STUDENT HANDBOOK
for the
DIPLOMA PROGRAM

2020-2021 Edition
Introduction

Andover Newton Seminary at Yale Divinity School (YDS), one of three “Partners on the Quad” dedicated to supporting and enhancing YDS’s educational mission, offers numerous opportunities. For those who wish for a deeper relationship with Andover Newton for the sake of faith leadership development and career and vocational enhancement, Andover Newton offers a diploma program that runs alongside the Master of Divinity Program. The Andover Newton diploma is not a separate degree, but rather it provides support and community to those in ministerial leadership formation and signals to the wider world a deep commitment to ministry in faith communities and readiness to serve in that capacity. This handbook describes the diploma program, and while doing so, it provides information about educational opportunities available to the entire YDS and Yale communities.

Mission

Deeply rooted in Christian faith and radically open to what God is doing now, Andover Newton Seminary at Yale Divinity School educates inspiring leaders for faith communities.

History

Andover Newton has two parent schools. Andover Seminary (founded in 1807), a freestanding seminary formed by religious scholars from the Congregationalist predecessor body of the United Church of Christ; and Newton Theological Institute (1825), a seminary of the American Baptist Churches (USA), have fascinating histories in their own rights. The two schools both separately and together educated thousands of ministers and other faith leaders. More information about the history of Andover Newton is available at www.andovernewton.yale.edu.

Andover Newton became an “embedded seminary,” or a school-within-the-school, at Yale in 2016. The partnership came about due to Andover Newton’s desire for a strong and sustainable institutional base and YDS’s desire for a congregational counterpoint to Berkeley Divinity School, which has thrived as an embedded school in the Anglican tradition since 1971. Andover Newton Seminary’s diploma program was approved by the YDS faculty in May 2018.

Three historical highlights inform Andover Newton Seminary’s diploma program:

1. Both Andover and Newton emerged from the Second Great Awakening in New England. Yale Divinity School did too. This movement brought together inspiration and intellect in the form of faith revivals led by educated clergy. The point of intersection between head and heart
celebrated in all three theological schools—Andover, Newton, and YDS—has provided a thematic focus since that era.

2. Andover Newton’s most consistent secondary appellation over the course of its history has been, “A School of the Church.” A wholehearted embrace of education for faith communities, even when that embrace has not been easy or fashionable, has characterized the institution’s choices and priorities throughout its history.

3. A commitment to learning for ministry through reflective practice motivates Andover Newton’s innovations in theological education. Andover Newton was the first school to offer academic credit for theological field education and was among two founders of Clinical Pastoral Education, or CPE: supervised ministry in high-stress settings. Border-Crossing Immersion, cross-cultural immersions for the sake of learning about social justice, is a more recent expression of Andover Newton’s determination to educate by way of transformational experience.

**Philosophy of Ministry Education**

Andover Newton brings to Yale Divinity School a broad sense of ministry. Andover Newton Seminary embraces the ministry of all believers: ministry does not belong to ordained clergy alone. Andover Newton also recognizes that ministry takes place in different kinds of communities. Pastors serve churches. Chaplains serve institutions whose mission might not be faith itself, but for which faith matters. Many new forms of church and chaplaincy settings appeal to YDS and Andover Newton students, and all deserve well-trained ministers. The local church is the primary unit of a faith tradition, but it is part of a wide ecology that is changing fast.

Andover Newton embraces both a practical and a mystical understanding of call. Call to ministry is known in part through the gifts and self-knowledge we receive from the Holy Spirit. It is also made known to us through our talents, and through what forms of work we enjoy. Andover Newton’s program embodies the idea that ministry involves certain competencies, in varying degrees depending on contexts. Those competencies are partly but not wholly innate; in other words, they can be taught.

Yale Divinity School Master of Divinity candidates are eligible to participate in Andover Newton’s diploma program. In cases where MA in Religion candidates have previous academic experience—namely, an earned MDiv or its equivalent—they may participate with permission of Andover Newton Seminary’s dean.
Competencies

In designing this diploma program, Andover Newton’s faculty used six competencies identified by thriving ministers as the target at which the above requirements take aim:

1. INTEGRATION: an integrated understanding of theology, ministry, human nature, and life’s meaning
2. COMMUNITY: value for, and ability to build, community
3. COMPASSION/SOCIAL JUSTICE: compassion for others and care for justice in the community
4. PERSPICACITY: ability to listen and to read group dynamics
5. LEADERSHIP: effective communal and ministerial managers and leaders
6. SPIRITUALITY: a deep and cultivated Christian faith

Requirements

Andover Newton Colloquia I and II. (REL 3797 and 3798) Colloquia appear on transcripts at zero credits, but they are graded, nonetheless, with a default Credit/No Credit designation. Colloquia are required for the Andover Newton diploma. These introductory colloquia, I and II, trace the six ministry competencies around which the Andover Newton diploma is built. Mark Heim, Sarah Drummond, Ned Parker, and Jerry Streets will teach this course in the 2020-2021 academic year; students entering the Andover Newton diploma program should plan to take it at the beginning of that pursuit. The courses will meet from 5:30-6:20 on Thursdays all year, every Thursday that Yale is in classes, after the Supervised Ministry Practicum and before the weekly Emmaus study and worship time (see below). Normally students will take the courses in sequence in one academic year. Expectations for preparation outside of class will be minimal. The course will promote enrichment, group-building, and ministerial identity formation. The Andover Newton Colloquium is the only truly non-negotiable requirement for students balancing the program with certificates or starting the program later in the MDiv.

Andover Newton Colloquia III, IV, and V. These non-credit but transcript-recorded courses cover three dimensions of ministry that involve more than one of Andover Newton’s named ministry competencies and have particular relevance to faith community leadership. Colloquium III, taught by Gregory Mobley, focuses on Bible study leadership. Colloquium IV, with Mark Miller, considers building community through worship, especially in times of trial. Colloquium V, with Sarah Drummond, focuses on vocational discernment and includes a mentoring component with thriving religious leaders affiliated with Andover Newton. Students pursuing an Andover Newton diploma are required to take two out of three of Colloquia III, IV, and V, and they are encouraged to take all three if able.
Management courses. In order to receive Andover Newton’s diploma, candidates must earn at least 4.5 credit hours in management, with the main source for those courses being the Yale School of Management (SOM). Each year, Andover Newton will publish a list of SOM courses that are appropriate for future ministers as well as attainable to them as learners with few or no prerequisites. The following list is a sampling of courses that have been recommended in recent years by both the Andover Newton and the SOM dean:

1. MGT 655: Entrepreneurship and New Ventures (1.5 credits by YDS standards, 2 by SOM’s)
2. MGT 502: Foundations of Accounting and Valuation (3 credits by YDS standards, 4 by SOM’s)
3. MGT 531: Interpersonal Dynamics (3 credits)*
4. MGT 505: Introduction to Marketing (3 credits)
5. MGT 801: Introduction to Not-for-Profit Accounting (1.5 credits)
6. MGT 832: Leadership Lab (3 credits)
7. MGT 621: Managing Social Enterprises (3 credits)
8. MGT 612: Introduction to Social Entrepreneurship (3 credits)
9. MGT 674: Leading Small and Medium Enterprises (1.5 credits)
10. MGT 538: Mastering Influence and Persuasion (1.5 credits)*
11. MGT 887: Negotiations (1.5 credits)
12. MGT 893: Nonmarket Strategy (1.5 credits)
13. MGT 506: Problem Framing (1.5 credits)
14. MGT 527: Strategic Management of Nonprofit Organizations (3 credits)
15. MGT 536: Urban Poverty and Economic Development (3 credits)
16. MGT 631: Innovation and Entrepreneurship in Public Health (1.5 credits)
17. MGT 850: Designing Experiences and Managing Well-being (1.5 credits)
18. MGT 537: Inequality and Social Mobility (1.5 credits)
19. MGT 581: Education Policy (1.5 credits)

*These courses tend to become full but have multiple sections; in other words, have a backup plan.

Even with this preapproved list providing many options, students can take any SOM courses they choose to meet the requirement. The course listing at https://som.yale.edu/elective-core-courses provides all options open to those not enrolled in SOM degree programs. Cross-registering in the SOM in itself provides education on administrative leadership, for organizing bureaucratic steps is a useful skill! As Andover Newton students cross-register, they will have support and counsel from Andover Newton’s dean and the YDS Registrar. Here are the steps:

- Visit the website for non-SOM students, https://portal.som.yale.edu/page/for-non-som-yale-students, which opens later than YDS’s.
- Fill out an add/drop form in the YDS Registrar’s office so courses transfer into the YDS transcript.
- The form requires a signature from the academic advisor. Get the signature and submit the form.
- YDS will not enter the student’s registration until the student has been admitted to the course.
YDS also offers courses on ministerial leadership that include management education, and students will be encouraged to take advantage of them. Since ministers interact regularly with business leaders, and partner with management professionals in carrying out the missions of their communities, at least three credits in the SOM will normally be expected for the sake of students’ preparation to speak confidently on matters of management.

**Denominational polity.** Andover Newton’s covenant partners are the American Baptist Churches (ABCUSA) and the United Church of Christ (UCC). Andover Newton Affiliate Faculty will offer courses on the polity of those denominations biannually. Due to its strong affinity with other denominations whose polities are congregational in nature, Andover Newton will also promote regular polity offerings in traditions such as Unitarian Universalism. Polity courses count among students’ Area II requirements in the MDiv program.

**Introduction to Pastoral Care (REL 807).** Many MDiv students already take Introduction to Pastoral Care as one of their Area IV requirements for the MDiv, but since it is not a core requirement, some avoid it. Those entering ministerial leadership truly need it, however, and many ordaining bodies insist on it. Therefore, Andover Newton will help steer students toward this essential course for ministry by including it among Andover Newton’s requirements.

**Clinical Pastoral Education (CPE).** Andover Newton was one of the first two seminaries to educate students in a clinical setting, combining mentored pastoral care ministry with deep investigation of obstacles to effective ministry. Many denominations, including Andover Newton’s covenant partners, still either require or strongly recommend one unit of CPE, which YDS treats as six credits. Students find approved settings using the acpe.org website, as settings are available in hospitals and other agencies across the country. Yale currently provides funding for one unit of CPE through a combination of operating funds and work-study funding.

**Pre-CPE seminar.** CPE is intense. Students find themselves suddenly in high-stress pastoral care situations while also participating in one-on-one and small-group reflection that force them to confront their obstacles to an authentic pastoral presence. Therefore, Andover Newton offers a five-week, 1.5 credit pre-CPE seminar, available to all and required for the Andover Newton diploma. Joanne Jennings teaches this course during the last five weeks of the spring term, after students accepted to CPE programs for the summer have learned of their placements. Students who have applied for CPE should register for the course even if they have not yet learned of acceptances to programs; they can drop the course if their CPE plans do not pan out, or they may take the course far in-advance of CPE without diminishing its usefulness. Students are advised to take REL 807 before, or concurrently with, the Pre-CPE seminar. The
purpose of the seminar will be to introduce students to the learning methodologies of CPE so that they might take best advantage of the opportunity to learn about ministerial practice and their own growing edges.

**Supervised Ministry in a Congregation.** YDS students have a wide range of options for contextual education that meet YDS’s MDiv requirement of an academic year or summer of Supervised Ministry or Clinical Pastoral Education. Andover Newton’s candidates will be required to spend one academic year in Supervised Ministry in a congregation, given Andover Newton’s strong commitment to the church. Andover Newton will work in full partnership with Supervised Ministries, enhancing support for—but not replacing any of their expectations of—students, sites, or supervisors.

*Intake Process*

Students have their first opportunity to express interest in Andover Newton’s programs during their application process. That said, there is no application process separate from the application to the MDiv program. Students who wish to pursue the program begin with an information session, either during Before-the-Fall Orientation (BTFO) or in a one-on-one with the dean. The next step is an intake interview with the dean to map out a program of study that includes Andover Newton’s requirements. Students who begin the diploma program after their MDiv is underway can expect extra flexibility so they can complete diploma program requirements without unnecessary pressures. The plan for learning coming out of the intake interview will serve as the blueprint for the student’s progression toward the diploma. During their experience pursuing the Andover Newton diploma, students will meet annually with the dean to review their progress in all competency areas and receive recommendations for growth and improvement.

*Denominations and the Ordination Process*

Andover Newton’s diploma program runs parallel to students’ ordination processes, and Andover Newton willingly and gladly collaborates with ordaining bodies. The first step in an ordination process with one of Andover Newton’s partner traditions, because of their congregational nature, is through the local church. Students in the diploma program should connect or reconnect with a local church in the tradition in which they seek ordination in the fall of their first year, and they should initiate the discernment process that first spring. Of course, exceptions apply, but in most cases, it is in a student’s best interest to align the ordination and degree program experiences as closely as possible.
With student permission, Andover Newton’s dean will share any requested information with ordaining bodies regarding readiness for ministry. When ordaining bodies place requirements on candidates for particular courses or experiences, Andover Newton will help guide students toward opportunities that meet denominations’ expectations. Andover Newton will celebrate milestones with students as they make their way through ordination processes and provide for them emotional support and perspective in what can be a mysterious and confusing process when going it alone.

Students who are unsure of their right denominational home will, during intake appointments with the dean, craft a strategy for engaging in denominational discernment. That strategy will take into account that (1) no denomination is a perfect fit for any person, (2) where a person might wish to worship might not be the same as where a person might wish to serve in ministry, and (3) denominational authorization for ministry is not an event but a process. YDS and Andover Newton have abundant resources for supporting and encouraging students in such processes.

Recommended Sequence

Students bring to Andover Newton’s diploma program different prior learning and varied future goals. Therefore, the program is flexible and amenable to tailoring. The sequence laid out below should be considered an example—and just one example at that—of how students might organize the Andover Newton portions of their YDS degree program experiences. Some students beginning the diploma program after their first year is complete might be grand-parented into the program, and others will receive waivers and substitutions due to prior education, training, or experience. The intake meeting is when these matters will be determined collaboratively.

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<th>Year</th>
<th>Fall semester</th>
<th>Spring semester</th>
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<td>1st</td>
<td>Colloquium I</td>
<td>Colloquium II</td>
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<td>SOM course (3-credit)</td>
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<td>2nd</td>
<td>Colloquium III or IV</td>
<td>Supervised Ministry</td>
<td>CPE</td>
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<td>Supervised Ministry</td>
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<td></td>
<td>Introduction to Pastoral Care</td>
<td>Pre-CPE seminar</td>
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<td>3rd</td>
<td>Polity</td>
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Co-Curricular Programs

In addition to its diploma program, Andover Newton offers many co-curricular opportunities to students who wish to grow in their gifts for ministry and sense of community at YDS.

Border-Crossing Immersion. Andover Newton sponsors cross-cultural, social justice immersion opportunities for students that are available to the whole of the YDS community. Recent Border-Crossings have included trips to Israel and Palestine, El Salvador, Kenya, and the US-Mexico border.

Emmaus. Each Thursday evening that a course meets at YDS, Andover Newton worships God through dinner and Bible study; music, word, and sacrament; and abundant fellowship throughout. All members of the YDS community are welcome.

Fellows. Andover Newton curates and cultivates a body of ministers serving faithfully and successfully in ministry and then provides opportunities to connect with fellows as potential mentors and role models. Students work with fellows formally in Colloquium V but have informal, co-curricular opportunities to meet with them for informational conversations by request to Andover Newton’s dean.

Integrated Refugee and Immigration Service (IRIS) partnership. Andover Newton supports a warm clothing drive for newly-arrived residents who have come to the US as refugees. Members of the Andover Newton community also send a team on the IRIS Run for Refugees each February to raise money to support resettlement initiatives.

Retreat. In January or February, Andover Newton students are invited on a peer-led retreat for deeper time together and shared rest and recuperation from the busyness of the YDS community.

The Upper Zoom. This small-group ministry includes cohorts of up to eight participants and one facilitator each. Any YDS student can be part of an Upper Zoom group. They meet online weekly for discussion and prayerful support. When Emmaus is not possible due to social distancing safety requirements, the Upper Zoom also includes Bible study and shared rituals common among all the Upper Zoom groups.