

GENERAL BOARD OF EXAMINING CHAPLAINS

Membership

Bishops:

| | | |
|---|----------------------|------|
| The Rt. Rev. Dr. Larry R. Benfield, <i>Chair</i> | Arkansas, VII | 2021 |
| The Rt. Rev. Dr. R. William Franklin, <i>Vice Chair</i> | Western New York, II | 2018 |
| The Rt. Rev. Laura J. Ahrens | Connecticut, I | 2021 |

Clergy with Pastoral Responsibilities:

| | | |
|---|----------------------|------|
| The Very Rev. Canon Michael A. Bamberger | Los Angeles, VIII | 2021 |
| The Rev. Dr. Canon Dr. Katharine C. Black | Massachusetts, I | 2021 |
| The Rev. Canon Dr. Stephen C. Holmgren | Western Michigan, IV | 2018 |
| The Rev. Dr. Adam P. Kradel | Pennsylvania, III | 2021 |
| The Rev. Dr. Danielle E. Tumminio | Massachusetts, I | 2018 |
| The Rev. Peter T. Vanderveen | Pennsylvania, III | 2018 |

Members of Faculties:

| | | |
|--------------------------------------|---------------------|------|
| The Very Rev. Dr. Thomas C. Ferguson | Massachusetts, I | 2021 |
| The Rev. Dr. Paula D. Nesbitt | California, VIII | 2018 |
| The Rev. Dr. Hugh R. Page, Jr. | Northern Indiana, V | 2021 |

Lay Persons:

| | | |
|---------------------------------|--------------------------|------|
| Dr. Elizabeth L. Anderson | Los Angeles, VIII | 2021 |
| Dr. Frederick W. Gerbracht, Jr. | Long Island, II | 2018 |
| Dr. Norma N. Givens | Upper South Carolina, IV | 2021 |
| Ms. M. Anne LeVeque | Maryland, III | 2021 |
| Ms. Janet Powers Roth | Oregon, VIII | 2018 |

Appointments:

| | | |
|----------------------------------|---------------|------|
| The Rev. Dr. J. Barrington Bates | Newark, II | 2021 |
| Dr. Barbara A. Allison-Bryan | Virginia, III | 2021 |

Ex-Officio:

The Most Rev. Dr. Michael Bruce Curry
 The Rev. Gay Clark Jennings

Executive Director, Secretary to the Board and GOE Administrator:

Duncan C. Ely, Holy Cross Episcopal Church, 150 Melrose Avenue, Tryon, NC 28782-3327

CHANGES IN MEMBERSHIP

Resignations in 2015:

The Rev. Dr. Frank G. Kirkpatrick (Connecticut, 2018)

The Very Rev. Dr. Patrick L. Malloy (New York, 2018)

Dr. Sandra D. Michael (Central New York, 2018)

Resignation in 2017:

The Rev. Dr. Duane A. Smith (Lexington, 2021)

Appointments (under Canon III.15.1) in 2016:

The Rev. Dr. J. Barrington Bates (Newark, 2021)

Dr. Barbara A. Allison-Bryan (Virginia, 2021)

The Rt. Rev. Larry R. Benfield and the Rev. Canon Michael A. Bamberger are authorized to receive non-substantive amendments to this report.

Mandate

The General Board of Examining Chaplains' [GBEC] canonical mandate [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."

Summary of Work

The GBEC's 2016-2018 triennium has been one of carrying out its canonical responsibilities:

- Continued long-range reimagining, restructuring and transforming of its processes and structures under the guidance of its board, staff, professional educational testing consultant, technology professional, and others to:
 - Improve efficiency and volunteer training;
 - Lower costs;
 - Provide a General Ordination Exam [GOE] reflecting TEC's changing needs;
 - Adhere to the latest and most professional psychometric standards for question creation and answer evaluation.

- Administered electronically an annual General Ordination Exam [GOE] at all Episcopal seminaries and at more than fifty (50) additional locations throughout the United States and abroad to:
 - 165 candidates in 2016
 - 191 in 2017
 - 175 (estimated) in 2018
- Evaluated those answers and reported the examination results and recommendations to:
 - candidates
 - diocesan authorities
 - seminary deans (about results and how their candidates compared with those from other seminaries)
- Met at:
 - Annual Meetings of October 4-7, 2016; October 3-6, 2017; and October 2-5, 2018, at Kanuga Conferences, Inc., Hendersonville, NC, to finalize and approve the GOE questions and scoring rubrics and transact other business;
 - Evaluation Meetings of February 29-March 3, 2016; February 20-23, 2017; and February 19-22, 2018, at Kanuga Conferences, Inc., Hendersonville, NC, to write evaluations of GOE answers.
- Fostered communication with constituents via website and other electronic means such as:
 - Through GBEC Chair annually to the House of Bishops;
 - Visits by Executive Director annually to nearly all Episcopal seminaries and other educational institutions with Episcopal students to meet with students, administrators and faculty.
- Managed volunteers corps by:
 - Recruiting, training, supervising and assisting volunteers in each annual cycle.
 - Utilizing annually about one hundred volunteers working electronically on:
 - Question Writing Teams
 - Field Testing Teams
 - Evaluation Teams
- Evaluated the GBEC's administration and processes (including question writing and answer evaluating) to:
 - Adapt and improve subsequent exams and procedures;
 - Improve volunteer administration and training.
- Received feedback from constituents, consultants, staff, board, other volunteers and people from the wider Church evidencing:
 - Timely distribution of GOE results;

- High level of consistency in evaluations;
- Efficient management;
- Responsive communication.
- Continued to improve a dedicated website to:
 - Impart information about the GBEC and its ministry and the GOEs;
 - Receive nominations of people to take the GOE;
 - Transmit GOE questions, receive GOE answers and supply results to candidates, bishops and seminary deans;
 - Improve communication and reduce to a minimum postage and printing costs;
 - Maintain an extensive set of Frequently Asked Questions for electronic and print distribution to:
 - Describe the GBEC’s history and purpose;
 - Explain the GOE and its administration and evaluation;
 - Post tips for taking the exam;
 - Provide the past fifteen years of GOEs;
 - Make available to candidates interactive practice GOE questions.
- Maintained Standards for each of the six canonical areas:
 - Widely distributed them throughout TEC for feedback;
 - Published them on the GBEC website.
- Collected and published extensive annual statistics, a very basic example of which is:

| 2016 Trained Candidates | Overall | | <u>M.Div. (Current/Former)</u> | | | | Dioc. or Locally | | | | | |
|-------------------------------|---------------------------|-----|--------------------------------|-----|-----|-----|---------------------------|-----|-----|-----|----|-----|
| | Proficient/Not Proficient | | Proficient/Not Proficient | | | | Proficient/Not Proficient | | | | | |
| | 165 | | 128 | | | | 26 | | | | | |
| Holy Scriptures | 146 | 88% | 19 | 12% | 119 | 93% | 9 | 7% | 19 | 73% | 7 | 27% |
| Church History | 146 | 88% | 19 | 12% | 115 | 90% | 13 | 10% | 22 | 85% | 4 | 15% |
| Christian Ethics | 138 | 84% | 17 | 16% | 110 | 86% | 18 | 14% | 19 | 73% | 7 | 27% |
| Practice of Min. | 130 | 79% | 35 | 21% | 105 | 82% | 23 | 18% | 18 | 69% | 8 | 31% |
| Christian Theol. | 135 | 82% | 30 | 18% | 109 | 85% | 19 | 15% | 17 | 65% | 9 | 35% |
| Christian Worsh. | 130 | 79% | 35 | 21% | 104 | 81% | 24 | 19% | 17 | 65% | 9 | 35% |
| Totals | 825 | 83% | 165 | 17% | 662 | 86% | 106 | 14% | 112 | 72% | 44 | 28% |

| 2017 Trained Candidates | Overall | | | | M.Div. (Current/Former) | | | | Dioc. or Locally | | | |
|-------------------------------|---------------------------|-----|-----|-----|---------------------------|-----|-----|-----|---------------------------|-----|----|-----|
| | 191 | | | | 153 | | | | 22 | | | |
| | Proficient/Not Proficient | | | | Proficient/Not Proficient | | | | Proficient/Not Proficient | | | |
| Holy Scriptures | 145 | 76% | 46 | 24% | 122 | 80% | 31 | 20% | 15 | 68% | 7 | 32% |
| Church History | 176 | 92% | 15 | 8% | 42 | 93% | 11 | 7% | 18 | 82% | 4 | 18% |
| Christian Ethics | 99 | 52% | 92 | 48% | 81 | 53% | 72 | 47% | 10 | 45% | 12 | 55% |
| Practice of Min. | 160 | 84% | 31 | 16% | 129 | 84% | 24 | 16% | 16 | 73% | 6 | 27% |
| Christian Theol. | 160 | 84% | 31 | 16% | 132 | 86% | 21 | 14% | 16 | 73% | 6 | 27% |
| Christian Worsh. | 157 | 82% | 34 | 18% | 131 | 86% | 22 | 14% | 17 | 77% | 5 | 23% |
| Totals | 897 | 78% | 249 | 22% | 737 | 80% | 181 | 20% | 92 | 70% | 40 | 30% |

2018 (not available by date of submission of this report)

Comments: The GBEC and its testing consultant consider a seventy-five (75) to eighty (80) percent proficiency rate an indication of a good GOE. The actual overall average proficiency rate is eighty-three (83) percent for 2016 and seventy-eight (78) percent for 2017.

- Accepted the resignations of the Rev. Dr. Frank G. Kirkpatrick, the Very Rev. Dr. Patrick L. Malloy, Dr. Sandra D. Michael and the Rev. Dr. Duane A. Smith.
- Welcomed the Rev. Dr. J. Barrington Bates (Newark, 2021) and Dr. Barbara A. Allison-Bryan (2021).

GOALS AND OBJECTIVES FOR THE 2019-2021 TRIENNIUM

The GBEC's principal objectives during the next triennium will be to continue to fulfill its canonical responsibilities:

- Develop annually a General Ordination Examination [GOE];
- Administer it;
- Evaluate the answers;
- Report the results to candidates, their diocesan authorities and their seminary deans;
- Collate and report statistics and analysis.

In addition, the GBEC plans to continue to:

- Create examinations that will provide diocesan authorities with useful information for diagnosis and assessment of their candidates;
- Provide seminaries and dioceses with statistics about performance on the annual GOE;

- 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;
- Refine and update the GBEC website to:
 - Reflect the GBEC's transparency about its work;
 - Allow easy access to information about the GBEC and the GOE;
 - Make the electronic administration of the GOE as user-friendly as possible.
- Build relationships by:
 - Committing to board development and training;
 - Collaborating with other church-wide, provincial and diocesan groups;
 - Working with Episcopal and other seminaries and educational institutions;
 - Communicating with bishops, students and their dioceses.
- Maintain detailed and extensive statistics for every annual cycle.

Budget

The General Board of Examining Chaplains has been challenged to be self-sustaining during the current triennium. Based on actual results in 2016 and 2017 and expected results during 2018, it plans to meet that challenge. The GBEC has reduced its meetings and their attendees by eighty (80) percent and overall GBEC expenses by eighty (80) percent (and office expenses by ninety (90) percent) since the 2007-2009 triennium. In 2016, the GBEC raised the GOE fee from \$500 to \$750.

| Description | 2016-2018 GC | 2016 Actual | 2019-2021 Rev. | 2018 Rev. | 2016-2018 |
|------------------|----------------|-------------|----------------|-----------|-----------|
| Rev. | Adopted Budget | | Sept 2017 | Sept 2017 | Sept 2017 |
| Income | (556,729) | (123,000) | (144,000) | (127,500) | (394,500) |
| Non-Staff | 399,550 | 30,584 | 53,000 | 53,000 | 136,584 |
| Staff | 222,179 | 85,543 | 85,585 | 92,927 | 268,055 |
| Total | | (6,873) | (1,415) | (18,427) | (10,139) |

| Description | 2016-2018 GC | 2016-2018 Rev. | 2019-2021 |
|------------------|-----------------|----------------|---------------|
| | Accepted Budget | Oct 2017 | Working Draft |
| Income | (556,729) | (394,500) | (395,000) |
| Non-Staff | 399,550 | 136,584 | 178,747 |
| Staff | 222,179 | 268,055 | 305,377 |
| Total | | 10,139 | 89,124 |

BOARD TRAVEL AND MEETINGS

The General Board of Examining Chaplains will meet three (3) times during the next triennium, requiring \$20,000 for 2019, \$20,000 for 2020 and \$20,000 for 2021, for a total of \$60,000 for the triennium.