STUDENT HANDBOOK
for the
DIPLOMA PROGRAM

2022-2023 Edition
Introduction

Andover Newton Seminary (ANS) 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. This handbook describes the diploma program.

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-a-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. Master of Arts in Religion with previously earned postgraduate theological education, and Sacred Theology Masters students, may petition Andover Newton’s dean for consideration for admission to the program.

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 Colloquium III, IV, V, and VI. These non-credit, transcript-recorded courses cover dimensions of ministry that 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. Colloquium V, with Sarah Drummond and JaQuan Beachem, focuses on vocational discernment and includes a mentoring component with Andover Newton Fellows. Colloquium VI, taught by Alison Cunningham, focuses on social justice ministries and includes community-organizer training. Students pursuing an Andover Newton diploma are required to take two out of four upper-level Colloquia. All provide space for integrative learning and collegial support.

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. Even with this list of suggested courses 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 1.5 credits in the SOM will normally be expected out of the 4.5 management credits required.

**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.

Due to the disruptions associated with the Covid-19 pandemic, Andover Newton has relaxed the CPE requirement for those graduating in the classes of 2022 and 2023, strongly recommending both the course and the seminar (see below), but not withholding the diploma from those unable to complete it. Students who pursue CPE after graduating from YDS can receive their Andover Newton diplomas with verification of satisfactory completion of CPE.

**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.

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.

Conclusion

The Andover Newton diploma program supports learning for ministry, whatever the context, whoever falls under the minister’s care. Students interested in serving a congregation, as a chaplain, or in emerging ministry contexts will all find resources to prepare them to be of use to faith communities. Even more importantly, they will be ready to follow the call of a God who loves us and is also full of surprises.