

THE ASSOCIATION OF EPISCOPAL COLLEGES

THE UNITED STATES CHAPTER OF THE
COLLEGES AND UNIVERSITIES OF THE ANGLICAN COMMUNION

AND

**THREE HISTORICALLY
BLACK COLLEGES
SUPPORTED BY THE
EPISCOPAL CHURCH** **SAINT AUGUSTINE'S COLLEGE (1867) RALEIGH, NC**
SAINT PAUL'S COLLEGE (1888) LAWRENCEVILLE, VR
VOORHEES COLLEGE (1897) DENMARK, SC

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The Association of Episcopal Colleges approved this report at its Board Meeting of January 9th, 2003.

Representatives at General Convention

The Rt. Rev. Douglas Theuner and the Rt. Rev. Neil Alexander are authorized to receive non-substantive amendments to the report.

OVERVIEW

www.cuac.org

The three historically black colleges (HBC) founded by The Episcopal Church continue their important contribution to education in a Christian context for African-American students and for the development of African-American leadership in The Episcopal Church.

The mission of these colleges is directly related to the goals of the Church's 20/20 initiative since leaders of the Church in 20/20 are in college right now. The three historically Black Episcopal colleges are in a unique position to raise up lay and ordained leaders from the African-American community.

The purposes of these institutions are on the one hand particular to The Episcopal Church's special relationship with the African-American community, but are also similar to the role which Episcopal Colleges nationwide (Association of Episcopal Colleges -AEC) and Anglican colleges worldwide play in providing a high standard of post-secondary education in a Christian setting.

These three colleges have evolved into fully accredited post-secondary institutions with the on-going support of The Episcopal Church. They all are accredited by the Southern Association of Colleges and Schools, are members of the United Negro College Fund, and offer baccalaureate degrees. With a rich heritage in African-American culture and identity, these Colleges now also serve students of all races and backgrounds. Their missions and goals have grown over time to reflect the changes in society and educational patterns expected of private liberal arts institutions.

As private, church-related, co-educational institutions with a Christian heritage, these institutions of The Episcopal Church mandate is to focus on undergraduate liberal arts and sciences, pre-professional programs, business, and teacher education. To meet these challenges, the colleges have undertaken initiatives to improve their undergraduate education and improve accessibility and response to community needs.

Although the proportion of the Episcopal population of these colleges is generally under 10% of enrollment, these campuses remain one of the central places where African-Americans encounter and are welcomed into an Episcopal Christian community. There is consistently a higher proportion of Episcopalians among the graduates than among first year students, precisely because of the welcome students discover at an Episcopal College.

Over the years, the colleges have collectively graduated over 100 clergy, Episcopal and other. Among the important new initiatives the colleges wish to make are programs that directly recruit students for ministry in The Episcopal Church.

Under Domestic Appropriations in the 2000-2003 General Convention Budget, support was given "which demonstrates the Church's commitment to our historic mission for higher education for African-Americans". An appropriation of \$4,050,000 was made as a block grant.

These Colleges affirm their partnership with The Episcopal Church to achieve collaboratively a joint Christian and educational mission. This commitment is demonstrated by the continuous relationship of each administration in having Diocesan representation on the institution's board. All three institutions have an Episcopal Chaplain as a paid member of college to promote Christian faith in academic life on campus and to provide Sunday and weekly chapel services utilizing the Book of Common Prayer and an Episcopal liturgical tradition. The colleges work together in areas such as student and faculty exchanges and training.

WORK SUMMARY

Programs of the Colleges and Impact of Past Funding

Saint Augustine's College

Saint Augustine's enrollment stands at 1502, of which approximately 10% are Episcopalian. There were 209 graduates in 2002. The College's annual operating budget is over \$20,000,000.

Over the past three years, Saint Augustine's College has been faced with the challenge of declining enrollment, fiscal uncertainty and restoring facilities left too long without a maintenance plan. In January 2000, the College with new leadership established a five-year plan that aggressively addressed many of these issues. A new chief financial officer instituted a fiscal plan that restructured debt; developed a ten-year deferred maintenance plan; renovated residence halls, the student center, and the college athletic facility; and revised and implemented fiscal policies and practices consistent with sound accounting practices.

In addressing accreditation requirements relative to institutional effectiveness, the College developed and implemented a planning cycle which requires that all units – academic, administration and service—complete performance assessments, use outcomes to establish goals and objectives, and evaluate - until the cycle is complete. This process has resulted in systemic changes across the College that have significantly enhanced and/or improved the institution's overall effectiveness.

A new initiative that the college has undertaken congruent to the past three-year grant of The Episcopal Church, is the "Transitional, Traditional, Accelerated Approach to Learning" program (TTAAL). This program applies a three-tier approach to education, allowing students to enroll in a 3, 4 or 5-year plan of study. The 4-year plan, which encompasses the majority of the student body, is targeted at the traditional college student; the 5-year plan targets students who may have struggled in high school or who did not perform well on the College's entrance exams, but have demonstrated potential to achieve both by attitude and hard work. Students enrolled in a 5-year plan of study spend their first year developing the skills and knowledge base necessary to successfully compete in college. The uniqueness of this program is that it allows for financial aid during the entire 5 years of study.

Saint Paul's College

Saint Paul's enrollment is currently 701 of which approximately 8% are Episcopalian. There were 114 graduates in 2002. The College's annual operating budget is over \$10,000,000.

During the past three years, enrollment and retention figures have increased. In addition, St. Paul's has upgraded campus facilities. These include basic deferred maintenance projects, upgrades in student housing, the cafeterias and other academic and administrative buildings.

St. Paul's evaluates and measures the success of its mission through the following indicators:

- Student application inquiries
- Student enrollment growth
- A successful ten year reaffirmation of accreditation by SACS
- Retention and Graduation ratios
- Career and graduate school placement
- Feedback from Internal/External Constituents of the college.

Within the next five years, St. Paul's projects growth in:

- Faculty, staff, and student surveys
- Enrollment growth to 1,000 students
- Increased federal and private contracts and grants
- New library
- Multi-purpose Residence halls
- New gymnasium
- Major capital campaign.

St. Paul's has also enhanced the academic support and residential life aspect of its Single Parent program, initiated with the support of The Episcopal Church grant. The Single Parent Support System (SPSS) offers three interrelated systems of support:

- Academic: Single parents are given the opportunity to obtain a bachelor's degree in three intensive calendar years of study by attending fall, spring and summer sessions
- Economic: This assistance includes on-campus year-round housing, work-study, in-house computers, books and supplies and a limited amount of food and medical care during a family crisis
- Child-care: High-quality child care is provided for the children of single parents who are enrolled in the SPSS as full-time students, thereby enabling them to remain full-time parents.

Voorhees College

Voorhees College's enrollment stands at 738 students, of which 5% are Episcopalian. There were 155 graduates in 2002. The College's annual operating budget is over \$15,000,000.

Voorhees College has been a good steward of the funding received from the General Convention budget of The Episcopal Church. The allocations received in the past have had a direct impact on the College's ability to fulfill its mission of educating the heart, mind, and spirit of young men and women.

Voorhees measures its performance through the comprehensive planning and evaluation system. The Strategic Planning Council, which drives all planning activities, along with the Institutional Effectiveness Planning Committee, is responsible for reporting all planning activities and mission attainment results.

The Board of Trustees has adopted a new mission statement, "Partners in Mission: An Agenda for Excellence," which will be the college's driving theme for the next five years. Under this new mission, the college renews its historical partnership with The Episcopal Church. This partnership was based on the church and school proclamation that the Rule of God is at hand, to nourish Christ's people from the riches of his grace and to strengthen them to glorify God in this life and in the life to come. The church alone cannot provide effective teaching and learning that help its learners to proclaim the rule of God, the church/school partnership is an integral part of the new mission.

Voorhees used the Episcopal Church support to begin the Single Mothers Achieving Re-education through Training for Self-Sufficiency (SMARTS) Program, a specific initiative of the last General Convention

initiative, with two young women and their children. The program has grown considerably since then to include 15 single parents and 20 children who live in a campus residential building (Menafee Hall) that was refurbished into single apartments with a federal grant. There is a waiting list of over 100 female heads-of-household, between the ages of 18 and 30 with one or more dependent children. All SMARTS participants receive support services to assist in the successful completion of their degree program including career, academic and personal counseling, job placement referrals, and personal development workshops.

BUDGET

The General Convention support is unrestricted and used by each College to provide institutional aid to a variety of students from diverse backgrounds. The Audited Financial Statements of the three institutions are available from the Association of Episcopal Colleges table at General Convention. All institutions are self-supporting, but depend on a variety of funding sources above and beyond tuition, of which the General Convention appropriation is one.

The appropriation for the 2000-2003 Triennium was \$1,350,000 a year for a total of \$4,050,000. Each college used the increase in funding from the last Triennium to develop programs for special populations of students. These initiatives were in part a response to General Convention’s approval of a Single Parent/Mother Support Program.

GOALS AND OBJECTIVES FOR THE NEXT TRIENNIUM/NEW INITIATIVES

20/20 Initiative

The three historically black colleges founded by The Episcopal Church are strategically positioned to make an important contribution to education in a Christian context for African-American students and to develop African-American leadership in The Episcopal Church. They are central places where African-Americans encounter and are welcomed into an Episcopal Christian community.

Called to Serve

As part of the overall Association of Episcopal Colleges initiative, “Called to Serve,” the HBCs intend to create new initiatives through their Chaplaincies and other campus programs to recruit membership in The Episcopal Church and to promote vocations to ordained ministry. This will call for enhanced staffing of the Chaplaincies, and also program costs for gatherings and Conferences to foster and support student vocations.

College	2004	2005	2006	Total
St Augustine's	\$30,000	\$30,000	\$30,000	\$90,000
St Paul's	\$30,000	\$30,000	\$30,000	\$90,000
Voorhees	\$30,000	\$30,000	\$30,000	\$90,000
Totals	\$90,000	\$90,000	\$90,000	\$270,000

The Goal of “Called to Serve” is to provoke and stimulate awareness of Christian (Episcopalian) vocations (secular and ordained) that serve church and world through personal, professional and occupational explorations, decisions and choices during the post-secondary educational years. This is an initiative to enhance membership, leadership and commitment in and beyond The Episcopal Church communities.

The HBCs can take leadership in this program in African-American communities, both on their own campuses and nationally. Hopefully the result will be significant recruitment to vocations to Episcopalian leadership and ministry.

REQUESTED BUDGET FOR 2004-2006

	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>Total</u>
Prior Grant	\$1,350,000	\$1,350,000	\$1,350,000	\$4,050,000
“Called to Serve”	<u>90,000</u>	<u>90,000</u>	<u>90,000</u>	<u>\$270,000</u>
	\$1,440,000	\$1,440,000	\$1,440,000	\$4,320,000

The Rev. Canon Dr. Don F. Thompson
General Secretary