

Phase Three: The “Residency Model”

St. Andrew’s College, Saskatoon

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INTRODUCTION:

On October 1, 2010 Principal Lorne Calvert received a letter from Patricia Lawson-Paul, Program Coordinator, Vocations for Ministry Leadership, within the General Council Office of the United Church, confirming “St. Andrew’s participation in a pilot of the ‘equipping’ stage of the Pathway using the ‘Probationer (Resident)’ model.” This confirmation is intended to indicate that St. Andrew’s has been granted permission to modify its delivery of internship in light of the desire of the Steering Group on the Candidacy Pathway to test new forms of ministry preparation. The “equipping stage” is the educational/internship program, to be distinguished from the “call and accompaniment” aspects of the Steering Group’s mandate.

In other words, according to this letter of permission, the processes for candidacy will remain the same in the three conferences primarily served by St. Andrew’s College (MNWO, SK, ANW), but there is affirmation of the St. Andrew’s plan for the education – the “equipping” – of prospective ministry personnel.

It is important to note that this plan *does not represent a significant change* in our curriculum. Rather, thanks to the overwhelming endorsement Phase Three received in the Academic Committee’s recent review process, this plan attempts to strengthen those aspects of the program that are working well, and to address some areas of concern. The plan sent to the Steering Group thus represents an enhancement of the existing M.Div. degree program at St. Andrew’s.

What follows is a description of the entire M.Div. degree program, with an emphasis on the process and logistics of Phase Three. Any changes will be noted in the description.

THE RESIDENCY MODEL

1. Phases One and Two:

The Residency Model M.Div. continues to be divided into three phases. Phase One (30 credit hours) consists of basic academic studies which may be completed at distance from the College (such courses are already in place at St. Andrew’s through internet and intensive one-week options) or in the College community. Phase Two (30 credit hours) consists of required academic study resident in the College community. Phase I and Phase II are the equivalent of 2 years of full-time M.Div. study. There is *no change* to these two phases from the current program at St. Andrew’s.

2. Phase Three: Internship becomes “Residency”

The key change to the current program occurs in Phase Three: the 16-month half-time ministry internship becomes a 20-month ministry “residency” at ½- to ¾-time. Students will still be required to complete 18 credit hours of learning circles, although in a slightly different configuration, and will need to complete all other course work (normally 9 credit hours, although many students have fewer courses outstanding by Phase Three) to complete the 120 credit M.Div. program. The “resident” will continue to relate to a faculty advisor, to work within the framework of a Learning Covenant, and to undertake periodic formal evaluations (with some modifications – see below).

The time to graduation will be the same, but the time on the ministry learning site will be extended. Where students currently complete internship on December 31st of the year before graduation, they will now complete internship by April 30th (see the timeline below).

Why would we extend this ministry learning period?

a) The review of Phase Three showed us several things:

- Both students and the people who work with them in internship are anxious about the low pay interns currently receive through the nationally funded internship program, especially since persons in some other ministry streams can be earning more money, benefits, and pension accruals with similar or less prior training.
- Most interns are invited to remain serving on their internship sites after the end of the 16-month formal internship, and most have chosen to do so.
- Few Phase Three students choose to return to the college full-time for their final semester (after internship) before graduation.
- A significant majority of internship sites indicated that without the intern they would not have been able to have a resident minister on their pastoral charge (due to funding and availability of ministry personnel).
- Absences for 18 credits of learning circles during 16 months of 1/2-time intern ministry create challenges for interns and the congregations they serve.

b) In addition to what we learned in the Phase Three review process, we are also aware that changes are occurring in the church:

- The national church has signalled that funding for internships cannot continue at its present level, and is likely to be cut drastically in coming years. (The proposal brought by the Candidacy Pathway group to GC 40 eliminated internships. This was rejected on the floor of General Council, although at least one Conference will pilot a model of post-education ministry work of 2 years prior to ordination.)
- The passing of the General Council remit on Transfer and Settlement opens the possibility of persons being called to *continue* serving their internship pastoral charges after ordination.

The college's change to internship allows our students to become "resident" ministers in presbytery appointments, designated as **student supply ministers** and thus eligible for a slightly larger salary, plus pension and benefits.¹ The presbytery may extend the appointment, and there is the potential that students could remain in these appointments after ordination, following the normal call procedure of the United Church.

An educational benefit accrues as well. As the timeline shows, the student remains actively engaged with the college until closer to graduation time. It extends the peer learning experience and the integration of scholarship and the practice of ministry for a longer period (without adding further course requirements).

3. The Residency Process

From the college's perspective, much about the residency process remains the same as with the internship process. Changes to current policies/practices are printed in bolded italics:

- The student must achieve candidacy for ordained ministry in order for a timely start to the residency – which will normally be Sept. 1st. ***The residency will normally be 20 months' duration (Sept. 1st - April 30th). The resident must complete at least 18 months of half-time supervised ministry in order to complete the residency successfully.***²
- The residency, designated as course ***PA 380 – Ministry Residency*** will count for 30 credit hours toward the St. Andrew's College Master of Divinity degree, which is a total of 120 credit hours. Successful completion of the residency, as determined by the faculty of St. Andrew's College, is required for graduation with the M.Div. degree. The faculty may require further supervised ministry work before declaring a residency to be successfully completed for academic credit.
- Faculty will make suggestions, through the St. Andrew's College ***Ministry Residency*** Coordinator about the type of ministry site and will recommend learning goals for the resident. Faculty will review the learning covenant and evaluations, and will receive and respond to ***bi-monthly [replacing monthly]*** journals from the resident.
- The resident's candidacy will be under the ultimate oversight of her/his Presbytery Education & Students Committee, which will make decisions about readiness for ministry. The candidate may be required by the E&S Committee (of Presbytery, or ultimately, of Conference) to do further work beyond M.Div. requirements in order to be ready/approved for ordination.

¹ Currently, *with the exception of Student Interns*, all ministry personnel (including those training for DLM recognition) participate in the United Church pension and group benefits plans if they are paid for an average of 14 hours or more per week. Residency will normally average to 20 hours per week (for ½ time ministry). The salary for full-time Candidate Supply ministry is approximately \$31,000/year plus manse/housing allowance.

² The "18-month" provision allows for some grace around the start and end dates of the residency due to unusual circumstances, such as delayed granting of candidacy and unforeseen family issues.

- Residents will be matched with their ministry learning sites by the CIES, in cooperation with the appointing presbyteries, with input from the college faculty through the college Residency Coordinator, who sits on the CIES committees of the three prairie/northwest conferences. [NOTE: There has been a question at the national church about why St. Andrew's students are not part of the national matching process. This merits further discussion with the church committees involved.]
- The receiving pastoral charge needs to have applied for a St. Andrew's resident, and to have been approved as a ministry learning site, with suitable supervisor (with Ministry of Supervision training), Lay Supervision Team, and consultant.
- The residency will be at least a ½-time ministry appointment, **and no more than ¾-time, with faculty approval.**
- ***The resident will be appointed as a Candidate Supply minister under the terms of the Manual [Section 041.1(d) 2010 version], and will be subject to the rights and responsibilities of such. Permission to conduct the sacraments will be considered under the normal terms for Candidate Supply ministry. Vacation and study leave will also be subject to the usual United Church policies for candidate supply ministry.***
- Completion of learning circles and other academic work will occur in the “other” ½ of the resident's time (**or ¼ if the appointment is to ¾-time**). Because these are intensive periods of study away from the ministry site, the resident will also expect to spend some intensive periods of time at the ministry site. **Absences for academic work will be clearly set out and negotiated at the time of the appointment.**
- There will be **four** [replacing three] formal evaluations of the resident. **Each of the four evaluation processes will use a different form, as befits the time that it occurs in the residency** [replacing the same form used at all evaluations, with minor modifications]. (See also the timeline, below.)
 - **First Evaluation** – A “check in”: What is going well? What needs attention? How will any emerging concerns be addressed? Due January 31st (first year)
 - **Second Evaluation** – A major evaluation of the resident's skills and abilities. What aspects of the learning covenant have been fulfilled? What remains? How will the resident/ministry site address the outstanding issues? Due May 31st (first year).
 - **Third Evaluation** – A “check in”: Is everything on track? What needs to be addressed before the end of the residency? How will that happen? This will be the last evaluation before ordination interviews. Due Oct. 31st (second year).
 - **Fourth Evaluation** – The final evaluation. What are this person's gifts for ordained ministry? Does she/he indicate readiness for ordination? If not, what further work is suggested? If so, what are some “growing edges” as the resident heads into ordered service? Due March 31st (second year).

- Students who have successfully completed all the requirements of the M.Div. will be recommended by faculty graduation to the April/May Academic Committee meeting preceding Convocation.

4. The Learning Circles

As noted above, the residency program includes 18 credits of “learning circles,” courses intended to assist the resident in reflecting on ministry, within the contexts of the wider church and community. The residency will feature **five [replacing four] learning circles:**

PA 381 – Learning Circle One: Skills and Identity in Pastoral Ministry

- **8 days** [replacing 10 days]
- **3.5 credits** [replacing 4.5 credits]
- Taught in November, Year 1

PA 382 – Learning Circle Two: United Church of Canada History, Theology and Polity

- 10 days
- 4.5 credits
- Taught in conjunction with Winter Refresher (normally February), Year 1.

PA 383 – Learning Circle Three: Cross-Cultural Ministry Experience

- One week at First Nations theological training centre (e.g., Dr. Jessie Saulteaux Resource Centre) + two-day visit to First Nation reserve (normally Carry-the-Kettle)
- 4.5 credits
- Normally occurs between May and August, Year 1.

PA 384 – Learning Circle Four: The Ministry of Parish Administration [replaces previous LC 4 – which becomes LC 5, see below]

- **4 days**
- **2 credits**
- **Taught in November, Year 2**
- **Including and enhancing elements of LCs 1&4, this course focuses on the details of administering congregational life, including: working with support staff, organizing an office and files, dealing with mail and forms, parish budgets and stewardship, and working with boards and committees.**

PA 385 – Learning Circle Five [formerly PA 384 - LC 4]: Who Am I in Pastoral Ministry?

- **8 days** [replacing 10 days]
- **3.5 credits** [replacing 4.5 credits]
- **Taught in conjunction with Winter Refresher, Year 2 [formerly November, Year 2]**

5. Other Academic Work:

To complete the M.Div. degree, students will also need to take a maximum of 9 credits of electives (normally 3 one-semester or intensive courses), depending on the number of elective courses taken prior to beginning Phase Three.

Remaining course work can be completed in the following ways:

- Intensive January-term or spring/summer courses
- Completion of a Master of Divinity honours thesis (6 credits)
- Transfer into the program of courses taken elsewhere

Planning and decisions about which courses will complete the program are taken in consultation with and with the permission of the resident's faculty advisor prior to the outset of the residency. As noted above, absences for academic work will be clearly set out and negotiated at the time of the appointment.

5. Timeline/Summary:

The following timeline summarizes the above description of Phase Three:

PRIOR TO OR DURING PHASE TWO:

- Complete discernment, Conference Interview Board, E&S candidacy interview; obtain candidacy through sponsoring presbytery
- Apply for residency by Oct. 15th of Phase Two year
- Complete all academic requirements necessary to be achieved before residency
- Work with CIES/Presbytery as requested to achieve a residency position and appointment as Candidate Supply minister

PHASE THREE, YEAR ONE:

- Sept. 1 – Begin residency: Prepare learning covenant; begin journaling
- Mid- Nov. - Learning Circle One (8 days)
- Jan. 31 – First Evaluation Due
- Feb. - Learning Circle Two (10 days) + Winter Refresher
- May 31 – Second Evaluation Due
- May/August – Learning Circle Three (approx. one week + two days); possibly other academic course(s)

PHASE THREE, YEAR TWO:

- Continue residency
- Oct. 31 – Third Evaluation Due
- Nov. - Learning Circle Four (4 days)
- January Term – possible time to take other academic courses
- Feb. - Learning Circle Five (8 days)
- Mar. 31 – Fourth (Final) Evaluation Due
- Apr. 30 – End of Residency
- May – Graduate with M.Div.

6. Funding:

Designating students as Candidate Supply ministers will entail a larger financial commitment on the part of congregations. However, for the duration of the “pilot” (or until the national church ceases to fund internships), the Ministry Vocations committee has pledged to offer some funding to congregations who are training St. Andrew's College residents. While *this amount has yet to be determined*, it may be as much as the equivalent of the funding the national church would offer to fund internships (i.e., 8 months, full-time internship pay – approximately \$15,000 – plus housing assistance).

Students on residency will incur the expense of travel to one more learning circle than previously; however, they may apply for bursary assistance for travel to learning circles and other courses, and many already choose to attend Winter Refresher in the second year of Phase Three. The tuition fee will be the same (apart from any annual increase) for the program, as the resident will be completing the same number of credits as before.

7. Beginning, Duration and Evaluation of “Pilot”:

We may be able to begin to pilot this revised supervised ministry model in **Sept. 2011**, if the students who are requesting internships are willing to pilot the residency model. [Students have, by law, the right to complete their programs under the terms in which they entered the program. Thus we will need to seek their approval to begin in 2011.] The pilot will begin no later than Sept. 2012.

At least two cohorts need to complete the program to evaluate the pilot effectively. Thus, while we will be constantly monitoring the effectiveness of the pilot (as we tend to do with all our programs, since we are a small college and faculty meet weekly), we *will plan to evaluate the program more formally after the second cohort graduates: after May of either 2014 or 2015.*

There will be one further cohort in process at that time, and the college will need the option – due to the lead time necessary to change it – of continuing the pilot model for one further cohort (unless there is obvious need to end it). Thus, **the “pilot” will formally end May 2015, May 2016, or May 2017**, depending on the circumstances outlined above.

8. Liaison with Church Courts:

Since most of the changes to Phase Three affect and require the participation of the church, particularly at the CIES, Presbytery E&S and Presbytery Pastoral Oversight levels, the College will work carefully and closely with the personnel of those courts, as well as with training congregations, to make sure the program is clear and workable. This communication has already begun, and will need to continue intentionally as the pilot gets underway.

The Candidacy Pathway Steering Group will also expect periodic reports. As well, any regular reporting to the Association of Theological Schools will note that the pilot is in place, making clear that it is not a new program, but a slight alteration of an existing curriculum.