



Andover Newton Seminary
AT YALE DIVINITY SCHOOL

ANNUAL REPORT 2024



A WORD FROM THE DEAN



In the year 2000, I served a church in Milwaukee, Wisconsin as an interim pastor. I loved the good people of Christ UCC, and they loved my husband Dan and me right back. We hit a snag, however, in November of that year, as the contested Presidential election between George W. Bush and Al Gore wore on and on. During that tense time, I entitled a sermon with a play on words and called it, “State of the Union.” I was probably planning to talk about assessing our own faith lives and relationships with each other and God, but the whole congregation buzzed audibly before worship when they saw this title that was, in a politically mixed congregation, a straight-up bad choice.

I told this story to former and current Andover Newton board chairs Nancy Taylor and Jeffrey Haggray when they asked me, the night before my State of the Seminary address, if I was ready. My answer was, “No,” and “I have some baggage here.” Nancy encouraged me to think of the address as an opportunity to tell the story of our school and bring the community together around my positive narrative. Jeff said that all would be well as long as I outright stated, “The state of the union is strong.”

The state of the seminary is strong.

SARAH B. DRUMMOND
FOUNDING DEAN





OUR STUDENTS

This picture depicts the students taking Colloquium I, “Ministry in the Making,” this fall. The group includes five who are second- and third-year students, and the other 13 are new to both Andover Newton and YDS. Those who start Andover Newton’s diploma program while already enrolled often do so because they are drawn to the warmth of the ANS community and also seek structure and support for ministry discernment.

STUDENT DEMOGRAPHICS



311

Students at YDS

APROX. 130

Students in the MDiv Program

48

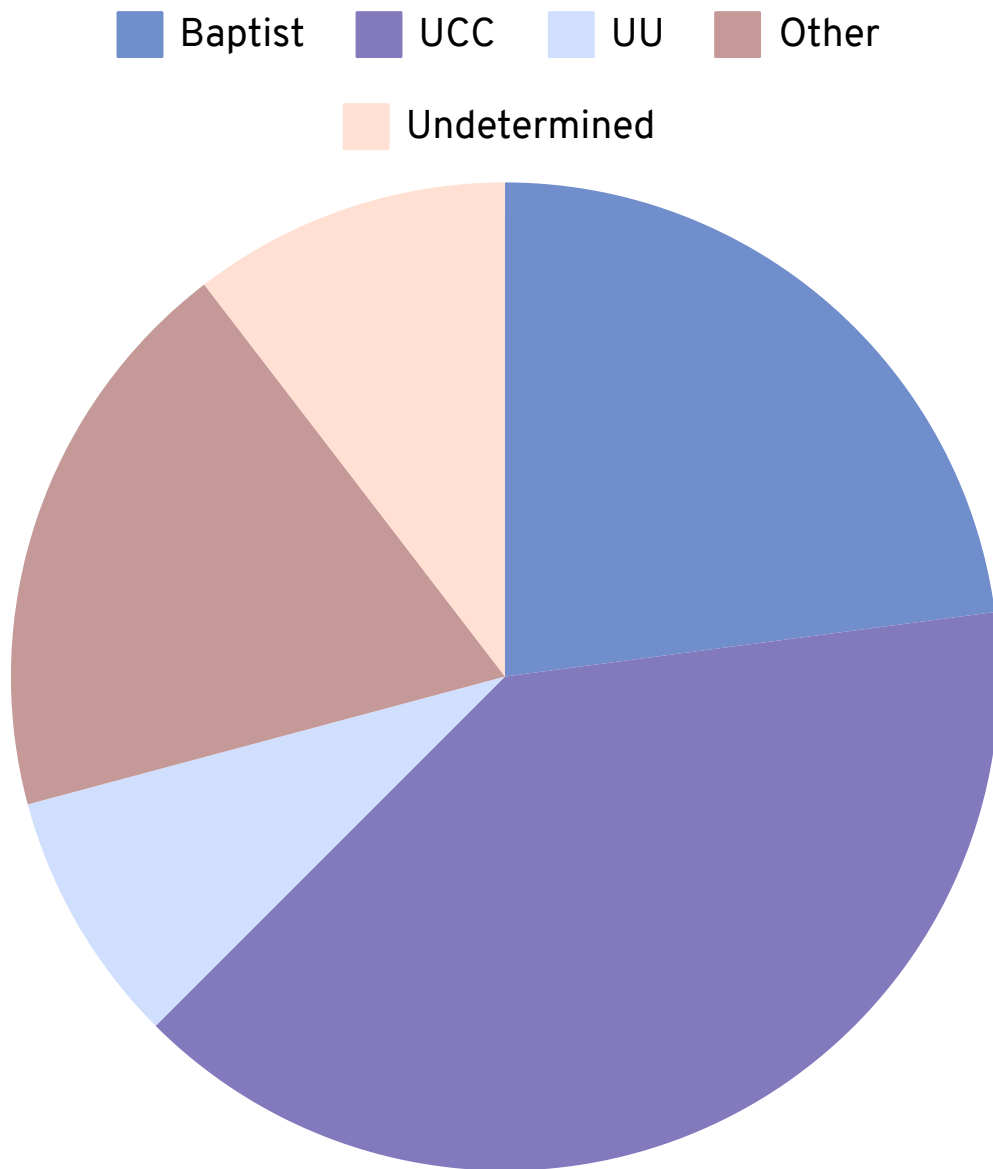
Students in Andover Newton
Diploma Program

FLUIDITY AMONG MAR- M.DIV, IN DIPLOMA PROGRAM

When Andover Newton relocated to New Haven and formed an affiliation with YDS, the hope was that we would have 45-55 students enroll in our program. We hit those numbers earlier than we expected. A bigger unexpected change was a contraction in the number of students enrolled at YDS generally, from about 400 to just over 300. That change related to YDS (and ANS's) goal to provide full tuition aid for any students with demonstrated financial need. We needed fewer students to get there.

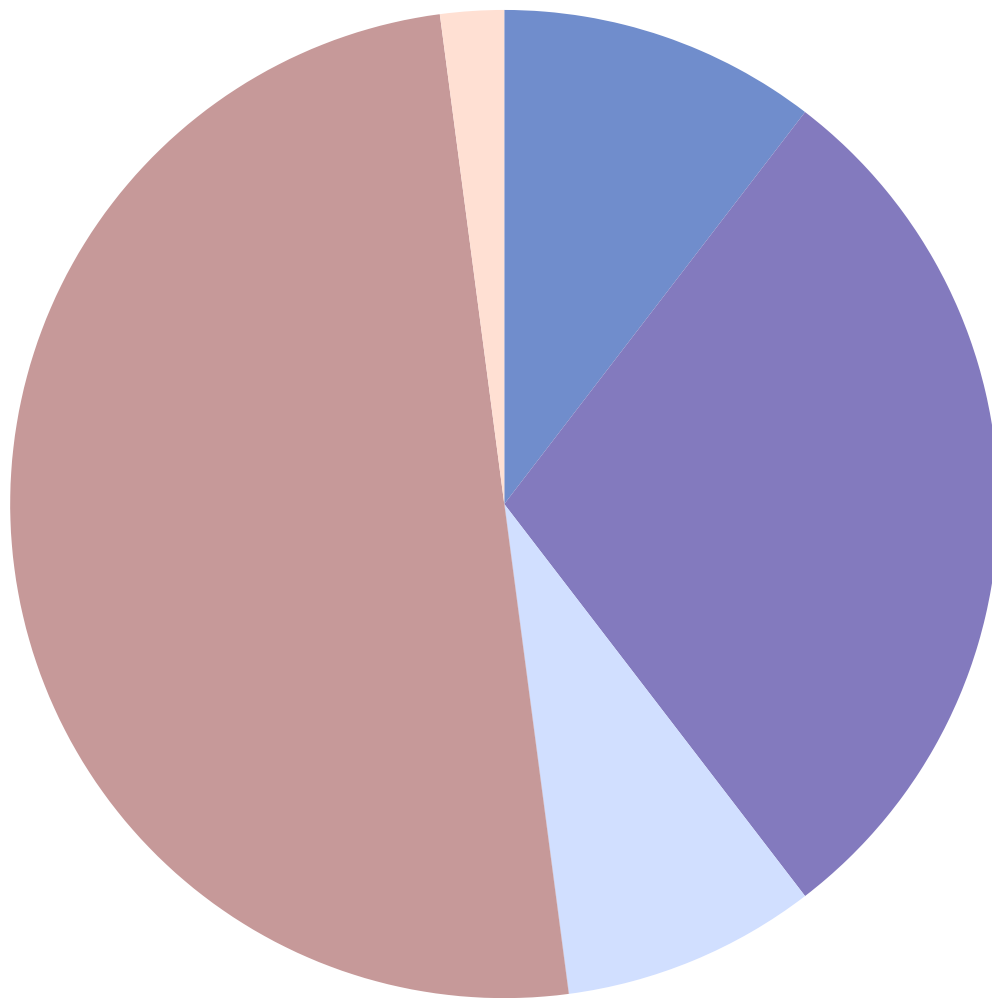
That we still have just under 50 students means that ANS is proportionally bigger than the original vision suggested. We do not endeavor to increase, but rather to stabilize, enrollment number. We want our students to learn in an ecumenical setting. Given national trends in seminary enrollment, however, we will have to continue to recruit actively to sustain our enrollment and attract students who can demonstrate both the intellectual and interpersonal capacities to enhance the academically demanding residential community that is ANS at YDS.

By Faith Tradition



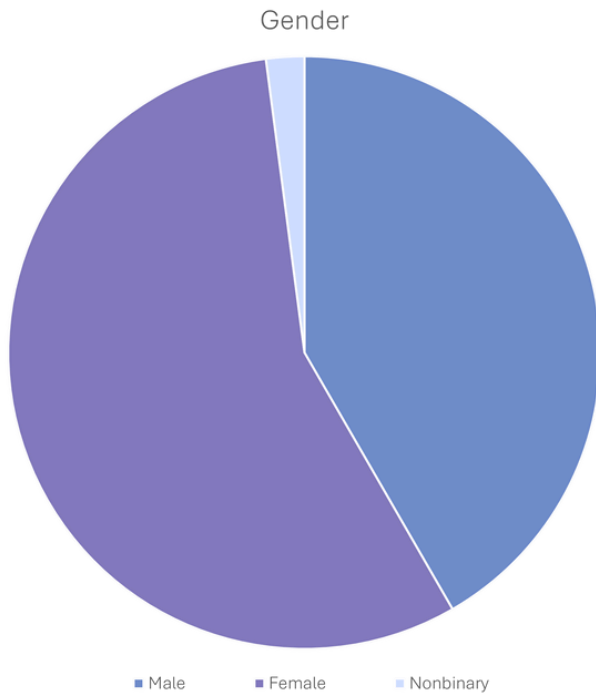
Given declines in membership in the American Baptist Churches (USA) and UCC, Andover Newton's two key partners, it is a wonder that those traditions still constitute the majority of ANS at YDS students. Just over $\frac{1}{4}$ of ANS students are without a denominational home for number of possible reasons: they grew up unchurched, they were raised in a denomination that would not have them as a pastor, they were raised in a tradition they don't feel called to serve as a minister, to name a few common stories. What all students have in common is that they want to think, talk, and learn about ministry in its many forms in an inclusive communal setting.

By Race



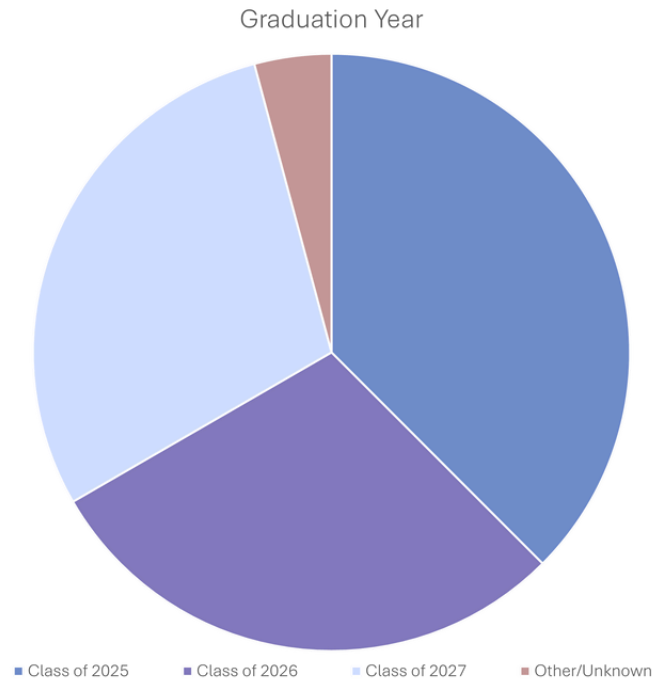
That ANS at YDS’s diploma program includes ½ students of-color means it is more racially diverse than YDS and Yale University. Diversity of this kind requires intentionality in all decisions, including those that take place behind the scenes. I often say, “We have a choice between intentional diversity and unintentional homogeneity. There is no such thing as sustained, unintentional diversity.”

By Gender



This proportion marks a shift, as recent classes have included more male-identifying students than female. Last year, only two women graduated out of a group of 12.

By Grad. Year



Because new students join the diploma program midcourse, it is not surprising nor distressing that the entering class is smaller than the graduating one.

CONSTITUENT SUPPORT SYSTEM

- Advisory Council (N=31)
- Affiliated Faculty (N=12)
- Alumni/ae Board (N=15)
- Fellows (N=44)
- Staff (N=4)
- Student Steering Committee (N=5)

Over 100 individuals with explicit leadership roles in the Seminary



The large number of constituents who care about ANS's mission operates as an insurance plan against identity loss. When making the move from freestanding to embedded status, many expressed worry that Yale would try to swallow Andover Newton up, despite Yale indicating no appetite for doing so. Our Advisory Council guards our mission. Our Affiliated Faculty ensure that ANS's curriculum within YDS is both integrated and distinctive. The Alumni/ae Board takes care that ANTS and ANS alums alike remain connected with each other and their alma mater.

Fellows – thriving ministers at-large – both mentor students and stress-test the ANS diploma program curriculum for relevance annually. The Student Steering Committee makes sure that students concerns have both a forum and an open channel of communication to the staff. Of course the staff – Dean, Associate Dean, Director of Institutional Advancement, Administrator – is small. But it coordinates so many who care about the school that concerns that it would somehow dissolve melt away.

WHAT ARE WE TEACHING THEM?

The Diploma Program and its Requirements

- Outcomes-based; competencies-oriented
- Competencies: Integration, Community-Building, Compassion and Social Justice; then Discernment, Leadership, and Spirituality
- Courses in Pastoral Care, Management, Polity
- Required experiences: Supervised Ministry in a congregation, CPE, CPE preparatory seminar
- Required colloquia (colleague groups) on competencies
- Upper-level colloquia (students select two): Bible study leadership, worship design, mentored vocational discernment, building community

Because this curriculum is outcomes-oriented, students modify the program based on what they bring and where their callings are taking them.



WHERE ARE STUDENTS COMING FROM? GOING TO?

- Mystical sense of call is strong
- Practical call: more nebulous
- No disdain for church
- Rather, a sense (we share) that it's not what it needs to be right now
- Inclusivity
- Relevance
- Emotional-spiritual connectivity
- Strong prior educational backgrounds
- Mixed bag regarding church support from home
- Most considering ordination
- To what? is the question
- Many seek transition-into-ministry programs

ANS at YDS is the school of the church, but we don't pressure or even steer students toward ministry in any one setting. In fact, we constantly remind them that they need to be ready for anything. Even if they're sure they want to serve a congregation, congregations are changing so quickly that they need to be nimble and openminded.



WHEN WILL WE BE CALLED TO MAKE DRAMATIC CHANGES?



Innovation is a core value of our school and a cherished dimension of our history and identity. Moving from Newton, MA to New Haven was a massive change, but we must change continuously, even now that we have landed. The world demands readiness to adjust to forces in the culture, ranging from diversification to secularization, from the rise of AI to the epidemic of loneliness.

- Interventions so far
 - Doubling down on residential theological education
 - Making it financially realistic
 - Making it awesome
 - Naming core value of contrition
 - Emmaus Encounters: Building Community on the Road
 - George Washington Williams Chair
- New initiatives
 - George Washington Williams scholarship initiative
 - Looking closely at “supply chain” issues
 - Congregations, denominations, ordination
 - Exploring “spiritual adoption” churches
 - Might need to go further into the ordination sphere to sustain founding and culturally necessary mission

THEME FOR THE 2024-2025 ACADEMIC YEAR



- Mission statement: “Deeply rooted in Christian faith, and radically open to what God is doing now, Andover Newton educates inspiring leaders for faith communities.”
- Each year, we select a portion of that statement to highlight, and this year’s theme is “Now and Next”
- Although our world is in a continuous state of transition, ANS at YDS has a sense now that it’s home and has landed...
- ... so, God, what now?

FINANCIAL STATEMENT

	FY23 Actual	FY24 YTD as of 06/30/2024	FY24 Goal	Variance from prior year	Variance from AF Goal
Annual Fund	300,048	322,657	295,000		27,657
Current Use Restricted	38,390	37,936		(454)	
Total Current Use	338,438	360,593		22,155	
Unrestricted Endowment	0	0		0	
Restricted Endowment	456,694	1,296,328		839,634	
Total Endowment	456,694	1,296,328		839,634	

	FY23 Actual	FY24 as of 06/30/2024	Variance from prior year
Total Giving from Churches	24,340	38,636	14,296
Total Giving from Individuals	760,344	1,575,563	815,219
Total Giving from Alumni/ae	248,855	762,048	513,193
Total Giving from AC Members	241,524	402,078	160,533

	FY23 Actual	FY24 as of 02/29/2024	Variance from year prior
Number of Churches Giving	28	34	6
Number of Individual Donors	457	435	(22)
Number of Alumni/ae Donors	266	201	(65)
Number of Gifts of \$5,000 or more	32	46	14
Number of Bequests Received	1	3	(1)

Grand Total	\$1,656,920.96
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Dear Friends,

Thank you for giving to Andover Newton at Yale Divinity School in 2023-24. We are grateful for your partnership in educating ministers. As you see in the data tables above, we exceeded our goal for our Annual Fund, which we use to provide scholarships and ministry-specific educational programs to our students. More of our church siblings gave to Andover Newton, and a larger number of donors of more than \$5K contributed than the year before. That the world needs a place for fully residential education for congregational ministry seems to be a priority shared broadly by those who care about church and society.

We again last year were able to provide full tuition aid to all students with demonstrated need, meaning that none of our students had to take on debt to pay tuition. We now aspire to provide each with stipends to close the gap between how much they can earn through part-time work and how much it costs to live in New Haven, CT. In addition to scholarship fundraising, we also endeavor to endow travel seminars focused on teaching students how to build community within and among groups. Emmaus Encounters: Building Community on the Road is a program that changes our students' perspectives, attitudes, and ministries. Please consider a gift to the Emmaus Encounters travel seminar by indicating your wish to contribute to it through your online gift or check memo line.

The information you read in the whole of this Annual Report reflects the contributions of the time, treasure, talent, and prayers of many cherished partners. Thank you for being one of them, and thank you for your dedication to Andover Newton's mission and ministry.

Yours Truly,



Sarah B. Drummond
Founding Dean

