

## **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 New Orleans Baptist Theological Seminary's (NOBTS's) commitment to promote the Cooperative Program.**

Cooperative Program support is crucial for New Orleans Baptist Theological Seminary (NOBTS). Therefore, the faculty and administration of NOBTS strongly support 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 designed so 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.
- Every Leavell College degree-seeking student is enrolled in a required class that teaches about the CP as well. This class deals with a number of different issues but highlights the importance of the CP in Southern Baptist Life as a key focus.
- 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.
- 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. 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 strong supporters 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 many of our alumni demonstrate such support for the CP already. 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.

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

NOBTS places a high value on its partnership with SBC churches through the Cooperative Program. We exist for the church. Equipping the next generation of servants for SBC churches is our mission and focus. Therefore, we consider ourselves a 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 education, 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.

We seek 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 the CP. We desire to lead them to value the CP and give them the tools to share information about the CP with the churches in which they are serving.

- 4. Please give examples of how NOBTS 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*).**

NOBTS does not approach churches and ask for inclusion in church budgets nor do we make appeals for financial contributions to churches. When the president, faculty, and other representatives of the school are invited to speak at a church, we thank the church for their support of the CP and encourage them to give as much as they can to help support all that the CP does.

### **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 NOBTS’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.**

NOBTS has made a determined effort to broaden the ethnicity of students over the last several years. Since 2011, NOBTS has given almost \$1.6 million in African-American scholarships on both the New Orleans and Atlanta campuses through the “Fred Luter Scholarship” including \$250,000 in the current year. Since 2011, over 2,000 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 think creating a more diverse student body will lead to a larger pool of candidates for faculty and administrative roles in years to come for all of the SBC. As our on-campus student population grows, we are able to fill more support staff and customer facing representative positions with minorities.

We continue to work to increase the diversity of the NOBTS faculty. When faculty positions are advertised, minority candidates are encouraged to apply. In April 2018, NOBTS hired another African-

American professor, Dr. Robert Wilson. NOBTS has three full-time Korean-American Professors, one African-American professor, 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 makes a focused attempt to include minority professors as part of our adjunct professor pool. Each academic division is required to use at least one qualified adjunct who is a minority each 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 over 140 Korean students enrolled last year. The last few years have seen continued growth in this area of our work. Our Korean D.Min. degree was created with 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.

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 connected to the Atlanta area through webcasting technology. 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) – 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.

## Caring Well Response

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

New Orleans Baptist Theological Seminary is committed to the prevention of abuse within the institution and in the churches and other ministries where our graduates serve. 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. We have historically trained students in preventing sexual abuse and in ways to care well for victims, and we have added or increased several significant parts of this effort in recent years. The seminary President gives institutional leadership and takes a personal role in this effort. NOBTS provides the following to increase awareness, prevent abuse, and care for victims:

- Ministry Safe prevention training for all students, staff, and faculty within their first year in the seminary. This material is included in required first-year courses for all students.
- Annual, in-person sexual abuse and sexual harassment prevention training for full-time faculty and staff
- Criminal background checks on all faculty, staff, and degree-seeking students
- A specific address by the president to smaller groups of students at New Student Orientation emphasizing the institutional priority of protecting the vulnerable, maintaining a safe and healthy campus environment, and responding well to sexual abuse and harassment
- Meetings in residence halls conducted by hall staff, Student Affairs staff, and senior administrators to ensure student understanding of NOBTS policies, procedures, ways to access help, and our commitment to protecting and caring for students
- Student Affairs staff train regularly in this area, and the Associate VP for Student Affairs serves as our liaison to the Sexual Abuse Advisory Group
- A female Student Affairs staff member is employed specifically for women students to process experiences and seek counsel or advocacy in situations where abuse or harassment may be at issue.
- Security cameras and specific training for The REC center staff help ensure safety and abuse prevention in the recreation center
- Undergraduate core course that includes sexual abuse prevention using the Darkness to Light material and graduate-level core courses that include training on abuse, caring for victims, and prevention of abuse in the church
- Graduate-level counseling program coursework, including a course on trauma counseling in which students learn the most effective, empirically-supported interventions for trauma care for children and adults in a Christ-centered counseling environment; a course on trauma-informed care for adoptive and other children from abusive backgrounds; counseling model courses including specific interventions for the counseling and care of victims

- Individual and group counseling on campus at no cost for students recovering from past trauma or abuse
- Counseling through a local Christian counseling agency available at no cost for faculty
- A director-level police liaison to local law enforcement agencies and on-site legal counsel work with administration to facilitate timely and appropriate reporting to law enforcement, as well as protection of victims and the campus community in cases of suspected sexual abuse or assault
- Regular group counseling opportunities for students struggling with issues of sexual integrity
- Weekend conferences related to issues of sexual purity and sexual integrity

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.

### **Metrics**

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

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, they 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 may either seek a shorter degree that does not equip them as well for ministry or withdraw from seminary altogether. Thus, the total number of credit hours is something we are watching carefully.