



Cooperative Program:

- 1. With an understanding that SBC entities which receive Cooperative Program funding share an equal responsibility to promote and advance the Cooperative Program, please give a description of efforts to promote the Cooperative Program both internally and externally as NOBTS engages Southern Baptists.**

Cooperative Program support is crucial for New Orleans Baptist Theological Seminary (NOBTS). Therefore, the faculty and administration of NOBTS are strongly supportive of the Cooperative Program. We highlight the value of the Cooperative Program so that our students would come to share a commitment to the Cooperative Program as well. Over the last few years, NOBTS has highlighted the Cooperative Program in several ways.

- Every NOBTS master's degree student is enrolled in a required class about the CP. Following an introductory session, each student is provided with a text and free materials for an online course with online lectures and links so the student can work through the program at his/her own pace. The materials are also such that the student can present the CP information in church settings. One of the assignments requires the student to detail how each \$1 gift is distributed by his/her own church through the association, state convention, and SBC. This course has caused some students to lead their churches to increase their CP giving, and in a couple of cases to join the SBC.
- Several additional courses specifically address the CP, including classes such as Baptist Heritage, Christian Missions, and the Southern Baptist Convention, as well as some classes in the undergraduate program such as Southern Baptist Life.
- The contribution of the CP in assisting students is noted in the NOBTS catalog, website, and other publications.
- The President and other seminary representatives routinely express appreciation to local churches, associations, and state conventions for their support through the CP as they engage in speaking engagements.
- The President updates faculty, staff, trustees, and students about the progress of CP giving and emphasizes the importance of giving through the CP.

- Membership in a church supportive of the CP is required of all faculty members, both full-time and adjunct.
- NOBTS has classes each year at the annual SBC convention to teach more about what happens “behind the scenes” at the conventions.
- NOBTS regularly hosts representatives of the IMB, NAMB, and other Baptist entities in chapel and other opportunities. We host an annual “Life beyond Seminary” event with representatives from a number of state conventions, and representatives of the conventions come to recruit our students. We also partner with several state conventions on missions and educational projects. IMB candidate consultants regularly interview prospective missionary candidates on the NOBTS campus. NOBTS interacts with IMB and NAMB in partnering on various projects, including the IMB Embrace project (in which we have chosen 8 unreached people groups in Cuba), the Macedonia Project (in which we offer a 50 percent discount to some IMB missionaries), SEND America New Orleans, and several missions partnerships around the world. The CEO of the SBC and the President of the ERLC have also been regular chapel speakers.

2. a. **How effective is NOBTS 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 NOBTS have that its graduates will continue to engage in SBC missions and ministries and support funding these ministries through the Cooperative Program?**

The faculty and administration of NOBTS are strongly supportive of the Cooperative Program and consistently highlight the value of the Cooperative Program to students. The CP is frequently mentioned in class and in chapel. Students are aware of the significance of CP for the convention and for NOBTS. We hope to instill a love for the CP in our graduates, and that can be seen in many of our alumni. We are quite confident that students who complete their studies at NOBTS will be more likely to be strongly engaged and invested in SBC missions and ministries.

- b. **Please describe in detail the terminology you and your team use to help students and personnel to understand the value of the SBC Business and Financial Plan VI, section D. “In no case shall any convention entity approach a church for inclusion in its church budget or appeal for financial contributions.” Please provide anecdotal examples of students making the discovery that the Cooperative Program methodology is amazing and a gift from the Lord.**

NOBTS seeks to help students understand that support for the Cooperative Program is essential in several ways. Each of our graduate students takes a course focused on the CP. Students are provided with free materials for an online course that helps them understand the business plan of the SBC. The material is designed to help students present what they have learned in church settings. One assignment requires students to detail how a dollar given through his church to the CP is distributed through the association, state convention, and SBC. Some students have led their churches to increase their CP giving as a result of this course. In a couple of cases, students

have led their churches to join the SBC. Many students remark that they were unaware of how this worked before coming to seminary. Undergraduate students take a course that focuses on Baptist life in general with some specific units covering the CP and its impact. Several other courses address the CP including Christian Missions, Baptist Heritage, and a workshop we do at the Southern Baptist Convention.

In addition, NOBTS works hard to communicate the impact of the CP to its students. The contribution of the CP assisting students is noted on the websites, catalog, and other publications. Seminary representatives including Dr. Kelley are intentional about expressing appreciation to local churches, associations, and state conventions for their CP support during speaking engagements.

NOBTS communicates the value of the SBC financial plan in multiple ways to its staff, faculty, and trustees. NOBTS staff, faculty, and trustees are apprised of the CP progress by the president on a regular basis. All NOBTS faculty members (full-time and adjunct) are required to keep membership in a church supportive of the CP. NOBTS hosts representatives of the IMB, NAMB, and others in chapel to continually remind the NOBTS community of the impact of CP and SBC organizations.

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

We intend to give all of our students an understanding of the Cooperative Program. Many of our students did not grow up learning about the CP, and thus they do not come to NOBTS with a high value of CP. We seek to lead them to value the CP and give them the tools to share information about CP with the churches in which they are serving.

NOBTS places a high value on its partnership with SBC churches through the Cooperative Program. Our mission is “to equip leaders to fulfill the Great Commission and Great Commandments through the local church and its ministries.” We exist for the church. Equipping the next generation of leaders for SBC churches is our entire mission and focus. Therefore, we partner with individual churches, associations, and state conventions to accomplish various aspects of ministry.

We cannot emphasize enough our appreciation and gratitude for the support of churches through the Cooperative Program, and for their partnership with us in providing theological education for the Gulf South and beyond. The Cooperative Program funds approximately thirty percent of our budget. Without Cooperative Program support, many of our students would never be able to afford seminary, and those who did would have such stifling student debt that they would simply be unable to serve in many smaller churches or missions settings.

4. How does NOBTS benefit from and utilize CP funds to help fulfill its ministry assignments?

The Cooperative Program provides approximately thirty percent of our annual budget. While this is significantly less than it was in previous years, without Cooperative Program support we would have to dramatically cut our faculty and staff and/or dramatically increase our student fees. Without the Cooperative Program support the seminary would have to raise tuition and fees dramatically as well as cut personnel. The result would be a significant number of students who could no longer afford to go to seminary.

Ethnic Participation

5. Over the past 12 months (2017 – 2018), has NOBTS seen changes (increase or decrease) in the number of ethnic leaders among the faculty and within the student body? Please provide an update.

NOBTS has made a determined effort to broaden the ethnicity of students over the last several years. In the last five years, NOBTS has given over \$1.1 million in African-American scholarships on both the New Orleans and Atlanta campuses through the “Fred Luter Scholarship” including \$200,000 in the current year. Since 2011, over 1,300 African-American students have received funds from this focused effort. The seminary has also been offering theological training to Hispanic and Haitian students in South Florida since the early 1980s. This work continues to be an important part of our ministry. Much of the training in South Florida is offered with deep discounts in pricing to encourage students to participate in this training. NOBTS also has a healthy Korean language program. We have certainly seen an increase within the student body regarding our ethnic populations.

We continue to work to increase the diversity of the NOBTS faculty. In April, NOBTS hired another African-American professor, Dr. Robert Wilson. NOBTS has three full-time Korean-American Professors, two African-American professors, and two Hispanic professors. We also have full-time faculty members who are natives of Australia, Canada, and Kazakhstan. In addition, NOBTS employs many African-American, Korean, Hispanic, and French Haitian adjunct professors in the various extension centers and certificate programs. In addition, NOBTS has made a focused attempt this year to include minority professors as part of our adjunct professor pool. Each academic division has been tasked with using at least one qualified adjunct who is a minority in the current academic year.

NOBTS offers a wide range of theological education opportunities in Korean. We offer the BACM degree, M.Div. Degree, and D.Min. degree in Korean, with approximately 130 Korean students enrolled. The last two years have seen continued growth in this area of our work. Our Korean D.Min. degree was created only after careful communication and input from Korean pastors. We also have an all-online MTS (Master of Theological Studies) degree in Korean. The Korean program has enjoyed wonderful support from Korean Baptist churches, including helping pay for

advertising in Korean publications and travel costs for teachers. Some of the best-known leaders in Korean churches have taught in this program. We now have three full-time professors who are Koreans, as well as our extension center librarian.

NOBTS also has a number of opportunities for Haitians to gain theological education. We offer certificate and undergraduate classes in Haitian French in various church settings in South Florida and in the Atlanta area. We also have a longstanding partnership with the Florida Baptist Convention to provide theological education on the island of Haiti. Both the South Florida program and the Haiti program involve more than 100 Haitian students each.

Training for Spanish-speaking Hispanics continues to be an important part of our training. At the South Florida extension center at Hialeah, FL, NOBTS offers certificate, associate, and baccalaureate classes in Spanish. Some of these classes are broadcast by CIV (compressed interactive video) to the Atlanta area. In communication with national Hispanic leaders in listening groups, as well as input from ministers in South and Central America, we now offer the MTS (Master of Theological Studies) degree online in Spanish. We offer Church Leadership certificates in three levels (based on educational preparation and immigration status) – NOBTS Providence Learning Center certificates (not for credit continuing education), Leavell College non-credit, and Leavell College for credit. NOBTS has also offered the equivalent of three master's degrees in Cuba in association with the Western and Eastern Cuba Theological Seminaries to train leaders of Cuba's thousands of house churches. We continue to send faculty to help train leaders in Cuba so they can train others.

In addition to the growth of African-American students in our New Orleans campus, extension centers, and online student body, NOBTS continues to see growth at the certificate level in African-American participation. We offer various Church Leadership Certificates in several predominantly African American SBC and National Baptist churches. Dr. Robert Wilson works closely with this constituency and encourages students to continue their education with NOBTS.

Mental Health Resource

- 6. In response to a Ronnie Floyd motion, June 2013, Houston, TX, requesting that the Executive Committee and SBC Entities assist churches with mental health ministries, the Executive Committee appointed an advisory group, Fall 2013, to determine ways in which Southern Baptist entities and Southern Baptist churches can best help those who are in need of mental health assistance. The final report of this advisory group was presented to Dr. Frank S. Page, Fall 2014.**

In the 2015 and 2016 Ministry Report(s) the following question was asked of each SBC entity:

Please give a progress report on what your seminary has implemented to assist Southern Baptist churches with training and equipping people with mental health challenges and how will your seminary continue to seek ways to work in cooperation with SBC entities and others to address the severe challenges imposed by mental illness?

For the 2019 Ministry Report please provide the following:

If NOBTS feels that reporting on this subject is within its purview, or falls within the scope of its ministry assignment(s), or has made any progress in the area of assisting churches with training and equipping people with mental health challenges, or has developed or identified resources to assist Southern Baptist churches in the area of mental health ministry, please provide a detailed progress report.

NOBTS has given high priority to training ministers to address the mental health crisis in America. Our Counseling program is one of our more popular programs with students. The Division of Church and Community Ministries, which includes the departments of Counseling and Social Work, seeks to address the specific needs of people with mental health disorders and other special needs.

NOBTS offers several degrees and specializations to equip people to minister to persons with mental health needs: the Master of Divinity (MDiv) specialization in Counseling (with both a licensure track and a non-licensure track), MDiv specialization in Chaplaincy/Pastoral Care, MDiv specialization in Chaplaincy, MDiv specialization in Christian Education (concentration in Social Work), Master of Arts in Christian Education (concentration in Social Work), the Master of Arts in Church and Community Ministries, and the Master of Arts in Counseling. Additionally, through a partnership with the nearby University of Southern Mississippi (USM), our students are offered access to the Master of Social Work (MSW) program at USM. At the doctoral level, a specialization in Counseling is available in the Doctor of Ministry (DMin) and Doctor of Educational Ministry (DEdMin) programs, as well as a Counseling major in the PhD program. The MDiv specialization in Counseling (licensure track), the MA, the MSW, and the PhD in Counseling all lead to licensure, which is increasingly being required for persons to serve in counseling positions without risking lawsuits for malpractice. Our students have had a high percentage of success in achieving LPC (licensed professional counselor) licensure in various states. NOBTS now has three named faculty chairs in Counseling, and one chair in Social Work. The Leeke Magee Christian Counseling Center (begun in 2014) continues to provide both desperately needed Christian counseling to persons in the community and in-service, professionally mentored training for our counseling students. This Christian counseling center has provided internship opportunities for our counseling students and critical counseling for the New Orleans community. The Leeke Magee Christian Counseling Center schedule is always filled providing counseling under the supervision of our faculty. When appropriate, the plan of salvation is presented to clients in addition to counseling them on specific needs. In the past year seven

people have responded with a desire to follow Christ. For the counseling needs of our own NOBTS students, a staff counselor with faculty status (sometimes assisted by doctoral students) is provided by our Dean of Students office.

Our Counseling faculty hosts regional Counseling conferences with special tracks for pastors and others in church ministry and continuing education training for professionals, and are nationally recognized in Christian Counseling organizations. The Counseling faculty has also participated in and led conferences for faculty and students to help churches and individuals deal with sexual addictions. Counseling faculty members have also taken part in our Caskey Center conferences for small church and bivocational pastors. One faculty member is on the Louisiana Licensed Professional Counselors Board of Examiners, another was recently honored at the national level for her work with foster care children who have experienced trauma, and another has recently completed a major project of counseling education video modules distributed through a major Bible research software platform used by pastors and church staff. Students in the standard Master of Divinity program and most other degree plans are required to take the course, Counseling in Ministry, designed to introduce ministry students to counseling skills and an awareness of mental health issues. The NOBTS Counseling program is currently seeking CACREP accreditation to enhance the credentials of our graduates.

7. What specific efforts is NOBTS making to protect against sexual abuse?

NOBTS addresses the prevention of sexual abuse by promoting awareness of the issue actively, both in the classroom and in the student body in general, as well as with faculty and staff. Sexual abuse and prevention are covered formally in NOBTS courses in several academic divisions, giving all NOBTS students opportunities to engage the issue with the faculty. Beginning in 2019, all NOBTS students and employees will be required to complete Ministry Safe sexual abuse awareness training, most often in their first semester of work. The Dean of Students office holds informational meetings for students in residence halls on a yearly basis to discuss sexual abuse and issues related to it. The Dean of Students office employs male and female employees with specialized training to serve as student affairs contacts for students who need to process situations, seek initial counsel, or report an abuse incident. All staff who work with children (primarily preschool and recreation staff) receive additional training in child sexual abuse prevention. The seminary counseling center provides services for those affected by sexual abuse. The seminary administration and president take a zero-tolerance position toward sexual abuse in the student body and stand ready to dismiss student offenders and prioritize the protection of victims. NOBTS reports all sexual abuse to appropriate law enforcement or state agencies as directed and required by law.

- 8. What has proven to be NOBTS' most reliable metric indicating future accomplishments of, or challenges to NOBTS across all of its ministry assignments? Why is that metric the one NOBTS believes is most important to watch relative to specific ministry assignments?**

The ultimate goal is to see the effectiveness of our graduates in the churches and ministries in which they serve. This goal is virtually impossible to measure for a number of reasons. Within the Seminary, the total number of credit hours our students take is our most important metric, since it drives our funding. Across theological education, there is a growing gap between total enrollment and credit hours, because students are financially strapped and time challenged, and thus are taking fewer credit hours each semester. This trend reduces both SBC funding and student tuition income. Several SBC seminaries have experienced increased student enrollment but decreased credit hours. When students take fewer credit hours, they are less likely to complete the degree or to seek a shorter degree that may not equip them as well for the ministry. So, this is something we are watching carefully.