



Andover Newton Seminary
AT YALE DIVINITY SCHOOL

STUDENT HANDBOOK
for the
DIPLOMA PROGRAM

2023-2024 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 degree program. The Andover Newton diploma is not a separate degree, but rather it provides support and community to those seeking 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 predecessor 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, "the School of the Church." A wholehearted – yet not uncritical – 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. Emmaus Encounters: Building Community on the Road, travel seminars focused on the art relationship cultivation, is a more recent expression of Andover Newton's determination to educate through transformational experience.

Philosophy of Ministry Education

Newton Seminary embraces the theological concept of the ministry of all believers. Andover Newton also recognizes that ministry takes place in different kinds of settings. Pastors serve churches. Chaplains serve institutions whose mission might not be the promotion of 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 gifts received from the Holy Spirit, made known through God-given insights and the observations of the community. Callings are also made known to us through the 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 Master of Sacred Theology 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: capacity to bring together 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. DISCERNMENT: ability to listen to the voice of the Spirit, personally and alongside a community
5. LEADERSHIP: gifts and skills for effective ministerial leadership
6. SPIRITUALITY: a deep and cultivated Christian faith

Requirements

Andover Newton Colloquia I and II. 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 2023-2024 academic year; students entering the Andover Newton diploma program should plan to take it upon commencing the program. These colloquia 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 weekly Emmaus (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, 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 (it will be offered next in the fall of 2024). 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 publishes a new list of SOM courses that are appropriate

for future ministers as well as available to them as learners with few or no prerequisites (see Appendix A). Even with the Appendix's list of suggested courses providing many options, students can take any SOM courses they choose to meet the requirement. See <https://som.yale.edu/elective-core-courses> for all options. Cross-registering in the SOM requires attention to detail, as well as backup plans for cases where courses are oversubscribed. To register, students should follow the steps required by the School of Management <https://portal.som.yale.edu/page/for-non-som-yale-students>, refer to information about cross-registration in the *YDS Bulletin*, and consult with the YDS registrar and ANS dean for assistance as needed. YDS also offers courses on ministerial leadership that include management education, and up to three credits in leadership can come from YDS courses. At least 1.5 credits in the SOM are normally expected out of the 4.5 management credits required.

Denominational polity. Andover Newton's covenant partners are the American Baptist Churches (ABC(USA)) 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. 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 helps 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. In some cases, students might choose to pursue CPE immediately after they have graduated. If able to document a concrete plan for doing so, students may receive their diploma provisionally before they have completed 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 an introductory pastoral care course 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.

Emmaus Encounters: Building Community on the Road. Beginning in January, 2024, Andover Newton students with three semesters remaining in the program will be invited to participate in a funded travel seminar to one of Andover Newton's historic mission settings. Students may choose to substitute the experience for one of their two upper-level colloquia, or – with additional work – may earn 1.5 credits toward their management requirement (not both). The travel seminar will focus on teaching students to build community within groups and with partners in the wider world.

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 (see Appendix B for a program worksheet). 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.

Community Life

In addition to its diploma program, Andover Newton offers numerous opportunities for community development and spiritual life outside formal educational settings. Most notably, the Andover Newton community worships together Thursday evenings at Emmaus. This experience begins with dinner and Bible study in small groups, around tables, where strangers become neighbors, or even friends. It then transitions to worship, including music and testimony and communion. Other opportunities include retreats and fellowship.

Students who participate in the diploma program have the affectionate nickname, AndyNewts. Those who participate in wider Andover Newton community life, but are not pursuing a diploma, are described, equally affectionately, as FANS, or “Friends of Andover Newton.” Colloquia are available to AndyNewts only, and certain events – such as off-campus retreats – are available to AndyNewts and FANS only (not the entire YDS community). Students may express interest in FAN-dom to the Director of Community Development and Spiritual Life, or to the dean, at any time. Occasionally, FANs become AndyNewts, or AndyNewts become FANs. This fluidity serves as an expression of Andover Newton’s commitment to honoring free will, as well as its recognition that the Spirit is not static, but rather constantly moving among those who are called.

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.

Appendix A: Recommended Courses to Meet Andover Newton's Management Requirement, 2023-2024

The following courses in the School of Management are ones that have relevance to faith community leadership, are open to cross-registrants, and do not carry business prerequisites. See <https://som.yale.edu/elective-core-courses> for full descriptions. Fall and Spring courses are full-semester courses. Half courses have the designation of "1" or "2" after Fall and Spring, signifying in which part of the semester – the first or last six weeks – courses take place. A 2-credit course at the SOM earns a YDS student 1.5 credits. A 4-credit course earns a YDS student 3 credits.

1. Brooks MGT 503: Everyday Leadership Spring (offered through Yale Law School)
2. Chevalier MGT 527: Nonprofit Strategy Fall
3. Brooks (Fall) Tate (Spring) MGT 531: Interpersonal Dynamics Fall, Spring
4. Dana MGT 532: Business Ethics Fall 2, Spring 2
5. Cooney MGT 536: Urban Poverty and Economic Development Fall
6. Biasi MGT 537: Inequality and Social Mobility Fall 2
7. Chance MGT 538: Mastering Influence & Persuasion Fall 1
8. Reich MGT 553: Strategic Communication Spring 2
9. Shin MGT 559: Marketing Strategy Fall 1
10. Chahine MGT 612: Social Entrepreneurship Lab Fall
11. Cooney MGT 621: Managing Social Enterprises Spring 1
12. Sonnenfeld MGT 623: Strategic Leadership Across Sectors Spring
13. Braverman MGT 629: Ethical Choices in Public Leadership Fall
14. Cooney et al MGT 632: Housing CT: Developing Healthy/Sustainable Neighborhoods Fall
15. Chahine MGT 637: Social Innovation Starter Fall
16. McFadden MGT 646: Start-up Founder Practicum Fall, Spring
17. Kovacs MGT 665: Principles of Entrepreneurship Spring 2
18. Wasserstein MGT 674: Leading Small and Medium Enterprises Spring 2
19. Rock MGT 675: Designing Brand Strategy Spring 1
20. Owens MGT 678: Managing Inequality in Organizations (draft title) Spring 2
21. Duguay MGT 801: Impact Measurement/Fin. Reporting in Social Sector Spring 1
22. Jensen MGT 823: Insurance and Finance for the Poor Fall 2
23. Cooney MGT 826: Inclusive Economic Development Lab: Special Topics Spring
24. Feinstein MGT 828: Creativity and Innovation Spring 2
25. Biggerstaff MGT 832: Leadership Lab Spring 1
26. Kraus MGT 833: Power & Politics Spring 2
27. Abaluck MGT 837: Policy Design Fall
28. Snyder MGT 840: Stakeholders, Management, and Capitalism Fall-2
29. Small MGT 864: Behavior Science and Social Good Spring 1
30. Sheldon MGT 865: Global Social Entrepreneurship Spring
31. Chevalier/MacLean MGT 867: Modern Philanthropy: Perspectives and Challenges Fall
32. Wasserstein MGT 874: Patterns in Entrepreneurship Spring 2
33. Fujikawa MGT 875: Service Management Spring 1
34. Cain (Fall) Cusimano (Spring) MGT 887: Negotiation Fall 2, Spring 1
35. Katic MGT 893: Nonmarket Strategy Spring 2

Appendix B: Planning Worksheet for ANS Diploma Requirements, 2023-2024

Expectation	Anticipated timing	Waiver or substitution?
Colloquium I		N/A
Colloquium II		N/A
Colloquium III, IV, V, or VI; Emmaus Encounters		
4.5 credits in management, at least 1.5 from SOM		
Introduction to Pastoral Care		
Polity		
Supervised Ministry, church		
Pre-CPE		
CPE		