Western Synod of the ELCA on the Cultivating Generous Communities of Giving program.

## **Samuel DeWitt Proctor Conference Inc. (SDPC)**

**PRIMARY DENOMINATIONAL AFFILIATION:** Non-denominational organization, SDPC is a non-profit organization with Non-Governmental Status (NGO) in the United Nations  
**PRIMARY CONTACT:** Iva Carruthers, General Secretary  
4533 S. Lake Park, Chicago, IL 60653  
info@sdpconference.org | 773-548-6662 | www.sdpconference.info

### **PROJECT TITLE:**

## **The Micah Institute and Fund**

### **PROJECT DESCRIPTION:**

The Micah Institute and Fund is an education and resource development initiative repositioning clergy and church leaders' understanding, value for, and practice of Faith, God and Money. Over the past three years, the initiative has resourced the action plans of 17 clergy to improved financial well-being and provided financial literacy education to 200 workshop attendees while creating a cadre of technical experts in taxes, insurance, investment and community economic development. The Micah Institute has also convened Black women in ministry and church leadership to extend their network of addressing the unique financial and professional challenges for Black women in ministry. Currently, the Micah Institute is coordinating "a train the trainer" for debt management, congregational education, documenting the impact of the individual clergy action plans on personal and communal finances, and compiling scholarly and activists' submissions for publication on the Theology of Sufficiency, which is a Biblical and theological interpretation of centering the agency of the God's provision in the lives of those living on the margins of society.

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### **CLERGY WITHIN YOUR CARE:**

The national cohort is comprised of pastors and clergy leaders who serve in historically African American and mainline denominations, ranging in age from 30 to 75. Our clergy are reflective of the communities in which they serve, some single with no children, others married with children requiring two incomes to support their families. Some have faced a significant health challenge, while others have health challenges in their family to navigate. The majority have insufficient to no benefits upon retirement.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL EDUCATION:**

SDPC constituents include the direct participation of approximately 200 seminarians representing a network of 30 different seminaries at the annual SDPC gathering. The Micah Institute has established ongoing impact relationships with three seminaries. The curriculum/products of the Micah Institute include papers and articles from leading African American theological scholars. Some of these scholars have served as resource specialists to members of the Micah cohorts. The Micah Institute also financially supports master's and doctoral level students in ministry.

## **Samuel DeWitt Proctor School of Theology of Virginia Union University**

**PRIMARY DENOMINATIONAL AFFILIATION:** Baptist

**PRIMARY CONTACT:** Denise Janssen, Associate Professor of Christian Education

1500 North Lombardy Street, Richmond, VA 23220

DLJanssen@vu.edu | 804-257-5715 | <https://www.vu.edu/theology>

**PROJECT TITLE:**

### **ECFFM Initiative**

**PROJECT DESCRIPTION:**

The Samuel DeWitt Proctor School of Theology at Virginia Union University (STVU) developed a two-pronged approach for addressing the reality that student loans play too great a role in financing theological education for many of our students: 1) Increased endowed scholarships for STVU students and 2) a robust multi-faceted program to expand the financial literacy of our students. To date, we increased endowed STVU scholarships by over a million dollars - a huge success. In that same time period, we impacted the lives of three-quarters of our students in some way with education regarding alternatives to incurring student debt, making a connection between faith matters and financial health. This aspect of our program has included elective courses in Faith and Finances, non-course offerings such as Financial Peace University, a financial literacy focus at one of our three required all-student Community Formation events, free meetings with a Certified Financial Planner for students/spouses, equipping events for Field Education supervisors to expand their ability to mentor students in sound financial practices in the parish and clergy finances, a focus on social entrepreneurship as a way to supplement income and benefit the community and other initiatives. A "big idea" that worked well for us was leveraging scholarship aid by inviting students to decline a small portion of their loan-based aid, then rewarding them with scholarship assistance to reduce the impact of the declined aid.

**GRADUATES' AREAS OF MINISTRY:**

The majority of STVU students (83%) anticipate or already have a ministry position at the time of graduation. A small percentage plan to teach in a theological discipline, while others run non-profits or are undecided about their vocational plans.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Wherever possible, we have sought synergies and partnerships with other bodies doing similar work so that our students might also benefit and so that they might continue to remain connected to bodies working toward healthy finances post-graduation. This has included the local Baptist judicatory, the Baptist General Convention of Virginia (BGCVA) and the American Baptist denomination.

## **Samuel DeWitt Proctor School of Theology of Virginia Union University**

**PRIMARY DENOMINATIONAL AFFILIATION:** American Baptist

**PRIMARY CONTACT:** Corey D. B. Walker, Vice President and Dean  
Kingsley Hall, 1500 North Lombardy Street, Richmond, VA 23220  
cdwalker@vuuvu.edu | 804.257.5761 | www.vuuvu.edu/theology

### **PROJECT TITLE:**

### **A Culture of Generosity**

### **PROJECT DESCRIPTION:**

"A Culture of Generosity" leverages the reputation, intellectual leadership, and relationships with African American churches and broader theological education community of the Samuel DeWitt Proctor School of Theology of Virginia Union University in enhancing the school's financial strength and institutional capacity. Recognizing its multiple forms of institutional capital, the Proctor School is generously sharing its intellectual capital, service capital, reputation capital, and network capital in expanding its financial capital and friendship capital. Through purposeful generosity of its social, institutional, intellectual and human capital, the Proctor School seeks to cultivate and nurture a deep culture of generosity and, as a result, expand levels of annual giving and institutionalize sustainable advancement practices.

### **GRADUATES' AREAS OF MINISTRY:**

A majority of the graduates of the Proctor School go into congregational ministry (66%). The next major areas of ministry for Proctor School graduates are education (5%), social work/social services (5%), and chaplaincy (3%). Approximately seven percent (7%) of Proctor School graduates pursue further graduate study.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Through purposeful generosity of the capital to the Proctor School, a culture of generosity is created by the exchange of gifts between the school, local congregations, and conventions. A catalyst for this exchange is the Proctor School's Center for Lifelong Learning and Church Leadership. The Center provides creative and dynamic learning spaces for faith formation and development in fostering healthy and sustainable learning and leadership practices in congregational and community life.

## Seattle University School of Theology and Ministry

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic (and others)

**PRIMARY CONTACT:** Mark Markuly, Dean and Professor

901 12th Avenue, Seattle, WA 98122

markulym@seattleu.edu | 206-296-5330 | <https://www.seattleu.edu/>

### PROJECT TITLE:

## Economics and Pastoral Leadership Project

### PROJECT DESCRIPTION:

The overarching goal of Seattle University's School of Theology and Ministry's (STM) project is to address student seminary debt through a multi-pronged effort to raise the competence of seminarians and young working pastors with the breadth of financial issues involved in both their personal and professional lives. The project aims to equip leaders of churches and faith-based organizations with the knowledge, skills, mindsets, and spiritual grounding to navigate the challenges of serving as both a ministerial and organizational leader. This project consists of a multi-layered research effort, an intense curriculum-building collaboration between our School of Theology and Seattle University's award-winning Business School, and on-campus and distance education programming. Through the courses offered in this past year, we have observed that no substantive advancement on the problem of student debt can be achieved unless we engage students' attitudes about money and help them learn to think in a critical theological fashion about the complexities of financial issues, which are unavoidable in nearly all contexts.

### GRADUATES' AREAS OF MINISTRY:

Approximately seventy-five percent (75%) of our graduates are in "traditional" vocational placements. However, this statistic is actually misleading. Many of our graduates, especially in our counseling and transformational leadership degrees, are seeking alternative career paths that are not mapped easily to a discrete profession, such as corporate wellness training, film making and management. The remaining twenty-five percent (25%) are in alternative vocational placements, pursue further study, or have taken the degree for personal enrichment.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Representatives from the school's denominational partners, including denominational CFOs and other finance leaders, serve as members of the project's Financial Literacy and Management in Ministry Council. In addition, our course series on church and faith-based non-profit management is open to community leaders to take for credit or for professional development.

## **Sewanee, The University of the South School of Theology**

**PRIMARY DENOMINATIONAL AFFILIATION:** The Episcopal Church

**PRIMARY CONTACT:** Jim Goodman, Associate Director, the Beecken Center

335 Tennessee Avenue, Sewanee, TN 37383

JGoodmann@simministry.org | 800-722-1974 | <http://beeckencenter.sewanee.edu/>

### **PROJECT TITLE:**

## **Tomorrow's Church Leaders/Living in the Green**

### **PROJECT DESCRIPTION:**

Through the ECFFM Initiative, Sewanee has partnered with The Society for the Increase of the Ministry (SIM) to create a unique opening in assessing and responding to the challenges facing Episcopal seminarians' financing of their theological education. SIM's Future of the Faith campaign has been an effort to educate our denomination about the cost of theological education and the limitations that student debt place on an ability to follow one's genuine call in ministry. The School of Theology has introduced an Ecce Quam Bonum (EQB) scholarship with an accompanying residential community that has created a highly affordable context for seminary education and one that further encourages awarded graduates to pursue a lifetime of ministry in the church and in the larger society. Finally, Sewanee created "Living in the Green," a training partnership between Episcopal dioceses and the Beecken Center of the School of Theology. This program creates a prayerful social process for the discernment of vocation and identification of leaders, lay and ordained, and for the design and refinement of mission at the congregational, diocesan and other organizational levels. In its unique practices, forms for meeting and introduction to online funding approaches, LIG constitutes a renewable resource for the discernment, design, launch and funding of ministry.

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### **GRADUATES' AREAS OF MINISTRY:**

Almost all the beneficiaries of the Sewanee School of Theology EQB scholarship and scholarships funded through SIM's "Future of the Faith" campaign are committed to congregational leadership. In addition, the Society for the Increase of the Ministry is establishing a Becoming Beloved Community scholarship for promising seminarians who have a career commitment to ministries of justice and reconciliation.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

As described above, the work of discerning and funding new leaders for the church's work in the twenty-first century requires more involvement, not less, on the part of individual communicants in the Episcopal Church. SIM's "Future of the Faith" campaign emphasizes the empowerment of each baptized member of the church to help shape the future of our denomination and the impact of its ministries on the world through his or her involvement in identifying and funding future leaders.

## Shaw University Divinity School

**PRIMARY DENOMINATIONAL AFFILIATION:** Baptist, American Baptist

**PRIMARY CONTACT:** Dr. Johnny Bernard Hill, Dean

118 East South Street, Raleigh, NC 27601

jhill@shawu.edu | 919-546-8612 | www.shawu.edu/divinity

### PROJECT DESCRIPTION:

The objective of the Divinity School's fundraising program is to develop a solid and productive system for securing financial resources to support the fiduciary responsibilities of the School, along with the critical scholarship resources to reduce graduate student indebtedness. The challenges SUDS faces are opportunities that undergird the School's development program. SUDS needs to implement the following key activities to pursue these opportunities and achieve the above objective:

- Reform its University structure and the governance structures to ensure the ongoing stewardship of SUDS' fundraising program;
- Build institutional infrastructure to assess its market position and cultivate donors on an ongoing basis and
- Execute periodic outreach events and communications requesting annual & major giving from key stakeholders.

Together, these activities will establish the brand identity, solid donor relations and confidence in SUDS' fundraising program, and adequate assessment tools needed to set SUDS' Development program on a sustainable foundation. As detailed below, through the support of the current Lilly grant, SUDS has made great strides toward advancing these goals, building a solid base for an effective program for SUDS fundraising and friend-raising. The Sustainability Grant will assure that the SUDS Development Office continues on this path of long-term sustainability. The University administration, beginning with the current Interim President, have consistently reaffirmed their support for the Development Office and the work of the grant. They understand the critical importance of this grant and its effective implementation to the Divinity School and the wider University community, and the Board of Trustees affirms this goal as well.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES AND DENOMINATIONS:

The project intersects with the work of local churches and denominations by establishing the basis for an ongoing dialogue and exchange of resources and ideas that further advances the mission of producing leaders for ministry in the Church and the world. The project seeks to support and empower local congregations for effective ministry in the world, and to establish a sustainable structure to engage the needs of local congregations and to offer programs and initiatives that address those needs faithfully and effectively.



## Sioux Falls Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** North American Baptist Conference

**PRIMARY CONTACT:** Nate Helling, CFO & VP of Operations

2100 S. Summit Ave, Sioux Falls, SD 57105

nhelling@sfseminary.edu | 605-336-6588 | <https://sfseminary.edu/>

### PROJECT TITLE:

## The Stewardship Project: Developing New Paradigms for Theological Education

### PROJECT DESCRIPTION:

Sioux Falls Seminary is helping current and future seminary students restrain borrowing, thereby lessening the burden of student debt on future ministry leaders. In addition to research, data collection and providing students with realistic information about the true cost of educational debt, two endeavors have been key to the project. The first is a partnership program that encourages and empowers students to gather a community of people to support them prayerfully and financially throughout their educational journey. The second is the creation of new and innovative models that have significantly lowered the cost of education. Through this project, we've learned that seminary education can be affordable, accessible, relevant, and faithful! By combining a new operating model and a new competency-based theological education model referred to as the Kairos Project, we've helped students reach their goals without taking on debt. Since 2014, we've seen an eighty percent (80%) drop in student borrowing. Only three of the last 100 students have taken out loans. We've reduced the cost to educate a student by sixty percent (60%) while lowering tuition and maintaining a healthy operating margin, and we've implemented a \$300/month tuition that, in turn, created recurring monthly revenue and steadier cash flow.

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### GRADUATES' AREAS OF MINISTRY:

Every Kairos Project student has a ministry context. We have sixty percent (60%) more students than we did four years ago. Two demographics that have grown more than others are students engaged in congregational ministry (64% of student body) and students who define their ministry context as the workplace (14% of student body).

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

There are rural churches in the US a significant distance from another town, let alone a seminary. These churches often have difficulty finding and keeping pastors. The Kairos Project, in partnership with churches and denominations, has discovered a way to develop people already invested in and serving those communities.

## **Southwestern Minnesota Synod, Evangelical Lutheran Church in America (ELCA)**

**PRIMARY DENOMINATIONAL AFFILIATION:** ELCA

**PRIMARY CONTACT:** Pastor Andrew Hermodson-Olsen, Director

719 6th Ave S, St. James, MN 56081

[www.swmnelca.org](http://www.swmnelca.org) | 320-296-1337 | [swmnelca.org/funding-initiative/](http://swmnelca.org/funding-initiative/)

### **PROJECT DESCRIPTION:**

Our work seeks to make pastors financially healthier and better educated in their financial matters in order that they may be less stressed, more capable in financial management and more generous in their personal lives. They will also be better trained to be leaders in their congregations in the areas of stewardship, fundraising and generosity. To this end we have done the following: 1) Promoting our Ministerial Excellence Fund (MEF) which makes available grants to pastors for educational debt, unexpected medical expenses, and retirement funds. This promotion also includes educating churches and members on the financial stressors that some pastors face due to educational debt, among other things, and their reluctance to ask for support. 2) Encouraging pastors to use the free resources of financial counseling in order to learn and to plan for their future (Financial Counseling through Lutheran Social Services of MN or through Portico). 3) Engaging pastors in education programs such as "Executive Certificate in Religious Fundraising" (Lake Institute) and "Stewardship for all Seasons." 4) Sponsoring workshops at our synod gatherings/meetings around the topics of financial literacy, stewardship and generosity.

### **CLERGY WITHIN YOUR CARE:**

The MEF grants have reached pastors of every age and level of experience. The training we have made available has also been made available to pastors from a variety of ages and years of experience, but we have intentionally focused some attention on pastors who have been ordained in the last three years.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

We have an Implementation Team overseeing our Project and on that team we have representatives from two seminaries. Those members have provided us with good insight as to what is happening at the seminaries in the area of financial literacy and financial stewardship training. We know that some of the same resources we encourage pastors to use are also available and encouraged at the seminaries. As seminary students, they may or may not have chosen to access them, but they were made aware of them.

## **Talbot School of Theology, Biola University**

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Rick Bee, Senior Director of Alumni & Parent Relations

13800 Biola Ave., La Mirada, CA 90639

rick.bee@biola.edu | 562-896-2030 | <http://www.talbot.edu/financial-stewardship/>

### **PROJECT TITLE:**

### **Financial Stewardship for Future Ministers**

### **PROJECT DESCRIPTION:**

Debt's impact on Talbot is far more than we realized, and the best strategy for reducing debt impact is education and training from a biblical perspective. Our work has focused first on researching and understanding the severity of the debt problem, and then developing programs that address the challenges. Research identifies debt as affecting both student and alumni relationships, marriages, spiritual walk and intimacy with God, focus and purpose, psychological health, and ability to succeed in ministry. From research it was determined that we could best deal with these issues by educating students in the classroom on the impact of debt and importance of debt reduction; and by providing training for the local church on funding education, church finance and congregational support of ministry. We have developed a classroom curriculum on healthy financial living, investing and strategies for debt reduction. And for the church, we developed an estate planning curriculum called, "Fishing on the Other Side," through a partnership with Fulcrom. In recent months, we have launched a new on-line curriculum through the Biola Learn platform on Basic Money Management and investing for individuals and church leadership.

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### **GRADUATES' AREAS OF MINISTRY:**

Talbot graduates serve in broad areas of work and ministry, including para-church, mission and congregational ministry. Approximately one-third of enrolled students enter seminary without specific intent to serve in congregational ministry. More often they enter to either further their own spiritual walk or apply a seminary education in their current careers. Approximately half of our seminary graduates do ultimately follow careers into pastoral ministry upon completion of their degrees.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Curriculum has been developed including the "Fishing on the Other Side" video series, the Biola Learn Curriculum and the student curriculum on debt, debt reduction and biblical models of stewardship, which will benefit the local church through congregational and pastoral training and increased giving.

## **The Wesleyan Church**

**PRIMARY DENOMINATIONAL AFFILIATION:** Wesleyan

**PRIMARY CONTACT:** Mark A. Rennaker, Denominational Director for TFI

PO Box 50434, Indianapolis, IN 46250

rennakerm@wesleyan.org | 765-860-6763 | [www.wesleyan.org/tfi](http://www.wesleyan.org/tfi)

### **PROJECT TITLE:**

#### **Thrive Financial Initiative (TFI)**

### **PROJECT DESCRIPTION:**

The Thrive Financial Initiative (TFI) invites pastors and laity in local churches to create a “Thrive Team” (pastor and at least two key lay leaders). The Thrive Team engages a guided process (via a web portal) including personal guides and partner guides that lead to a well-being development plan centered on the pastor’s economic challenges. Pastors are not required to divulge confidential or uncomfortable information to their lay leaders. Local churches provide investments in the pastor’s economic (and holistic) well-being. The Thrive Team also completes required financial management education each year. At the end of the year, The Thrive Team completes a well-being development report describing completion of their plan as well as its results and impacts. Then the Thrive Team begins the process again as part of the Thrive Cycle: Discover, Discuss, Decide, Deploy and Debrief. Each year, the pastor can earn a matching grant (based upon the local church’s investment in the well-being development plan). In the past year, the typical grant was \$2,500.

### **CLERGY WITHIN YOUR CARE:**

Clergy involved in TFI are wide-ranging in demographic characteristics. The program only requires that participating pastors are credentialed as a minister in The Wesleyan Church and currently serve under appointment at a local congregation. Participating clergy vary in age, tenure, gender, and other factors.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

Several pastors participating in TFI struggle with loan debt from their theological education. Although there is no current direct partnership with graduate theological schools, TFI is exploring avenues with Wesley Seminary about how a customized version of TFI might target current students and graduates to reduce debt and its negative effects on ministry.

## Trinity Evangelical Divinity School

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Free Church of America

**PRIMARY CONTACT:** Mary Lederleitner, ECFFM Lilly Project Director

2065 Half Day Road, Deerfield, IL 60015

[lillyproject@tiu.edu](mailto:lillyproject@tiu.edu) | 630-667-7690 | <https://divinity.tiu.edu/>

### PROJECT TITLE:

### ECFFM Initiative

### PROJECT DESCRIPTION:

The focus of Trinity's project is to reinforce progress and learning through a systemic web of initiatives. The web includes: 1) equipping students to fruitfully navigate financial responsibilities in their personal and professional contexts; 2) equipping them to grow in fundraising skills; 3) expanding partnership initiatives with churches and 4) sustaining and expanding online learning opportunities. The seminary realized minimal long term impact would result if it did not address the financial challenges of future ministers in a variety of ways that flowed seamlessly within institutional structures. For example, new questions were added to the candidacy interviews that reinforce the importance of having a wise financial strategy to fund theological studies. New web pages were developed highlighting resources to help students form effective financial plans. The MDiv program reduced required credit hours while increasing learning outcomes. Two new graduate courses were developed to help students navigate a variety of financial responsibilities in ministries. A new monthly partnership website and e-newsletter are being developed to stay in closer contact with congregations.

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### GRADUATES' AREAS OF MINISTRY:

Over half of Trinity alums (54%) are working in congregations. They serve in a variety of ways such as lead pastors, campus pastors, associate pastors, youth pastors, worship directors, women's pastors or women's ministry directors, outreach pastors, small group pastors, program directors, church administrators and various staff roles, etc. Alumni not serving in congregations are often military or hospital chaplains, campus ministers, missionaries, teachers, professors, social workers or are leading nonprofit organizations.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Strategic church partners had a significant voice in reshaping the MDiv program. They are also involved in the expansion of new initiatives such as helping students find a good fit in local congregations, provide matching grants, mentorships paired with paid internships and residencies, etc.

## Trinity Lutheran Seminary at Capital University

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Lutheran Church in America

**PRIMARY CONTACT:** Kathryn Kleinhans, Dean

2199 E. Main St., Columbus, OH 43209

kkleinhans@capital.edu | 614 236 6158 | <http://tlsohio.edu/>

### PROJECT TITLE:

## The Isaiah Project

### PROJECT DESCRIPTION:

The primary focus of Trinity's "Isaiah Project" has been support for a new 2+2 MDiv curriculum that lowers student costs by providing a two-year internship with housing and stipend rather than the traditional one-year internship. Grant resources have funded the development and delivery of online and intensive courses for these interns. We are currently seeking to develop partnerships with other seminaries so that Lutheran students who are geographically restricted can take advantage of the +2 internship option through Trinity. Another major focus has been stewardship education in the form of a "Generosity Series" of speakers. Trinity's recent merger into Capital University has embedded Isaiah Project activities such as financial counseling and career counseling securely into the ongoing student services offered by the University.

### GRADUATES' AREAS OF MINISTRY:

Pastoral ministry, MDiv (75%); church music, MACM (10%); youth and family ministry, MACM (5%); advanced theological degrees, MTS and STM (10%).

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

The two-year internship has required building intentional relationships with congregations and training supervisors and internship committees in a new model. We are also offering our newly-developed online and intensive courses as continuing education opportunities for clergy.

## Union Presbyterian Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Presbyterian (USA)

**PRIMARY CONTACT:** Ken McFayden, Academic Dean

3401 Brook Rd., Richmond, VA 23227

kmcfayden@upsem.edu | 804-278-4230 | <https://www.upsem.edu/>

### PROJECT TITLE:

## Church-Serve Initiative

### PROJECT DESCRIPTION:

The Church-Serve Initiative has three components: 1) We offer extracurricular sessions to increase students' financial literacy related to individuals, families and congregations. Workshops have focused on Faith and Money, the Emotional Currency of Money and Congregational Budget and Finance. Additional workshops have been offered to graduating students preparing for first call opportunities. 2) We offer to provide financial resources to help pay off existing student loans and to subsidize continuing education at our Seminary on topics related to the Church-Serve Initiative. 3) In conjunction with component 2, we offer continuing education events for recent graduates. Particular events have focused on church business administration, stewardship and strategic planning. Participating students have reported support and insight for their lives and work, whether from a faculty or staff member leading a session or a financial planner who assists with budget planning and implementation. Recent graduates have valued the content offered by seasoned seminar leaders, additional resources to which the seminars have pointed and the network of church professionals who have offered insight based upon their positive and negative experiences in ministry and administrative leadership.

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### GRADUATES' AREAS OF MINISTRY:

Generally speaking: 67% of our MDiv and MACE graduates serve in a position in a local congregation or are seeking such a position. Chaplaincy and CPE Residencies: 15% of MDiv graduates. Further Study: 10% of graduates. Not seeking: 8% of graduates, for a variety of reasons.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Since our project reaches recent graduates, participants are typically serving in congregational ministry positions. What they learn in selected continuing education events intersects deeply with their experiences in ministry.

## United Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Marcia Byrd, Director of Financial Aid & Scholarships/Lilly Grant Administrator

4501 Denlinger Rd, Dayton, OH 45426

mbyrd@united.edu | 937-529-2223 | <http://united.edu/>

### PROJECT TITLE:

## Financial Wellness & the Ministry

### PROJECT DESCRIPTION:

The primary focus on our grant has been on changing the way we work with students in our financial aid office. Prior to the grant, student loans were awarded to every eligible student in the maximum amount. This method generally created an overage for the student, so they would receive a refund check on the first day of classes. The process was simple. Students became familiar with this method and relied heavily on the funding. With the ECFFM Initiative in mind, the financial aid process was changed. Students are only awarded loans on a need basis, and the initial loan package is just to cost. If additional money is needed for living expenses, students must make a request, which then facilitates a conversation for additional loan counseling. Also, refunds are no longer available the first day of class. They are issued after our drop period, which is roughly 30 days after the semester begins. Students have to be proactive and make arrangement on their own to pay for books and travel without relying heavily on student loan funds.

### GRADUATES' AREAS OF MINISTRY:

At graduation, approximately sixty-five percent (65%) of United graduates are offered a position or will continue in their current ministerial positions. Eighty-eight percent (88%) plan to serve in parish or congregational ministry. United alums also report serving in either denominational offices or chaplaincy positions (13%).



## Vanderbilt Divinity School

**PRIMARY DENOMINATIONAL AFFILIATION:** Nondenominational

**PRIMARY CONTACT:** Lillian Lammers, Director of Stewardship and Vocational Planning

411 21st Ave S., Nashville, TN 37240

[lillian.lammers@vanderbilt.edu](mailto:lillian.lammers@vanderbilt.edu) | 615-322-5837 | <https://divinity.vanderbilt.edu/>

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

Through participation in the ECFFM Initiative, Vanderbilt Divinity School (VDS) has committed to addressing the challenge of theological student indebtedness and increasing overall student financial literacy and well-being. The primary objectives of our project are to improve financial tools and resources offered to both prospective and current students and to conduct research to investigate under-collected and under-analyzed data related to student indebtedness across various student populations and demographics. The elements of our program that have had the greatest impact include one-on-one financial counseling by a designated staff member, linking conversations about finances to vocational discernment and career planning programs within the school and beginning educational efforts earlier by focusing on undergraduates, prospective students and students who have indicated their intent to matriculate instead of waiting until they arrive on campus. Highlights of these efforts include a program entitled, "Big Hearts, Small Paychecks: Minimizing Student Debt in Ministry Professions," and an annual "Money Mindfulness Retreat" for incoming students prior to orientation. Our institution also stresses the importance of making wise and creative choices related to housing and employment and facilitates some collaborative programs in line with these efforts.

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**GRADUATES' AREAS OF MINISTRY:**

Vanderbilt Divinity School alumni pursue a wide array of professional paths. The most common career settings in which our graduates secure employment include congregational ministry (approximately 30%), chaplaincy, nonprofit leadership, and both K-12 and higher education institutions. Approximately ten percent (10%) of our graduates each year immediately enroll in further graduate studies in a variety of disciplines.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

As an unaffiliated, university-imbedded professional school, Vanderbilt Divinity School has a number of appointed liaisons for many of the more prevalent denominational and religious traditions represented in our student body. We have sought to partner with these individuals through sharing our research findings and offering education about our new programs and resources that have emerged through our participation in the ECFFM Initiative.

## **Villanova University Center for Church Management**

**PRIMARY DENOMINATIONAL AFFILIATION:** Roman Catholic

**PRIMARY CONTACT:** Matthew Manion, Faculty Director

800 E. Lancaster Ave, Villanova, PA 19085

matthew.manion@villanova.edu | (610) 519-6430 | [www.villanova.edu/](http://www.villanova.edu/)

### **PROJECT TITLE:**

## **Villanova University Center for Church Management Financial Literacy and Church Management Fellowship Program**

### **PROJECT DESCRIPTION:**

The project works directly with clergy to provide information and resources for financial literacy in an economical and user-friendly manner. The project also augments future seminary education through educational materials and research to inform future coursework. Major activities include the development of web-based resources, the creation of a series of case studies, the launch of a Church Management Fellowship program, and offering clergy partial reimbursement for an online certificate program. 1) The financial literacy website ([www.finances4ministers.villanova.edu](http://www.finances4ministers.villanova.edu)) is designed to increase the knowledge and management skills of pastoral leaders. This free resource includes videos covering church and personal finance topics. Participants can also participate in webinars, download articles/resources, and collaborate with other users on an interactive discussion board. 2) Nine case studies will be developed as "teaching documents" for seminary faculty to enable seminarians and pastoral leaders to analyze and develop solutions to contemporary financial challenges. 3) Twelve Research Fellows have been partnered with eight faculty advisers to complete and publish twelve new church management research projects. 4) Forty (40) partial scholarships will be awarded to clergy who enroll in Villanova's twelve-module online certificate program.

### **CLERGY WITHIN YOUR CARE:**

A diverse group of Catholic priests, ranging in age from 27-75, participated in our online financial literacy program. Our fellowship program attracted researchers and advisers from eleven states and multiple church affiliations including the Roman Catholic Church, Christian Reformed Church, Christian Church (Disciples of Christ), Episcopal Church, Evangelical Lutheran Church, Presbyterian Church, and United Methodist Church.

### **PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

1) To augment future seminary education by "teaching the teachers," case studies are designed to instruct seminarians on contemporary church and personal finance topics. 2) Twelve fellowships have been awarded to younger seminary faculty across the country to study the economic challenges facing pastoral leaders. Sample topics include The Impact of Student Loan Debt on Clergy Effectiveness, Low Latino Financial Giving, and Black Millennial Clergywomen Who Have Created Businesses to Support their Vocational Visions.

## Wake Forest University School of Divinity

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Shonda Jones, Associate Dean of Admissions and Student Services,  
Assistant Teaching Professor in Intercultural Theological Education

1834 Wake Forest Road, Winston-Salem, NC 27109

jonessr@wfu.edu | 336-758-3748 | <https://divinity.wfu.edu>

### PROJECT TITLE:

## Financial Well Being for Pastoral Leaders

### PROJECT DESCRIPTION:

The core pedagogical elements of the Financial Well Being for Pastoral Leaders program at Wake Forest University School of Divinity (WFUSD) include formation, education, integration and outreach. The formation component addresses financial skills-building as a core pastoral practice. The education component introduces courses into the curriculum that enable students to be financially proactive, creative and confident about finances. Integration opportunities are provided through paid summer ministry internships. Outreach includes continuing education for alumni and pastors. Key learnings from the initiative include putting emphasis on financial well-being at every stage of a student's career. At WFUSD we: 1) start financial education with prospective students through webinars about paying for theological education and living expenses; 2) require students to meet a financial aid advisor during orientation to alert them to expectations around budgeting and limited borrowing; 3) focus courses on money management and skills needed to be financially well; 4) center formation efforts on vocational discernment and empowerment for students through coaching, leadership development and programs like Pathways in Ministry and 5) facilitate outreach to alumni and regional clergy for continuing education related to finances.

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### GRADUATES' AREAS OF MINISTRY:

Graduates engage a variety of ministry vocations: 29% congregational, 20% chaplaincy, 11% nonprofit, 7% education, 3% counseling, 12% further graduate study, and 17% other. Further, over ninety percent (90%) of recent graduates were employed or engaged in further graduate study within six months of graduation.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

In addition to the paid summer internships primarily in congregations, our project intersects with churches through our outreach component. The aim is to educate pastoral leaders beyond graduation to engage in building or retooling skills in budgeting and finances. In collaboration with denominations like Cooperative Baptist Fellowship of North Carolina, United Church of Christ (Southern Conference) and Presbyterian Church (USA), we offer workshops open to students and religious leaders.

## Wartburg Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Evangelical Lutheran Church in America

**PRIMARY CONTACT:** Amy Current, Vice President of Admissions and Student Services

333 Wartburg Pl, Dubuque, IA 52003

acurrent@wartburgseminary.edu | 563-589-0274 | <https://www.wartburgseminary.edu/>

### PROJECT TITLE:

### Savvy Stewards

### PROJECT DESCRIPTION:

Our ECFFM project began with a three pronged approach around stewardship education and financial wellness for students as well as congregational education and relationship building related to theological education. This initial project had good results. However, we realized that we were interested in a project with greater impact related to reducing student debt and removing barriers for those called to theological education. We were convinced that building stronger and more intentional partnerships with congregations and synods would be the key. With the support of Lilly Endowment, we shifted gears in our ECFFM project and built the Collaborative Learning Program. This program provides a full time Master of Divinity degree program alongside part time work in a congregation. Coursework is integrated with daily ministry, and there is intentional support for academics, formation and finances between the seminary, the congregation, the synod and the student. The students participate in the classroom in real-time via ZOOM technology. They visit campus twice per year to gather with all students and faculty for face-to-face classroom contact and to build community that carries throughout seminary and beyond. The pilot commenced in Fall 2016 with 5 students. In Fall 2017, it had grown to 10, and in Fall 2018 we have 30 students and congregations benefiting from the program. The program has been well received by students, congregations and synods alike.

### GRADUATES' AREAS OF MINISTRY:

Wartburg Theological Seminary students are primarily candidates for ministry in the Evangelical Lutheran Church in America. The majority (on average 90%) of our graduates serve as rostered deacons or pastors in congregational ministry with a handful in specialized ministry in social service organizations, chaplaincy, or parachurch organizations.

## Wesley Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Joe Arnold, Registrar

4500 Massachusetts Ave., NW, Washington, DC 20016

jearnold@wesleyseminary.edu | 202-885-8650 | <https://www.wesleyseminary.edu/>

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

Wesley Theological Seminary focused its ECFFM initiative on a multi-pronged approach. First, research was conducted with graduate and student cohort groups. The goal was to identify the implications of debt and to determine future practices for the school and students. The work was very successful. It gave us a new picture of the debt our students were facing and allowed us to tailor some information and processes to improve service to students. Second, we developed a high quality class on financial literacy for future clergy that includes theology, stewardship, practical and personal finance. Working from that course, "Personal Finance for Religious Professionals," we created a broad range of financial literacy resources available online to Wesley students, graduates and clergy in the wider church. By making the resources available online and also using them in conjunction with the course, the materials are kept up to date. Wesley's goals have been to invest in a course that is sustainable and offered to a broader audience, assess the research, make changes within the institution and be part of the conversation on systematic changes needed to address the financial issues of students and graduates throughout the clergy education system.

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**GRADUATES' AREAS OF MINISTRY:**

The majority of Wesley graduates (76%) have vocational placements, primarily in local congregations but also in para-church and non-profit settings. Half of our student body is United Methodist and the other half come from a wide variety of denominational and non-denominational settings.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

As part of our project we worked with United Methodist annual conferences. We have had continued conversations on identifying and implementing changes together for the benefit of students. Wesley convened meetings with four annual conferences (Baltimore-Washington, Peninsula-Delaware, Susquehanna, and Virginia) for common conversation around economic realities facing clergy specifically focused on educational debt. This work proved to be more challenging since each conference has a different culture and financial situation.

**Wespath, General Board of Pension and Health Benefits  
[dba Wespath Benefits and Investments (Wespath)]**

**PRIMARY DENOMINATIONAL AFFILIATION:** United Methodist

**PRIMARY CONTACT:** Bonnie Marden, Project Manager

1901 Chestnut Ave., Glenview, IL 60025

umclillyproject@gmail.com | 978-846-1260 | <http://naumf.org/resources/umclilly>

**PROJECT TITLE:**

**UMC Initiative to Address Economic Challenges for Pastoral Leaders**

**PROJECT DESCRIPTION:**

Debt avoidance through the Excellence in Clergy Leadership Scholarship is administered through the General Board of Higher Education and Ministry (GBHEM), which provides scholarships ranging from \$2,500 to \$12,500 for meritorious students at United Methodist seminaries. Funding partners include GBHEM, United Methodist annual conferences, foundations and seminaries that participate in the award review process. Recipients' requirements include completion of financial literacy education assignments and consultation with a financial planner through Wespath's arrangement with EY Financial Planning Services. Recipients agree to be tracked for five years; evaluative responses from the first group of scholarship recipients are now available.

We offer educational pilot projects and incentives for participation in educational programs sponsored by Wespath, United Methodist foundations and conferences. Projects include educational events, incentive programs, small and large group discussions, and programs customized for young clergy (under age 40) and certain ethnic groups. Three national summits convened representatives from United Methodist foundations, annual conferences, seminaries, general agencies, other resource agencies and emerging leaders nominated by their conference leadership.

**CLERGY WITHIN YOUR CARE:**

We support students enrolled at 13 United Methodist seminaries whose merit for scholarships is confirmed by funding partners. Educational project participants include self-selected individuals ranging in age, experience and competence, and recruited participants from target groups: young clergy, pastors in project districts or annual conferences, ethnic leaders.

**PROJECT INTERSECTIONS WITH THEOLOGICAL SCHOOLS:**

The 13 United Methodist seminaries provide significant input regarding merit worthiness of applicants for the Excellence in Clergy Leadership Scholarship and contribute financially as scholarship funding partners. Commitment to this scholarship is confirmed by seminary presidents and other partners.

## Western Theological Seminary

**PRIMARY DENOMINATIONAL AFFILIATION:** Reformed Church In America

**PRIMARY CONTACT:** Carla Capotosto, Assoc. Director of the Lilly Economic Challenges Grant  
101 E 13th St, Holland, MI 49423

carlap@westernsem.edu | 616-392-8555 ext. 116 | <https://www.westernsem.edu/>

### PROJECT TITLE:

#### ECFFM Initiative

### PROJECT DESCRIPTION:

Western Theological Seminary's ECFFM project has four components: 1) student debt tracking, 2) financial literacy and generosity training, 3) partnership with the Lake Institute on Faith & Giving to train first-call pastors and 4) collaboration with the Reformed Church in America (RCA). The Seminary requires a financial literacy workshop for first-year students. On the second day of a class, a student announced, "I can't stand rich people. They get their money by taking it from others, most often the poor. Jesus loves the poor and despises the rich." Several others agreed. The next day we invited a millionaire to the class. He walked in and said, "Let's talk about the elephant in the room. I'm filthy rich. I bear that responsibility every day. What do you want to say to me?" There was a moment of shock, but then he laughed and proceeded to gently invite students to wrestle with their attitudes around wealthy people. Utilizing friends of the Seminary as guest speakers allows assumptions and judgments to come to light with low risk. This encounter generated a course on generosity with guests every week, and it led to a research project to study the relationship between pastors and wealthy donors. Since we began tracking debt with the Class of 2012 and implemented various ways to get students thinking about money, we have seen a fifty percent increase of those who are not borrowing for seminary.

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### AREAS OF MINISTRY:

Sixty percent (60%) of our graduates are likely to go into congregational ministry, serving in lead and associate pastor roles, as well as worship directors and specialized ministry. An average of eighty-one percent (81%) of graduates go into ministry of some type, including counseling, campus ministries, and Christian education.

### PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:

Our project intersects with local churches as we invite pastors and lay leaders into our classes as guest speakers. Additionally, we have worked with our denomination to provide the Lake Institute's training on generosity and fundraising to Hispanic church planters.

## **Winebrenner Theological Seminary**

**PRIMARY DENOMINATIONAL AFFILIATION:** Churches of God, General Conference

**PRIMARY CONTACT:** Lisa Cross, Administrative Assistant for Institutional Advancement

950 N. Main St., Findlay, OH 45840

lcross@winebrenner.edu | 419-434-4208 | <http://www.winebrenner.edu/LeadershipOne>

### **PROJECT TITLE:**

#### **ECFFM Initiative**

### **PROJECT DESCRIPTION:**

Winebrenner Theological Seminary's plan for executing our project focuses on student education, alumni and broader church educational initiatives and support of alumni and local ministry leadership. In a required orientation course, students complete a budget, view videos on budgeting and debt reduction and complete a short quiz. Afterward, students meet with the project coordinator to assess fiscal literacy. Students receive an information packet and are encouraged to take advantage of resources (financial literacy quiz, sites on stewardship, etc.) on the website and to engage in financial counseling with volunteer financial advisors. Fiscal responsibility is again assessed during mid-program reviews. Winebrenner's LeadershipONE program supports individuals serving in existing ministry settings by providing quarterly training that is accessible and pertinent to their needs and concerns in areas such as budgeting and tax planning including the implications of housing allowances, benefits and clergy indebtedness. Winebrenner hosts an annual Clergy Tax Day in which a financial planner meets one-on-one with ministers providing them with advice and input for preparing income tax returns.

### **GRADUATES' AREAS OF MINISTRY:**

Winebrenner graduates from the Master of Arts in Family Ministry, Master of Arts in Practical Theology, and Master of Divinity degrees serve in congregational settings, chaplaincy (medical and military), para-church organizations, and non-profit administration. Graduates of the Master of Arts in Clinical Counseling degree serve in faith-based and secular counseling centers, public mental health, and related non-profit settings. Just over seventy percent (70%) of recent graduates will serve in congregational settings in their first position.

### **PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

Winebrenner serves as a resource to a broader community of alumni, ministry and business leaders. The LeadershipONE program serves an audience made up of fifty percent church leadership and fifty percent business leadership. This has helped to bridge a gap between the church and business worlds while engaging community partners and constituents in the multi-denominational community seminary students come from.



## Yale Divinity School

**PRIMARY DENOMINATIONAL AFFILIATION:** Interdenominational

**PRIMARY CONTACT:** Gregory Sterling, Dean

409 Prospect Street, New Haven, CT 06511

gregory.sterling@yale.edu | 203-432-5306 | <https://divinity.yale.edu/>

**PROJECT TITLE:**

### ECFFM Initiative

**PROJECT DESCRIPTION:**

Yale's ECFFM Initiative has concentrated on two areas. First, we developed an educational program including: required attendance at a session with a professional financial consultant on fiscal responsibility at matriculation, follow up voluntary sessions with a professional financial consultant, required counseling sessions with staff before a student may take a loan, letters detailing debt levels and projected payments, an expanded web site on financial aid including an iGrad program offering online financial training and a handbook by Bob Massie that explores fiscal responsibility from a theological perspective (commissioned for this project) and expansion of our curriculum through new courses including Katherine Tanner's "Work, Debt, and Christian Witness" and a brief course by Jim Elrod on non-profit finances. Second, we expanded our ability to raise scholarship funds in the following ways: We created a Development Leadership Council of 36 volunteers with professional development backgrounds. We are sending our faculty before Yale College alumni around the country to increase donations from beyond our own alums. We created a new program coordinator position in Development and we professionally prepared videos for fund-raising. Other initiative activities include: restricting tuition increases to two percent per year and laying the groundwork for new subsidized housing.

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**GRADUATES' AREAS OF MINISTRY:**

Graduates fall into three large groups: those who enter ministry, those who go into education, and those who enter the non-profit, government or other areas. Historically, forty-three percent (43%) go into ministry about half of whom serve congregations, twenty-nine percent (29%) into education, and the rest into a wide range of service careers. Two-thirds of MDiv graduates over the last five years are in ministry positions.

**PROJECT INTERSECTION WITH THE WORK OF LOCAL CHURCHES OR DENOMINATIONS:**

We engage with more than 30 denominations and more than 40 congregations in New Haven and several hundred across the country. We offer two panels on issues of national and regional importance around the country and have faculty work through Yale clubs. We attempt to cultivate relationships with churches and local clergy through all these efforts.

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