

# GENERAL BOARD OF EXAMINING CHAPLAINS

## Membership

### **Bishops**

The Rt. Rev. Dr. Barry R. Howe, *Chair, (Retired)*, 2015  
The Rt. Rev. Dr. Larry R. Benfield, *Vice Chair*, 2015\*  
The Rt. Rev. Dr. R. William Franklin, 2018  
The Rt. Rev. Sean W. Rowe, 2015

### **Clergy with Pastoral Responsibilities**

The Rev. Canon Dr. Stephen C. Holmgren, 2018  
The Rev. Dr. Stephen E. Moore, 2015  
The Rev. Dr. Danielle E. Tumminio, 2018  
The Rev. Peter T. Vanderveen, 2018

### **Members of Faculties**

The Rev. Dr. Frank G. Kirkpatrick, 2018  
The Rev. Canon Dr. Lloyd A. Lewis, 2015  
The Rev. Dr. Patrick L. Malloy 2018  
The Rev. Dr. Paula D. Nesbitt, 2018  
The Rev. Dr. Frederick W. Schmidt, Jr., 2015

### **Lay Persons**

Br. Reginald-Martin Crenshaw, 2015  
Dr. Frederick W. Gerbracht, 2018  
Dr. Sandra D. Michael, 2018  
Dr. Donn F. Morgan, 2015  
Ms. Janet P. Roth, 2018  
Dr. Kristine T. Utterback, 2015  
Mr. Duncan C. Ely, *Executive Director and GOE Administrator*  
Ms. Margaret A. Leach, *Staff*

\*eligible for additional three-year term

### *Changes in Membership*

The GBEC declined to fill three vacancies caused by a position inadvertently unfilled by the last General Convention and by the subsequent resignations of The Revs. Elena Thompson and Tanya R. Wallace.

### *Representation at General Convention*

Bishop Larry R. Benfield and Deputy Stephen E. Moore are authorized to receive non-substantive amendments to this report at General Convention.

## Summary of Work

**Mandate:** The canonical mandate for the General Board of Examining Chaplains [Canon III.15.2 (a)] reads: “The General Board of Examining Chaplains, with professional assistance, shall prepare at least annually a General Ordination Examination covering the subject matter set forth in Canon III.8.5 (g) and (h), and shall conduct, administer and evaluate it in respect to those Candidates for Holy Orders who have been identified to the Board by their several Bishops.”

The 2013-15 triennium has been one of reimagining, restructuring, and transformation. The GBEC continued its professionally vetted policy of evaluating the GOE at a single readers' meeting at the cost-effective Episcopal Kanuga Conferences, Inc., in Hendersonville, North Carolina, to foster a higher level of training and greatly improved consistency of evaluation.

Annual feedback from consultants, volunteers, diocesan officials, and seminary administrators continues to be positive both as to the high level of consistency in evaluations and to the timely distribution of the results. In carrying out its canonical responsibilities, the Board:

- Gathered at its annual meetings on October 1-4, 2013, October 7-10, 2014, and October 6-9, 2015 — all at Kanuga Conferences, Inc., Hendersonville, North Carolina — and evaluated the GOE at its readers' meetings on February 4-8, 2013, February 3-7, 2014, and February 2-6, 2015.
- Agreed to continue reimagining the GBEC and the GOE with assistance from diocesan and professional consultants to improve efficiency and training, to lower costs, and to provide a GOE that reflects TEC's changing needs while ensuring adherence to the latest and most professional psychometric standards.
- Worked throughout each year individually, in groups and as a whole board to prepare the GOE and supporting materials; Question-Writing Team chairs met by videoconference in June of each year; and the entire Board convened in October of each year to prepare the final draft of the GOE and to produce the background material for the guidance of the volunteer readers who evaluated the candidates' papers.
- Arranged for the electronic administration of the GOE annually at all Episcopal seminaries and at more than 50 additional locations throughout the United States and abroad to 189 candidates in 2013, 199 in 2014, and 192 in 2015.
- Recruited, trained, supervised, and assisted volunteer readers, editors, and office staff in the annual professionally vetted evaluation process while annually increasing efficiency and reducing by half the size of the volunteer corps.
- Reported annually the examination results and recommendations to candidates, their diocesan authorities, and seminary deans.
- Informed seminary deans about how their candidates compared with those from other seminaries; in this comparison, the GBEC did not identify seminaries by name but by an arbitrary alphabetical designation.
- Through a Planning Committee and as a whole board, evaluated each year's GOE, its administration and results, and its volunteer readers, editors, and office staff; adapted and altered subsequent exams and procedures in response to solicited feedback from candidates, volunteers (readers, editors, and office staff), diocesan authorities, and others, including a professional consultant.
- Continued to improve a dedicated web site to impart information about the GBEC and its ministry and the GOEs, and to transmit GOE questions, receive GOE answers, and transmit results to candidates, bishops, and seminary deans — improving communication and substantially reducing postage and printing costs.
- Created an extensive set of Frequently Asked Questions (FAQs) for the GBEC website and for electronic and print distribution explaining the GBEC's history and purpose, the GOE and its administration and evaluation, and tips for taking the exam; and posted the past 10 GOEs on its website.
- Developed standards for each of the seven canonical areas, widely distributed them throughout TEC for feedback, and published them on the GBEC website.
- Reported to the interim meetings of the House of Bishops, as required by Canon.
- Appointed a subcommittee of the Board to study GBEC composition and size, and accepted its report to reduce Board size from 22 to 12.
- Reduced by half both length and costs of Board and readers' meetings effective next triennium.
- Accepted the resignations of The Revs. Elena Thompson and Tanya R. Wallace.

## Goals and Objectives for the 2016-2018 Triennium

The GBEC's principal objectives during the next triennium will be to continue to fulfill its canonical responsibilities to develop annually a General Ordination Examination; to administer it to certified candidates; to evaluate the results; and to report the results to candidates, their diocesan authorities, and their seminary deans. In addition, the GBEC will:

- Continue to create examinations that will provide diocesan authorities with useful information for diagnosis and assessment of their candidates;
- Continue to provide seminaries and dioceses with statistics about performance on the annual GOE;
- Continue to reduce costs, leverage resources, improve efficiency, increase use of electronic technology, and respond to the needs of TEC with a professionally designed and administered GOE;
- Continue refining the GBEC website to reflect the GBEC's transparency about its work, to provide easy access to information about the GBEC and the GOE, and to make the electronic administration of the GOE as user-friendly as possible;
- Continue to work with other church-wide, provincial, and diocesan groups involved in theological education to better serve bishops, students, and their dioceses;
- Continue a church-wide dialogue about theological education, the best way to test for it, and ways in which the GBEC can adapt to be of greatest service to TEC.

### PROPOSED RESOLUTIONS

AO41: AMEND CANON III.15.1-5 — OF THE GENERAL BOARD OF EXAMINING CHAPLAINS

Resolved, the House of \_\_\_\_\_ concurring, That the 78th General Convention of The Episcopal Church replace existing Canon III.15.1-5 with the following canon:

CANON III.15.1, 2, and 3 (replacing all existing sections)

Sec. 1. There shall be a General Board of Examining Chaplains, consisting of four Bishops, ~~six Priests with Pastoral cures or in specialized ministries, six members of accredited Seminary faculties or of other educational institutions, and six Lay Persons. and eight other members.~~ The members of the Board shall be elected to ~~six-year terms~~ by the House of Bishops and ~~confirmed by the House of Deputies from nominees presented by the existing Board and the Presiding Bishop,~~ one-half of the members ~~in each of the foregoing categories being elected and confirmed at each regular meeting of the General Convention for a term of two Convention periods not to exceed two General Conventions, except that for the first election following the approval of this canon, one half of the members shall be elected for a three-year term and one half for a six-year term.~~ They shall take office at the adjournment of the meeting of the General Convention ~~at which their elections are confirmed of their election,~~ and shall serve until the earlier of the end of their term or the adjournment of the second regular meeting of General Convention thereafter. No member shall serve more than 12 years consecutively. Additionally, the Presiding Bishop, ~~in consultation with the Chair of the Board, may appoint up to four other members for a term.~~ The House of Bishops, at any special meeting that may be held prior to the next meeting of the General Convention, shall fill for the unexpired portion of the term any vacancy that may have arisen in the interim. The Board shall elect its own Chair and Secretary, and shall have the power to constitute committees necessary ~~for the carrying on of to carry out its work.~~

Sec. 2. (a) The General Board of Examining Chaplains, with professional assistance, shall prepare at least annually a General Ordination Examination covering the subject matter set forth in Canon III.8.5 (g); and shall conduct, administer, and evaluate it in respect to those Candidates for Holy Orders who have been identified to the Board by their several Bishops.

~~(b) Whenever a Candidate has not demonstrated proficiency in any one or more of the canonical areas covered by the General Ordination Examination, The General Board of Examining Chaplains shall recommend to the Commission on Ministry, and through the Commission to the Board of Examining Chaplains, if one exists, of the Diocese to which the Candidate belongs, how the proficiencies might be attained. promptly report to each Candidate, to the Candidate's Bishop, and to the dean or other official of the educational program at which the Candidate is studying, the results of the General Ordination Examination, the examinations themselves, and the proficiency or lack of proficiency noted, along with the reasons for any lack of proficiency. The Bishop shall transmit these reports to the Standing Committee and to the Commission on Ministry.~~

~~Sec. 3. The General Board of Examining Chaplains may prepare, in each Convention period, guidelines based upon the subjects contained in Canon III.8.4(e), which guidelines shall be available to all persons concerned. shall make a report concerning its work to each regular meeting of the General Convention.~~

~~Sec. 4. The General Board of Examining Chaplains shall promptly report, in writing, to the Candidate, to the Candidate's Bishop and to the Dean of the Seminary the Candidate is attending, the results of all examinations held by them, together with the examinations themselves, whether satisfactory or unsatisfactory, making separate reports upon each person examined. The Bishop shall transmit these reports to the Standing Committee and to the Commission. Notwithstanding the results of the examinations, in no case shall the Standing Committee recommend a Candidate for Ordination under Canon III.8 until the Standing Committee has received from the Commission on Ministry a certificate to the effect that the Candidate has demonstrated a proficiency in all subjects required by Canon III.8.5(g) and (h).~~

The report of the Board shall be made in the following form: To \_\_\_\_\_ (Candidate), the Right Reverend \_\_\_\_\_, Bishop of \_\_\_\_\_ (or in the absence of the Bishop the Standing Committee of) \_\_\_\_\_: (Place) \_\_\_\_\_ (Date) \_\_\_\_\_. To the Dean of (Place) \_\_\_\_\_ (Date) \_\_\_\_\_. We, having been assigned as examiners of A.B., hereby testify that we have examined A.B. upon the subject matter prescribed in Canon III.7. Sensible of our responsibility, we give our judgment as follows: (Here specify the proficiency of A.B. in the subject matter appointed, or any deficiency therein, as made apparent by the examination. (Signed) \_\_\_\_\_

~~Sec. 5. The General Board of Examining Chaplains shall make a report concerning its work to each regular meeting of the General Convention, and in years between meetings of the General Convention shall make a report to the House of Bishops.~~

EXPLANATION

The General Board of Examining Chaplains currently retains a larger number of members than the other boards and commissions. As the GBEC revises the way it administers and evaluates the General Ordination Examination, it believes that the Board's size can be reduced.

With a smaller board membership, the GBEC proposes that nominees for the Board be selected by the presiding bishop and by the current board members, so that there will be assurance that people familiar with the various canonical areas of testing are represented. This proposed method of choosing board members differs from the usual procedure of nominees being proposed by the Joint Standing Committee on Nominations, but in that the GBEC's work is primarily to advise and inform bishops, this new method of nominating board members seems appropriate.

The GBEC realizes that the work of the Task Force for Reimagining the Church may result in proposals about changing the frequency of General Convention. To that end, this proposed canonical change may need to be amended to reflect that reality.

A090: AMEND CANON III.8.6(G) PREPARATION FOR ORDINATION

Resolved, the House of \_\_\_\_\_ concurring, That the 78th General Convention of The Episcopal Church replace existing Canon III.8.5 (g) with the following canon:

CANON III.8.5 (g):

Subject areas for studying during this program of preparation shall include:

- (1) The Holy Scriptures.
- (2) ~~Church History, including the Ecumenical Movement.~~ *History of the Christian Church.*
- (3) ~~Christian Theology, including Missionary Theology and Missiology.~~
- (4) Christian Ethics and Moral Theology.
- (5) ~~Studies in contemporary society, including the historical and contemporary experience of racial and minority groups, and cross-cultural ministry skills. Cross-cultural ministry skills may include the ability to communicate in a contemporary language other than one's first language.~~
- (6) (5) ~~Liturgies and Church Music; Christian Worship and Music according to the contents and use of the Book of Common Prayer, and the Hymnal, and authorized supplemental texts.~~
- (7) (6) ~~Theory and The Practice of Ministry, including leadership, and the ministries of evangelism and stewardship in contemporary society.~~

EXPLANATION

The wording of the subject areas as contained in the canon is outdated. For example, there is as much work currently being done in interfaith studies as in ecumenical studies, and even more specifically in the very specialized area of the “Ecumenical Movement.”

Questions in Contemporary Society and in the Theory and Practice of Ministry frequently address the same or similar issues. The GBEC and its advisors and professional consultants think that clarity in evaluating answers would be increased if these two areas could be considered as a whole. Keeping the wording of the canon as simple as possible still allows testing in many of the specific areas that were added through the years by various General Conventions.

## Budget

The General Board of Examining Chaplains has reduced the number of its meetings and their attendees by a third and overall GBEC expenses by 75 percent (and office expenses by 88 percent) since the 2007-2009 triennium.

	2013 Actual	2014 Est.	2015 Est.	Total
<b>Income</b>				
Exam fees (1)	100,000	100,000	100,000	300,000
<b>Expenses</b>				
Salaries/Benefits (2)	58,479	60,493	61,808	180,780
Reader's Meetings	111 (3)	80,000	80,000	200,111
Office Expenses	<u>22,572</u>	<u>11,900</u>	<u>11,900</u>	<u>46,303</u>
Total	81,162 (3)	152,324	153,708	427,194

**Notes:**

- (1) These figures represent \$500 x the number of candidates taking the exam x estimates of 200 candidates each year.
- (2) Benefits include health insurance, pension payments, and 50 percent of Social Security.
- (3) \$40,000+ in 2010 expenses posted to different year.

### Budget Appropriation If 12-Member Board

	2016	2017	2018	Total
<b>Income</b>				
Exam fees (1)	90,000	90,000	90,000	270,000
<b>Expenses</b>				
Salaries/Benefits (2)	73,000	75,190	77,380	225,570
Reader's Meetings	33,980	33,980	33,980	101,940
Office Expenses	<u>16,695</u>	<u>16,695</u>	<u>16,695</u>	<u>50,085</u>
Total Expenses	123,675	125,685	128,055	377,415

**Notes:**

- (1) These figures represent \$500 x the number of candidates taking the exam x estimates of 180 candidates each year.
- (2) Benefits include health insurance, pension payments, and 50 percent of Social Security.

### Board Travel and Meetings

The General Board of Examining Chaplains will meet nine times during the next triennium, requiring \$20,000 for 2013, \$20,000 for 2014, and \$20,000 for 2015, for a total of \$60,000 for the triennium.