

A COMPARATIVE STUDY OF STATE CONVENTION STUDY LEAVES AND POTENTIAL CONTINUING EDUCATION OPPORTUNITIES

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The purposes of this paper are: (1) to show campus ministers opportunities for study leave that are available around the convention, (2) to give campus ministers facts to help them improve study leaves in their state convention, and (3) to tantalize campus ministers with the diversity of continuing education opportunities.

1. State Convention Study Leave Opportunities

A. Policies

Alabama—One week per year for those who have served one full year on staff.

Alaska—No full-time campus ministers are employed by the convention.

Arizona—Study leave with pay may be up to thirty-five working days in a given year and must be requested through the employee's supervisors to the Executive Director-Treasurer. Requests will be considered on the basis of job related continuing education or benefit to the Arizona Southern Baptist Convention. All or part of this leave time may be required to be charged against an employee's revival or vacation time.

Arkansas—Baptist Building staff will be eligible after five full years of acceptable service to receive a leave of absence in the amount of four full weeks with full salary and allowances to receive further education in his or her major field of service in any institution of his or her choice.

California—No specific study leave. Directors may take 3 hours of academic work per semester and/or

use vacation and denominational service time for on-campus work. They are encouraged to use revival / denominational service time to attend various seminars. Directors may use personal leave time to work toward related projects in a D. Min. program. No expense funds are available for this type of project.

Georgia—There are no study leaves, but permission is granted for graduate study upon request and approval of degree program. Special one day seminar opportunities are arranged by the Department of Student Work for campus ministers several times each year.

Hawaii—A week-long continuing education conference is arranged once a year for all state, staff, pastors and other church staff members. This is free for state staff. No plan for study leave, sabbatical or other plan for continuing education.

Illinois—Study leave is granted for eight weeks following every ten years of service. Short-term opportunities are also granted. Monetary assistance is given for these activities.

Indiana—No comprehensive plan for continuing education. Seminars sponsored by National Student Ministries are attended.

Iowa Fellowship—No campus ministers are employed by the fellowship. US-2 and MSC workers have freedom to pursue personal growth as they desire.

Kentucky—Short term courses may be taken at Southern Seminary, Baptist Sunday School Board or local institutions. Employees are encouraged to participate about every second year. Registration fees and travel are paid by the Kentucky Baptist Convention. Extended education opportunities are offered after 7 years of continuous service. This is not to exceed four and one-half months. Convention will pay round trip travel and tuition up to \$1,200. Room and board will not be paid. This should be taken at a Southern Baptist theological seminary or other approved institutions of higher learning.

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Louisiana—Campus ministers may take graduate study during the summer every five years with full salary and benefits.

Minnesota/Wisconsin—Director may avail himself of Home Mission Board opportunities.

Mississippi—After each seven years of continuous service, personnel may be given a leave of absence not to exceed four months for study or service with full salary. A stipend is paid for tuition and room for study or round trip transportation to place of service. Vacation time is canceled during calendar year of study leave.

Nevada—All directors are volunteers and no study leave is provided.

North Carolina—On a regular basis staff members are encouraged to take one week or more for continuing education. Depending on monies we use for corporate continuing education for all of us together, there may be funds from the state office to help. If a staff member plans ahead, we can get \$200-600 from the Executive's budget for personal conferences / seminars. After 5 years we can study for a summer and after ten years, for a summer and semester. Salary is paid; funds are sometimes available as noted above. In each case the "sabbatical" is negotiated with the State Director and must be demonstrated to be of value to "the ministry" at a personal or institutional level. The D. Min. may also be pursued. Limited funds are available to cover fees and some travel.

Northwest—No policy. All requests are handled on the individual merit of the request.

Ohio—Directors are allowed one month for continuing education after ten years of service. They receive full pay plus one-half month's pay to help with the expenses of the project.

Oklahoma—After three years of service, a director may do selected study for a summer with full pay. After five years, the director may do a semester of study with full pay.

Pennsylvania/South Jersey—There are no financially supported workers, so there is not developed a policy of study leave.

South Carolina—After five years of continuous service, campus ministers may be given a study leave not to exceed the length of one semester. They will have full salary and a basic stipend to apply to room and tuition. Vacation is cancelled during the calendar year of the study leave.

Tennessee—After two complete years of service, an employee is eligible for a study leave not to exceed eight weeks. A study leave will not be granted more than one semester at a time, nor more than twice during any five year period. After the second study leave an interim of three years is required before the third study leave can commence. Full salary is paid plus one-half of the tuition up to \$250 per semester and \$500 per eight year period. Inservice training is also provided for all employees. Continuing education opportunities of three hours per semester are encouraged. Employer will reimburse expenses at the above rate if the course is in the specific area of work.

Texas—Every third year of employment, all full-time employees will be expected to engage in personal activities designed to increase knowledge, improve skills and/or produce materials helpful to student ministry. During the third summer of the employment, two days per week during June and July are given for study. During the sixth summer two months (June/July) are given.

Utah/Idaho—All directors are volunteers, so no study leave program has been formulated.

Virginia—After five years of service, staff members are given one semester or one summer for study leave. Extra time may be negotiated.

West Virginia—After six years of continuous employment with the West Virginia Convention of Southern Baptists, the convention allows a leave not to exceed four weeks. Vacation may be taken in conjunction with the leave. One would continue to receive regular salary and additional monies—up to

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but not to exceed one month's salary—are available to help defray expenses upon receipt of an itemized list.

- B. Texas Directors banded together many years ago to assist one another in study leave opportunities. Directors who choose to participate contribute \$10/month. A special bank account has been set up in Dallas. Contributed money is placed in certificates of deposit and money market funds and accumulated interest increases funds available for use. Guidelines have been created for how the money may be used and an \$800 limit/six years has been instituted. Other states with no financial help for study leave may want to consider this option.
- C. Campus ministers in each state convention should work hard and creatively to improve their opportunities for continuing education. These opportunities should be an essential part of a multi-year routine. Campus ministers should look for funding through state convention budgets, study grant funds put together by cooperating ministers or seek assistance from bigger conventions in a partnership effort.

II. A Sampler of Continuing Education Opportunities

Campus Ministers have a diverse ministry. Therefore, they need a variety of educational opportunities. Below are some representative types of resources and a sampler of institutions of higher learning. This list is not to be considered exhaustive but should stimulate the imagination and vision of the campus minister.

National Student Ministries is also looking for continuing education opportunities to assist campus ministers and church workers with college students. NSM is also encouraging Southern Baptist seminaries to offer continuing education courses designed to meet campus ministry needs.

- A. Your own university — computer, bookkeeping, advertising, leadership development, sociology, writing, etc.
- B. Christian Organizations
 - 1. World Vision, 919 West Huntington Drive, Monrovia, CA 91016. Time management.
 - 2. Youth Specialties, 1224 Greenfield Drive, El Cajon, CA 92021. Youth resources.
 - 3. The Navigators, P.O. Box 1659, Colorado Springs, CO 80901. Disciplemaking.
 - 4. Laity Lodge, P.O. Box 670, Kerrville, TX 78028. Christian Renewal Conferences.
 - 5. Historical Commission, Southern Baptist Convention, 901 Commerce, Nashville, TN 37203-3260. Annual seminar.
 - 6. Christian Life Commission, Southern Baptist Convention, 901 Commerce, (615) 244-2496. Annual seminar.
 - 7. Craigville Conference Center, Craigville, MA 02636, (617) 775-1265.

C. Universities and Seminaries— These institutions responded to my inquiries about continuing education.

Examples of Course Offerings: Theological enrichment, Doctor of Ministry Degree, other post-graduate work, pastoral counseling, clergy crisis and stress management, preaching/teaching, language, apologetics, marriage and family, church history, Masterlife/Masterbuilder, missions.

Listed below are schools and past/present course or degree offerings:

- 1. Andover Newton Theological School, 210 Herrick Road, Newton Centro, MA 02159
 - “God, Mammon, Mission”, course on Christian Stewardship
 - “The Gospel in Context: Theological Reflection for Liberating Evangelization”
 - “Managing Conflict in Church Organizations”
 - “The Care and Cure of Souls”

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2. **Aubury Theological Seminary, Wilmore, KY 40390-1199**
 - “Making Sense of the Book of Revelation”
 - Approved Independent Study Projects
 - “Effectiveness in Your Ministry”
 - “The Pastor as Person”

3. **Auburn Theological Seminary
Union Theological Seminary, 3041
Broadway, New York, NY 10027**
 - “Karl Barth’s Theology and Yours”
 - “Preaching for Stewardship”
 - “Renewing Worship and Preaching in the Congregation”
 - “Women’s Religious Experience in Cross-cultural Perspective”
 - “The Preaching-Teaching Ministry”
 - “Pastoral Care, Theology and the Parish”
 - “The Urban Context of Ministry”
 - “Biblical Basis for Mission”
 - “Workshop on Directory for Worship and Singing of Psalms”
 - “Training in the Art of Leading Bible Study”
 - “What Women Theologians are Saying”

4. **Bangor Theological Seminary, 300 Union
Street, Bangor, Maine 04401**
 - “Galatians and Paul’s Understanding of Human Freedom”
 - “Luther: Reformer in a Revolutionary Age”
 - “Christian Ethical Perspectives on Sexuality and the Social Order”
 - “Ministry with the Marginalized”
 - “Critical Issues in Christian Education”

5. **Baylor University, Dr. Edwin J. Mayes,
CSB 227, Baylor University, Waco, TX
76798**

- “Baylor Bible Conference”
 - “Trends in Biblical Theology”
 - “Christian Writers’ Workshop”
 - “Preaching Workshop: Focusing on those Pulpit Appointments”
6. Denver Conservative Baptist Seminary,
P.O.Box 10000, Denver, CO 80210
- Doctor of Ministry Degree
 - Ski Vacation Seminar
 - “Death and Dying”
 - “Single Adult Ministry in the Church”
 - “Christians and the New Age Movement”
 - “Small Groups”
7. Divinity School, Duke University, Durham,
NC 27706
- Seminar Week at Lake Junaluska
 - “Major Themes from the Fiction of C.S. Lewis”
 - “Ministry as Praxis: Figures and Approaches in Practical Theology”
 - “Insider/Outsider Consciousness in Jeremiah and Paul”
8. Eastern Baptist Theological Seminary,
Lancaster and City Avenues, Philadelphia,
PA 19151
- Doctor of Ministry Degree
 - regular seminary classes
9. Eden Theological Seminary, Office of
Continuing Education, 475 E. Lockwood
Avenue, St. Louis, MO 63119-3192
- Doctor of Ministry Degree
 - “The Case Study Method and Pastoral Ethics”
 - “Grief Counseling: Issues of Separation and Loss”
 - “Evangelism and Stewardship”
 - Spring Convocation

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10. Candler School of Theology, Emory University, Atlanta, GA 30322
 - Annual workshop on Preaching
 - Reading Fellows Program for Self-Directed Learning
 - Doctor of Ministry Degree
 - “Changing Neighborhoods, Changing Churches”
 - Regular class schedule

11. Furman University, Chaplain’s Office, Greenville, SC 29613
 - Annual Pastor’s School

12. Golden Gate Baptist Theological Seminary, Continuing Education, Strawberry Point, Mill Valley, GA 94941-3198
 - Doctor of Ministry Degree, emphasis on student work
 - January Bible Study Clinic
 - Hester Lectures on Preaching
 - Chaplain’s Conference
 - Biblical Studies Update
 - January Term, June Term, July Term courses

13. Official Registrar of Harvard University, University Extension, Cambridge, MA 02138
 - Certificate of Special Studies in Administration and Management
 - Certificate of Advanced Study in Applied Science
 - Regular course offerings

14. Lancaster Theological Seminary, Center for Professional Development in Ministry, Lancaster, PA 17603
 - Doctor of Ministry Degree
 - Spectrum evening courses
 - Professional Development Planning retreat

- “Using Imagery to Embody and Communicate the Faith”
 - “Pre-Marital Counseling and Marriage Enrichment”
 - “Ministry-Management Work Conference in Interpersonal CompetenceII
15. New Orleans Baptist Theological Seminary, Continuing Education, 3939 Gentilly Blvd., New Orleans, LO 70126-4858
 - Masterlife/Masterbuilder
 - Personal study and Enrichment Week
 - Baptist Doctrine Study
 - Strengthening Families Conference
 - Supervision Workshop
 16. Princeton Theological Seminary, Center of Continuing Education, 12 Library Place, Princeton, NJ 08540
 - Summer Institute of Theology
 - “Design for Experimental Learning”
 - Biblical studies
 - “Prayer and Prayer Ministry”
 - Off-Campus Seminars: Southwest, Pacific Coast, Southeast or Rocky Mountains
 - Travel Seminars
 17. Southern Baptist Theological Seminary, Director for Continuing Education, 2825 Lexington, Louisville, Kentucky 40280
 - Doctor of Ministry Degree, emphasis on student work
 - Regular course offerings
 - Continuing education courses
 18. Southwestern Baptist Theological Seminary, Director of Continuing Education, P.O.Box 22000, Ft. Worth, TX 75122
 - Doctor of Ministry Degree
 - Regular course offerings
 - Continuing Education classes

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19. Trinity Evangelical Divinity School,
Continuing Education, 2065 Half Day Road,
Deerfield, IL 60015
 - Missions seminars
 - Week in The Word

20. Vanderbilt University, Divinity School,
Nashville, TN 37240, Attn: Continuing
Education
 - Vanderbilt Divinity School Atlanta Study
Forum
 - “Preparing for Lent”
 - Continuing Studies classes
 - Cole Lectures with Commentary
 - Knoxville Study Forum

21. Western Conservative Baptist Seminary,
Seminary External Education, 5511 S.E.
Hawthorne Blvd., Portland, OR 97215
 - Videotape learning offered in theology,
pastoral theology, biblical literature, Christian
education, communication or missions.

22. Wosley Hall Oxford North America, 30
Maple Road, Hartsdale, NY 10530 or
Wosley Hall Oxford, 66 Banbury Road,
Oxford OX2 6PR, England (Not associated
with Oxford University)
 - Summer school in Religious Studies