

## 2020 Ministry Inquiries

### Cooperative Program:

1. SBC entities, especially those which receive Cooperative Program funding, share an equal responsibility in promoting and advancing the Cooperative Program, in compliance with the Business and Financial Plan, Section VI, Part C (Cooperative Program Promotion – Each Convention entity shall report on its efforts during the year in promoting Cooperative Program missions giving). Providing examples, please describe Gateway’s commitment to promote the Cooperative Program.

Gateway Seminary promotes the Cooperative Program in a variety of ways. Every student is introduced to the Cooperative Program during new student orientation – either in person or through video – by the President. He outlines how the Cooperative Program works and challenges students to be its avid supporters during their ministry. He also illustrates for students the direct financial benefit the Cooperative Program provides by subsidizing their seminary educational expense. As part of its curriculum, the Cooperative Program is emphasized in courses on Baptist polity and practice, as well as pastoral ministry and church administration. The seminary also promotes the Cooperative Program by including a tagline referencing the Cooperative Program on all its major publications, referencing the Cooperative Program frequently in chapel services and missionary prayer events, and including a reminder of the contribution of the Cooperative Program on student bills. Seminary speakers, including the President, voice appreciation for the Cooperative Program in almost all public speaking venues in Southern Baptist churches and other settings.

2. How effective is Gateway in creating an awareness and appreciation for the Southern Baptist Convention and its model for cooperative missions and cooperative funding among the student body? What level of confidence does Gateway have that its graduates will continue to engage in SBC missions and ministries through the Cooperative Program?

Gateway has demonstrated a significant commitment to raising awareness of and appreciation for the Southern Baptist Convention among its constituents. We prioritize Southern Baptist organizations for campus events, support Southern Baptist entities and the work they do around the world, and host primarily Southern Baptist speakers in chapel services. We have changed our name to Gateway Seminary *of the Southern Baptist Convention*. It is hard to imagine how we could identify any more clearly our support for

and identification with Southern Baptists. Since students choose our school, based partly on this historic commitment, and witness that commitment reinforced by our actions, it is highly likely most students will engage and invest in Southern Baptist missions and ministries in the future.

3. Please articulate for Southern Baptists how Gateway perceives the role of the Cooperative Program in funding theological education. What value does Gateway place upon its partnership with Southern Baptist churches through the Cooperative Program?

It is not likely Gateway Seminary would exist without the support we have received from the Cooperative Program. There have not been enough Southern Baptists in the West to build a seminary of this strength without the cooperation of many other churches in the effort. For this reason, and in gratitude to God for the generosity of the churches, Gateway places a high value on the Cooperative Program. We recognize our partnership with the churches and serve them by providing graduates to lead them, training the students they send us for global ministry leadership, and respond directly to their requests for speakers, conference leaders, and other assistance.

4. How Please give examples of how Gateway operates within the guidelines of the SBC Business and Financial Plan as described in Section VI, Part D (*No Financial Appeals to Churches – In no case shall any Convention entity approach a church for inclusion in its church budget or appeal for financial contributions*).

Gateway complies with the Business and Financial Plan of the Southern Baptist Convention, particularly on the matter of solicitation of gifts from churches. We do not solicit gifts from churches, do not ask to be included in church budgets, or otherwise seek financial support from churches. We limit financial appeals to individuals. We do receive some gifts from churches who have chosen to contribute to Gateway (and often other SBC entities as well) through their budgeting process.

### **Ethnic Participation**

5. This past year a motion was made by Leroy Fountain asking the Executive Committee to give a progress update to ten recommendations adopted by the SBC in 2011 with respect to ethnic church and ethnic church leader participation in Southern Baptist life. The 2011 recommendation that specifically refers to our SBC entities is as follows:

“The Executive Committee to request from the Southern Baptist Convention entities to submit as part of its annual ‘data call’ [as described in Bylaw 18. E [12] a descriptive report of participation of ethnic churches and church leaders in the life and ministry of the respective SBC entity.”

Given this context, and using previous years' submissions to this question as a model, please give a robust descriptive report of ethnic participation, including active involvement of ethnic churches and church leaders, across all levels and aspects of Gateway's ministry—such things as senior administrative staff, other professional staff, faculty, student body, support staff, other customer facing representatives, and written and spoken language resources—demonstrating progress, if any, in ethnic participation over the past eight years, 2011–2019.

Gateway Seminary is a leading institution in the Southern Baptist Convention related to ethnic leadership. For more than 20 years, the student body at Gateway has been about 40% Anglo, with the majority coming from the nations of the world. This diversity is reflected in both the staff and faculty. We have been called by national accreditation leaders the most multi-cultural seminary in North America. For this reason, there is no appreciable change in the past year. We continue to be what we have been for years – a multi-ethnic, multi-cultural ministry training center setting the pace in this important area for Southern Baptists.

### **Caring Well Response**

6. How is Gateway making an effort to protect against sexual abuse? How will Gateway integrate aspects of Caring Well in its policies and practices, and engage across Gateway's broad constituency?

Gateway Seminary has clear and consistently enforced policies prohibiting sexual abuse and/or harassment by students and/or employees. These policies are reviewed regularly by human resources and student services personnel to be sure they are legally current and pertinent in our multi-cultural, multi-ethnic ministry environment. The seminary has periodic training for employees, in accordance with California laws, on sexual harassment prevention.

The seminary addresses preventing sexual abuse, sexual harassment, and related issues throughout its curriculum in counseling, pastoral ministry, ministry administration, educational leadership, and ministry practicum classes. The seminary provides specific training on preventing sexual abuse in ministry organizations as part of the curriculum through a course required for all masters-level students. Gateway has also hosted a one-day conference each of the past two years – featuring attorneys, insurance professionals, and other community leaders – on a wide-range of legal, moral, and ethical issues related to sexual behavior by ministry leaders and preventing sexual abuse and/or harassment in ministry organizations. This conference will be an annual event for the foreseeable future.

Gateway provides counseling services for employees or students who are the victim of sexual abuse or harassment. Many people come to seminary with these experiences in their past and find the seminary community a place for healing and personal growth.

This past year, Gateway devoted its annual Intersect Conference to presenting effective

models for men and women working together in ministry leadership. The presenters focused on proactive steps leaders can take to improve working environments in ministry organizations.

## **Metrics**

7. What has proven to be Gateway's most reliable metric indicating future accomplishments or challenges across all Gateway's ministry assignments? Why is that metric the most important to watch relative to specific ministry assignments?

The most important internal metric is enrollment, more specifically full-time equivalency (FTE) production. This is a prime indicator of many issues related to the overall health of the institution. We track our total FTE production, not just SBC fundable FTEs, in analyzing this data and planning for the future.

The most important external metric is the overall health of churches, particularly churches in the Western United States. The seminary reflects and depends on the churches. When they struggle – spiritually, financially, etc. – the seminary also struggles. We monitor issues like baptismal rates, total receipts, etc. for churches on a regular basis. Seminary leaders meet annually with Western State Executive directors to strategize how the seminary can most directly meet the needs of churches in the West.