

Saint Paul School of Theology
April 2021 Board Meeting Minutes
April 15 – 16, 2021
ZOOM

Thursday, April 15, 2021

Board members present:

Jennifer Ahrens-Sims, Dana Aldridge, President Neil Blair, Arden Borgen, Sharon Cleaver, Mark Faulkner, Amy Hogan, Bishop Fritz Mutti, Lee Myane, Dustin Petz, Linda Shipman, Rogers Strickland, Chair Tex Sample

Guests:

Dr. Joshua Bartholomew (new staff), Rev. Dr. Benjamin Boswell (presenter), Jim Brandt, Dr. Lucas Endicott (new staff), Jack Gregory (FOSP), Shannon Hancock, Jeanne Hoeft, Israel Kamudzandu, Richard Liantonio, Linda Louderback (FOSP), Matt Mills, Casey Sigmon, Jay Simmons, Jennifer Smith, Anne Walker, Leanna Walkowiak

Call to Order:

Meeting officially called into session at 1:00pm by Chair Tex Sample with opening prayer and devotion by Lee Myane. Introduction of new Trustees: Ms. Sharon Cleaver and Mr. Rogers Strickland. Introduction of new Saint Paul personnel: Dr. Joshua Bartholomew, new Assistant Professor of Ethics, Church and Society; Dr. Lucas Endicott, new Regional Director of Course of Study. Introductions were provided by guests in attendance. Professor Dr. Jim Brandt introduced presenter Rev. Dr. Benjamin Boswell. (Bios are located on the Board's Moodle site)

Presentation: Rev. Dr. Ben Boswell: A Conversation on his DMin Praxis Thesis, "Identifying Whiteness: Discerning Race through Spiritual Practice in the White Dominant Church" with Dr. Jim Brandt, Thesis Advisor

Question/Answer Session: questions prompted by Dr. Jim Brandt to Dr. Boswell

Project: Selected invitation of 11 participants; built a curriculum including books to read; similar to master's level work; emotions and feelings considered, not just thinking. Three-hour retreat at the beginning of the seven weeks of sessions with a three-hour retreat at the end. Racial autobiography (living document) may be the most important spiritual practice through the course journey; each session focused on different section of whiteness.

Started leading groups; now have had 27 groups with over 300 participants, with 25 other training facilitators. Today, 11 groups are happening at the same time. Have felt a lot of resistance and a lot of racial stress occurs during the process. Financial accountability and supervisory pedagogical accountability with Black Diversity Equity and Inclusion instructors.

Contextual analysis: blindness and denial in the city of Charlotte, North Carolina. Now one of the largest banking centers in the world – important to understand the connection between slavery, cotton capitalism, and banking. The economics of the city and color-blind racism of the city go hand-in-hand. Charlotte is now the most segregated school system in America.

DMin program at Saint Paul: how to do qualitative research was critical and crucial. Coursework was quite rigorous. Learned how to translate high academic writing into something practical, which was the gift of the DMin work he did. Praxis Thesis is a whole other process – how much writing required to do a really good analysis of project. Learned a whole new skillset and really appreciated the process.

Academy of Spiritual Formation: two-year program of intentional spiritual journey with about 40 people who meet at the same site, four times a year, for two years, for a full week of spiritual practice and worship. Two scholars who were very diverse and from all backgrounds were brought in to educate about spiritual life. Saint Paul was the only one to have DMin in conjunction with the Academy of Spiritual

Formation, which is no longer in place. Money and time commitment were crucial. Ben's experience was a career- and life-saving experience for him.

Program started by Dr. Boswell is now nine weeks for 90 minutes each week. The more racial stress experienced in this process the greater the transformation. Potential for program curriculum to be in print sometime next year. Wrote the children's book, "Proud Pigeons" as a way of connecting with younger children on the concept of grace. Conducting a modified version of course with 17-year-old boys to translate program for youth later.

Thoughts of having a reunion conference with speakers/writers in the fall. After the conference, have volunteers to form groups to leverage powers for the sake of racial justice.

President Blair would like to have continued conversations with Dr. Boswell regarding this subject.

Trust and Collaboration Task Force Committee Report – Anne Walker

Document 5.1

Center of work for this year was the administration of study conducted by executive consultant, Dr. Mildred Edwards. With her help, the team studied the function of 12 elements of trust and collaboration as they exist in the Saint Paul: truth, accountability, purpose, integrity, notice, talent, openness, transparency, respect, understanding, safety, and tracking. Dr. Edwards identified four major themes for Saint Paul to consider in relation to trust and collaboration. Three significant issues were identified by the Task Force and the team recommends that deeper attention be given to these areas to determine how to establish a climate of greater trust and collaboration: elevating marginal voices, addressing insider/outsider dynamics, and creating a zero-fear or permission-giving environment.

Task Force recommendations: disbanding the current Task Force and to establish a new cross-institutional committee of trustees, faculty, and staff, by April 30th of this year and that the committee's progress be assessed at the end of the 2021 – 2022 academic year. Focus: Identify transformational organizational practices related to three core issues and focus on issues of diversity, equity, and inclusion. Recommends the new committee include, but not limited to:

- Implementing professional development across institution in conjunction with Emotional Intelligence to train the Board, administrators, faculty, and staff
- Conduct a racial equity audit
- Acknowledge and incorporate lessons learned from historical and recent practices in all reporting and actions, especially in relation to the dominance of whiteness and male representation at the Seminary
- Propose best practice models for collaborative decision-making informed by literature in the field

Questions/Answers

The historical issues contributed, but referred issues related to the major theme of president was referred to the Governance Committee. Big focus on where trust was lost, which was around major decisions' examples: moving the campus, renewing the president's contract, financial decisions about how to get the Seminary back on track The focus going forward is around how do we have more governance and make decisions that encompass the entire community so that all voices are heard, respected, and have the same weight. How decisions are made: who is in the know, some making decision, some not, some on the inside and some on the margins, who has input or does not have input.

Three major areas that need improvement: organization, communication, and vision. President Blair would like to have an all-institutional meeting about every 60 days to hear thoughts and desires of the community.

Chair Sample would appreciate to learn from the community what are best practices to address issues and concerns.

Board members who are not present – is there a reason we are missing their voice and presence? Bishop Tindall had serious back surgery ten days ago and was unable to attend meeting. Andy Bryan had a conflict and could not attend today. Others their reason for absence is not known.

Any outside sourcing consultant for guidance in best practices with an outside perspective? Work of the new Task Force is to identify external resources and negotiate the funding of the resources with the President. Best practices to be derived from experts. Best practices going forward will involve us growing as people and growing in emotional intelligence to build the relationships.

Discussion

Board in agreement to move forward with forming a new task force. Discussion regarding commitment of time, size of new committee, and if recommendations or volunteers to be placed on the new Task Force.

- Determine feasibility of what can be done in an academic year's time.
- What is the correct number of committee members? Need equal number of representatives from each area of the community. Students not included because primarily focused on internal relationships; to not add burden to their schedule, do not have information needed – not in the day-to-day work; consideration of doing work in a transient population where they come and go doing work on internal structure – should think carefully about that possibility. Will be a piece that Task Force will need to get the voice of the students – how does communication affect students? Nine is a good number for people to work together so all voices are heard (three trustees, three faculty, three staff).
- Put together a summary of what would be required of committee members.
- Importance of having a few members from previous Task Force to stay on committee for continuity and to bring knowledge so work does not start at the beginning.
- How would this affect faculty load?
- Some people are both staff and faculty. What category do they fall under?
- What category do administrators fall under? Important for them to be a part of the process.
- How to ensure diversity on the committee?
- Include both Kansas and Oklahoma representation.
- Four areas: Trustees, Faculty, Staff, and Executive Leadership Team
- Of the nine: one of Board, one of staff, one of faculty that were previously on the Task Force to remain
- Determine who is going to be the remaining member on the committee from each category and two nominations.

MOTION to form a new committee as recommended by the Trust and Collaboration Task Force made by Lee Myane.

Motion passed unanimously.

MOTION to establish a nine-person committee to continue the efforts of the Trust and Collaboration Task Force that has representation of Trustees, Faculty, and Staff with one existing member from each of the categories staying on the new committee and that each of the organizations will nominate their two new members to join the committee made by Dana Aldridge and seconded by Arden Borgen.

Motion passed unanimously.

MOTION to disband the current Trust and Collaboration Task Force made by Lee Myane and seconded by Dana Aldridge with great appreciation for their work.

MOTION passed unanimously.

MOTION to accept the Trust and Collaboration Task Force Report made by Dustin Petz and seconded by Dana Aldridge.

Motion passed unanimously.

Tex Sample thanked and shared his appreciation to the Trust and Collaboration Task Force for their work that required a lot of meetings, time, and devotion by all on the Committee. There was a good deal of anguish in the work and good deal of people having to stay with something at times when maybe they did not want to, but Saint Paul was well served by the Task Force.

Brainstorm Session – Best Practices for Trust and Collaboration

Tex Sample stated that the Board has frequently shared that they would like more conversation and less reporting, more dreaming and visioning for the school. No motions or decisions, but rather expressions of possibilities of thoughts to consider or not consider.

- President Blair would like to hear from staff how best to communicate with them and what would they like to hear about.
 - Seeing the President at community lunch on Tuesday
 - Meeting with only staff once a month to share
- How to interact with each other – covenant for our meetings, has input, and agrees to covenant.
- “Oops” (what was said was not intended the way it sounded by the speaker) – “Ouch” (what was said was offensive to someone) Principles: Point out and determine how to handle them.
- Restorative Justice Circles: gather in a setting (can be virtual) and talk about a particular topic – a place for expression, no crosstalk, no dialogue, no asking questions of clarification. Each person given opportunity to respond to a question and be heard. An opportunity for gathering people to express thoughts and feelings about something.
- Was helpful when the staff and faculty had questions regarding the renewal of the President’s contract that members of the Governance Committee invited staff to a meeting to talk through how the process was conducted. Faculty wanted some follow-up, so the Faculty Steering Committee (FSC) asked the Governance Committee for a follow-up meeting. Dana Aldridge and Mark Faulkner met with Kris Kvam and Jim Brandt of the FSC for conversation about working with the President; was helpful to understand how the Board and Governance Committee are working with the President. Faculty input was invited into that and an opportunity for ongoing conversation was created. This is an example of practice that helped create shared governance and some good ways for communication in both directions.
- Trustees who do a lot of decision-making, voting, and policy setting to be very active with the faculty and staff. As a Board we have to be in situations where we understand what is happening in the school with the staff and faculty. Adopt something where Board members cannot be passive, but need to know faculty and staff, be in a classroom listening to someone teach, etc., so they understand the settings in which they are making decisions.
- Look forward to information from faculty and staff and how they would like to interact with the Board members. Must have relationships within the school. How to make happen?
- How to negotiate a relationship between Board members and faculty/staff. What is an appropriate relationship?
- At least one of the Board meetings is designed to be an all-school meeting to bring the entire community together – once or twice a year.
- Harder work is about boundaries, power, and vulnerability. Appropriateness of sharing and acting together. Too much communication can be just as damaging as no communication. Good articulation of boundaries would be helpful.
- Board attending Chapel is a great opportunity to engage in the community.
- Trustees contact Jeanne Hoeft if interested in visiting a class. Next step is to ask the professor, and determine purpose of visit, appropriate participation and observance.

- Hard to have trust if you are not known – to build trust you must know each other and be known.
- When it comes to gathering in place again, how important those third spaces are to cultivating trust, getting to know one another, rather than requiring meetings and other programs. Always welcome to Chapel.
- Attend awards ceremonies for students.
- Would Board be interesting in participating and leading parts of Chapel?
- Etiquette is to check ahead of time if going to visit someone's classroom.
- Grateful for Dr. Boswell to share today.
- Amazing to hear from a former student (Dr. Boswell).
- From past experience with another organization, one of every three Board meetings was focused on student experience where it is really good to incorporate more student experience and interaction during the meetings.
- Have a time at each Board meeting that a student gives an update on their experience, where they came from, how they got called into ministry, etc.
- Mentorship programs or opportunity to work with Board members.
- Hear from a faculty person during every Board meeting – how the Board can better support them.
- Formal acknowledgement/congratulations from the Board to graduating seniors.
- Having some occasional informal gatherings – invite, but not required.
- Opportunities for students receiving scholarships to have a meal with the donors. Need to be mindful if that is the best way for students to feel comfortable showing gratitude.
- More inclusion of faculty/staff during meetings.
- Gatherings designed just for fun interactions – food, games, laughter – for social interaction, not meetings to decide what/how something should be accomplished.
- Dinner together following the first meeting day.
- Be mindful of Oklahoma campus and how to connect and communicate.

Closing Prayer by Linda Shipman

Adjournment at 5:00pm by Chair Sample

Friday, October 2, 2020

Board Members Present:

Jennifer Ahrens-Sims, Dana Aldridge, President Neil Blair, Arden Borgen, Andy Bryan, Sharon Cleaver, Mark Faulkner, Amy Hogan, Bishop Fritz Mutti, Lee Myane, Dustin Petz, Linda Shipman, Chair Tex Sample

Guests:

Shannon Hancock, Jeanne Hoeft, Kris Kvam, Richard Liantonio, Linda Louderback, Matt Mills, Jay Simmons, Jennifer Smith, Dr. Sharon Tan (Lilly Grant), Anne Walker, Leanna Walkowiak, Rabbi Michael Zedek (new staff)

CALL TO ORDER:

Meeting officially called into session at 8:00am by Chair Sample with opening prayer by Dustin Petz

Approval of October 2020 meeting minutes:

Motion to approve the October 2020 minutes as written by Lee Myane, seconded by Dustin Petz.

Motion carried (abstained from vote: Sharon Cleaver – was not in attendance at October 2020 meeting).

President's Report and Executive Leadership Team Updates:

President Blair – moment of prayer for Jeanne Hoeft's son-in-law, whose mother passed away last night.

Lilly Grant Update – Jay Simmons

Saint Paul has applied for a planning grant to the Lilly Endowment for the new Pathways for Tomorrow initiative. Allowed to apply for up to \$50,000 to utilize their resources to prepare the writing of a grant we hope to submit by August 2, 2021, for Phase II of this initiation. This would enable Saint Paul to pursue a grant of up to \$1million or, if we work in partnership with an approved entity, of up to \$5million. Fortunate to be approved for the initial planning phase and have received the funds. The planning proposal for Lilly suggested that we would focus on listening to some of the underserved communities in our neighborhood. Listen and learn how to prepare a pastorate to better serve their communities over the next generation of church leadership. Have contracted with Dr. Sharon Tan to be the Project Coordinator for the development of the Phase II proposal. Introduction of Dr. Sharon Tan with Lilly Grant (bio located on Board Moodle site).

Oklahoma Update – Anne Walker

- Oklahoma Vision Steering Committee: group of alumni and community partners who meet quarterly to discuss how Saint Paul can resource the changing landscape of Oklahoma. Over the past year and a half have identified three areas: 1) work with native communities and leaders; 2) innovation and ministry practices; 3) supporting female clergy and clergy of color. Through a partnership with Rev. Chebon Kernell, two courses will be piloted in the coming year: 1) a dialogue group of native American community leaders about needs and challenges; 2) upper-level theology course focused on Native American theologies. Intend to evaluate at the end of the academic year.
- Oklahoma City University has a new president who will start Fall 2021 – begin building relationships with Dr. Kenneth Evans
- Build partnerships for increasing denominational diversity amongst the student body
- Continue to build partnerships for supporting women in clergy and clergy of color
- Continue to determine how Saint Paul can respond to the changing landscape for ministry in Oklahoma
- As Associate Dean for Academic Programs:
 - Provide support for adjuncts and guide the development of practice and retreats along with Dean Jeanne Hoeft
 - Coordinate the United Methodist Women’s Deaconess and Home Missioner program – coordinate academic programs out of Saint Paul
 - Work with faculty on assessment and student professional development
 - Behind-the scenes course scheduling.

Introduction of new Executive Leadership Team member, Rev. Shannon Hancock, Executive Director of Admissions and Communications – President Blair

Admissions and Communications Update – Shannon Hancock

- Goal of 33 enrollees this year; about half-way there and several in progress – should reach goal
- Implemented Populi, which allows us to see more information from students sooner
- Implemented earlier application deadline of April 1, 2021, which is very helpful for the admissions team learn how to recruit sooner
- Have achieved diversity in the applicant pool
 - Thank you to Tiana Gatewood for her hard work in getting Saint Paul known
- DMin interest has been strong this year, and the deadline was extended since it takes more effort to complete the application process
- Board members can apply as a non-degree seeking student
- Applications open until May 15, 2021, for degree seeking; June 1, 2021, non-degree seeking
- Please let Shannon know of any potential students

President’s Report – President Neil Blair

- Strength of financial health – balanced budget

- End of December 2020 have seen a 51.5% growth year-over-year in annual program and scholarship fund and 48% growth year-over-year ending March 2021. Great thanks to Jay Simmons who has helped tremendously.
- Conduct a feasibility study to begin a silent phase for a capital campaign that will include priority of scholarships for students of color and cultural diversity, which is related to strategic planning priorities. Will also consider a review and statistical analysis based on ATS statistics of salary and benefits overall with study and consultation of the Resource Committee. If possible, will take into consideration whether investment will go immediately into endowment and income spun off from endowment or will it be a split investment for immediate expenditure for purposes mentioned and part of it go into an endowment.
- Growing Enrollment KPIs look incredibly promising for the fall; recruitment is critical
- Progress made in strategic planning priorities, 2, 3, and 5. Addendum regarding Dr. Boswell's presentation.
- Leadership in continuing to discover great and balanced talent for the Board of Trustees
- Excited about reinvestment in faculty to help connect important persons that provide extraordinary opportunities for leadership positions for a seminary
- Thrilled with the extraordinary leadership team and their diverse skillsets, incredible faculty, and great staff
- Continue to strengthen relationships with institutions – related to strategic goals, joint educational programs, and mentoring programs
- At the encouragement of the Board, will begin work with Executive Coach, Gail Parker

Academic Committee – Lee Myane, Chair; Jeanne Hoeft VPAAD

Meeting Documents 8.1, 8.2, 8.3, 3.3, 3.4, 3.5

Chair Lee Myane thanked Dr. Hoeft for all her work and outstanding reports and thanked the Committee for their work.

- Approved Research Leave for Dr. Elaine Robinson
- Received Research Leave for Dr. Israel Kamudzandu
- Committee has received and discussed several reports
 - Enrollment Report and spring update: wonderful report with exciting news that enrollment is holding steady even through COVID
 - Educational Effectiveness Report: students getting what we hoped they would and enjoying it
 - Direct Assessment Student Learning Outcomes: students report learning what they thought was applicable
 - All reports/sources are in Moodle
 - HLC monitoring updates are discussed, and several Board members are helping with the ATS evaluation
 - Personnel changes including Dr. Endicott, Rabbi Zedek, and Dr. Bartholomew
 - Committee has approved the graduation list
 - Committee voted to approve the Faculty Council's recommendation to discontinue the Certification of Theological Formation (non-degree academic program, which has been offered at Saint Paul for the past five years; 27-hour credit program; general program with less appeal)

Introduction of Rabbi Michael Zedek as the new Rabbi in Residence and will be teaching a course at Saint Paul. Saint Paul has never had a Rabbi in Residence before and it is not common at a United Methodist seminary.

Motion from the Academic Committee to approve the proposed Spring 2021 graduates, pending completion of all degree requirements.

Motion carried.

Motion from the Academic Committee to discontinue the Certificate of Theological Formation.

Motion carried.

Governance Committee – Mark Faulkner, Chair

Meeting Documents 9.1, 9.2, 9.3

Chair Mark Faulkner shared that the Committee spent a lot of time to develop a four-year presidential review, reviewed SurveyMonkey results, received letter from faculty to take into consideration, and received a recommendation report from Dr. Mildred Edwards. Thank you to Linda Shipman and Dana Aldridge who led the Presidential Review. The good work done by President Blair through the transition was recognized. Concern was whether he was the one to move Saint Paul forward in our vision. Recommended a two-year extension of his contract and committed to help President Blair with this process. Executive Coach was recommended to work with President Blair. Committee creates annual goals and works with the President to develop and set in line with the expectations of the Trustees.

Received amazing potential candidates for Trustee positions, which have been vetted, and will have one more to recommend that is going through the process.

Leanna Walkowiak helped the Committee with the revision of the Board Policy Handbook and Bylaws. The documents needed to be revised and brought in line with the Student Handbook, be brought up to date with current practices, and some corrections needed to be done. The work was done by Leanna for the Committee to review and approve, which has been done.

Motion from the Governance Committee to approve the revised BOT Policy Handbook and Bylaws to align with current practices and the Student Handbook.

Motion carried.

Thank you to Leanna for all the hard work involved in this process. Chair Sample also thanked Leanna for all her efforts and involvement in preparations for each Board meeting.

Chair Sample also shared appreciation for Mark's leadership in the Governance Committee. Mark shared his appreciation to Lee Myane for taking the meeting minutes and assisting him on the Committee.

Linda Shipman provided additional information regarding the Executive Coach, Gail Parker. Gail has 20-plus years of experience and is a certified coach. She has been asked to focus on three areas with President Blair: management, communication, and vision and how to carry them out. As a business coach, the skills translate to any industry or leadership avenue. Mark appreciated Linda's recommendation of Gail to Saint Paul. President Blair looks forward to working with Gail.

Resource Committee – Linda Shipman, Chair; Matt Mills, CFO/COO

Meeting Documents 10.1, 10.2

Information provided by Matt Mills.

How is Saint Paul doing this fiscal year?

- Seminary Tuition revenue up 9% year-over-year
- Budget is \$433,000 ahead, considering the annual budget is \$3.7 million
- Seminary operations are fully funded out of operations with no endowment drawdowns.
- Saint Paul has \$38 million in assets with only \$700,000 in liabilities (liabilities only equal about two months of the operating expenses); complete turn-around on the balance sheet of where it was three to five years ago. Liabilities are accrued liabilities, example, vacation time.

What does it mean when we say that Saint Paul is financially sound?

- Operates with no debt
- Has a balanced budget with a 4-5% drawdown; goal every year is 4%
- Endowment is nine to ten times the size of annual expenses
- Operates with enough cash to cover six months of operation expenses within the checking account
- Has diversified revenue streams: tuition, endowment draw, fundraising, other (not one area represents more than 37% and not one area represents less than 15%)

Chair Linda Shipman shared the Three-year Rolling Budget is on Moodle.

- Question regarding additional details of budget.
 - The Committee views more detail of actual versus budget, including more line-item detail.
- Question regarding President's compensation.
 - Still finalizing through Governance with the Resource Committee the physical contract itself to include the salary component; probably will not be a significant change that would affect the budget. Following best practices to present to the Board for budget approval: bring broad categories to the Board and allow the Leadership Team control within those broad categories of how to allocate resources to invest in our strategic plan, our people, and our students.
- Question regarding competitiveness in our pay scale for faculty and staff to retain high-quality people who are leading in ministry and service.
 - Have had extensive conversation to look at where we are in relationship to other peer institutions within the region. Five groups to compare: similar size, region, aspirational, free-standing United Methodist, and all United Methodist. Of these five groups there are about 12 categories of positions that Saint Paul has and are able to compare to each of these groups across the various categories. Top of mind to make sure we are competitive from a salary perspective.

Motion from the Resource Committee to approve the Three-year Rolling Budget.

Motion carried.

Additional Resource slides were shared that are available on Moodle.

President Blair's Comments:

- In 2007 the Endowment was just under \$50million, in 2016 had a little under \$30million, is now around \$37 - \$38million; goal is to be back at \$50million in Endowment
- 97% of income from donors is in gifts of \$1,000 or more; had increased to \$3300 in 2007 and dropped below \$90 in 2016 and back up in the mid-\$100s and would like to roll back to \$300 as a goal in terms of annual support (things we can control)
- Cannot control the MEF funding (plan for it to be removed; working to understand how to replace that funding with other funding sources)

Strategic Planning and Evaluation Committee – Amy Hogan, Co-Chair; Dustin Petz, Co-Chair

Meeting Document 11.1, 11.2, 11.3

Co-Chair Amy Hogan shared that 4.5% of the operating budget remains unincumbered for strategic initiatives that might arise this year, which is a rare accomplishment in higher education institutions. The strategic cycle guides the committee. Regularly updating KPIs that track progress. Determining strategic priorities and selecting those from each of the eight existing goals that are updated on a biannual basis. Existing priorities for 2021 – 2023: Goals 2, 3, and 5. Recent priorities brought to the Committee: 1) Indicators of effectiveness for Goals 2, 3, and 5 and the clarity of tracking that progress, and 2) draft of planning materials that are still going through Academic Affairs and committee revisions. SPEC will review revisions just prior to the July 2021 Board meeting.

Motion from the Strategic Planning and Evaluation Committee to approve Strategic Priorities 2, 3, and 5 for the academic years of 2021 – 2023.

Motion carried.

Motion from the Strategic Planning and Evaluation Committee to approve the revised indicators of effectiveness priorities.

Motion carried.

In July, the Committee will share the intent of the pieces and parts of the planning that the Executive Leadership Team is bringing forward to the Committee, as well as the input from faculty and staff regarding that planning. Will also work with information from the Trust and Collaboration Team, as well as continue to work through the strategic priorities for this year. Documents are in Moodle.

Executive Committee – Tex Sample

Meeting Document 12.1

The Committee has met three times since the last meeting of the Board and has heard the reports that have been shared today from each committee. The Committee called a special meeting to extend the contract of the President. Committee received first word of promotion of Shannon Hancock to Executive Director of Admissions and Communications. The Committee typically meet to advise the agenda for full Board meetings.

Trustee Discussion of Today's Committee Reports

Chair Sample noted from the last three Board meeting minutes that the Board would like to have more time for Board discussion and conversation and less time spent hearing reports that are available on Moodle. Saint Paul has many good things happening and now needs to be thinking about the future; have gone from survival to stability and now to what is possible in the future.

Visions and dreams for the future of Saint Paul with no actions needed during this meeting:

- Heard from time to time that “we are the smallest” and assume that is regarding enrollment in United Methodist seminaries. As we vision for the future, possibility that Saint Paul might grow to the point that we are in the middle of the United Methodist seminaries.
 - Careful not to grow for growth's sake but grow to provide excellence in community-minded practical, theoretical education to a lot more people. Saint Paul has a lot to offer, and if our story gets known, why we would not grow?
- Grow Saint Paul leadership in the United Methodist Church, particularly in the United States. The Oklahoma Steering Committee has been talking about the changing landscape of ministry, which would require new metrics to measure effectiveness that we do not have right now. As mission becomes more important and not knowing where worship falls in the life of a congregation, maybe leading the church in new ways of imagining what 21st Century church looks like, particularly after COVID. As the denomination moves closer to a split, could be a need from Annual Conferences for ways to resource their local congregations. Oklahoma Annual Conference leadership is sometimes a step or two behind where we need them to be in giving us resources and helping us navigate the rapidly changing landscape. Could Saint Paul provide some guidance and leadership to help shape the future of the denomination in being proactive when there is so much rapid change instead of reactive? Amongst goals for diversity includes ecumenical diversity to get some insight into what is effective in other denominations and get a more objective look at the United Methodist Church; to learn from other denominations to help navigate our way forward.
 - President Blair and Jay Simmons have a Zoom session next week with futurists who have done a lot of research in theological education and what will be needed in the future
 - Part of the Lilly Grant
- What does ministry look like post-pandemic and how can Saint Paul be a leader? Previous thought addressed this issue well.

- When working with admissions and recruitment, when a candidate is considering Saint Paul as well as other seminaries and they choose another seminary, what are the reasons we lose those candidates? It varies:
 - **Finances** is often the biggest difference. We are working to catch up with the rest of the United Methodist seminaries in what we offer.
 - **Opportunities in terms of classes.** We have a small faculty and can only teach so many courses. It benefits them when seminaries are attached to larger institutions.
 - **Proximity.** In theological education where they want hallway conversations, lunch together, and see a professor and fellow students plays a part.
- Native Americans to be a part of what we are doing at Saint Paul. How can we enhance their ability in the world?
 - As mentioned earlier in the meeting, there is a pilot dialogue group in classes. The programs we plan to pilot arise out of an intentional dialogue group with indigenous community leaders. Need to resource conversations in indigenous communities about the effects of Christianity and settler colonialism and ministry as it continues today in expressions of generational trauma. Those needs are as important for seminary students to learn about as the need for conversation as it arises out of indigenous communities. Resource dialogue without driving it and invite students to observe. Purpose is to inform our ongoing relationship with indigenous communities, especially in Oklahoma. Seminary can be a tough sell for Native American church pastors because they are in two- or three-point charges and have a full-time job in addition to that work. Those are not full-time or part-time positions with benefits, so financing a seminary education is often outside the realm of possibility. How do we make scholarship opportunities possible for students in ministry in indigenous spaces and craft in a way to make a true impact upon their material existence and their ability to lead?
- For the past 12 years, micro-credentialing conversations in higher education have been taking place. For Saint Paul to look at potential micro-credentialing possibilities in terms of context for what we are trying to accomplish in communities that need different pieces (formation curricula). How does it look different in different communities? Can be overwhelming trying to figure out which to accomplish first and what pilot works.
 - Structure of education does not meet the needs of indigenous pastoral leadership, but basic hermeneutic of suspicion for predominately white educational institutions, especially Christian institutions, and the ways historically, and continue to have, influence on indigenous communities. Opportunity for micro-credentialing – some is already being done through the UM Church Course of Study Program and license local pastor training. There are other possibilities in the future, but it is important to build relationships now to identify those possibilities for the future – without trust there are no possibilities.
- Does Saint Paul still have emersion classes?
 - No. Last curricular revision launched in 2015 eliminated that requirement. One of the big reasons was money and it was hard to keep the classes filled.
 - How are we educating for a globalized world? ATS asked us to distinguish how we understand intercultural work, global awareness, and global engagement.
 - Are there other ways we might offer that type of experience?
- Are we connected with David Wilson in Oklahoma and has he ever been approached about serving as a Trustee?
 - Yes, he was approached about six to eight months ago, but he did not have time at this point. He loves Saint Paul and would love to be on the Board but has too much on his plate now.
 - Have approached nine people, and four have joined the Board the past year.

- Commitment to people of color on the Board and in the school.
- In the Midwest there are six red states – 42% of people without a four-year college education. Probably around one-third are cultural traditionalists. Just reading books does not address cultural traditionalists. Need to look at how we are preparing our students. If we want to be sophisticated in global terms, we need to look for the global expressions within our own boundaries of this region including Native Americans, as well as immigrants. To be involved in racial justice and some serious ways that involve thought and action and pay attention to other indigenous opportunities in the red states we serve.
 - Lilly Grant proposal addresses concerns around black and brown communities, indigenous communities, and immigrant communities along the I-35 corridor and how we craft ministry practices that respond to the demands of the communities. How do high school and college credentials connect to ministry and the work we do today?
- Theological education, innovation, and the changing landscapes. This conversation highlights how many deep pockets in terms of resources we need to address this changing landscape. Future question for faculty – how do we create the kinds of study that students need for these particular contexts and create opportunities for those students to be specialists for theological innovation rather than generalists where everyone does the same courses? Saint Paul’s Women’s Society and Church Studies Program continues to grow in interest and commitment. How to create generosity for particularity in preparing people for ministry, involving regulations, and give opportunities for deep study and questioning in highly particularized ways? How do we prepare people who are equipped to know a particular culture through different lenses with specificity of experience and study, and reflection it involves? Have general orientation of what is expected with a profession like ministry.
- Are there ways we can tap into with our ecumenical partners to think about innovation of theology and ministry? Internship experiences?
- To see some of our programs include activism by being out in a particular community and having a common struggle together would be highly formative.
- A lot of work in congregations talking about putting things to work in real-life ministry settings. Manchester United Methodist Church is hosting a conference in the fall on social justice and how social justice ministries might look in the church. Have already partnered with the Missouri Annual Conference and Missouri UM Foundation. Have broad participation all around their region. Ways for Saint Paul to mine the things that are already happening in congregations and amplify those, rather than reinvent the wheel, would be a good approach.
- Wesley Fellows Program is funded by the Lilly Foundation. Sessions in: 1) Baltimore: looked at the red-lining and the racial history of Baltimore and traveled to several churches that had transitioned from white churches to black and brown churches; 2) Maryland area: looked at partnerships that local churches had with some of the schools who had transitioned to black and brown schools; and 3) Washington, D.C.: looked at public/private partnerships, visiting a church that had developed some transitional housing from homeless to some kind of home, then back into the community. Saint Paul might have opportunity to create a program like this to immerse pastors/others into situations where they are not familiar.
- Are there current plans for the next professor hire?
 - One of the priorities just voted on is the development of faculty
 - Plan has been to do a series of search and hires to replace retiring faculty
 - Keep faculty about the same size
 - Big piece of envisioning our future. What are our priorities, our gaps? Where are we headed? What resources are needed? Where do we put our resources since we cannot do everything?
 - Partnering with other institutions and organizations to give our students experiences.

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- It is really important in developing faculty to give them the resources to do what is asked of them.
- What is our niche? Where are we most effective and efficient?

Motion to move into Executive Session made by Andy Bryan, seconded by Lee Myane. (Session began at 10:59am and ended at 11:17am)

Motion carried.

Executive Session Notes provided by Chair Tex Sample:

Compensation discussion with no action taken.

Guests were invited back to the meeting at 11:17am.

Chair Sample reminded attendees to complete the Meeting Evaluation and return to Leanna Walkowiak.

Closing Prayer by Amy Hogan

Adjournment at 11:19am by Chair Sample

Respectfully submitted,

Leanna Walkowiak

Director of Operations/Equity Compliance Officer & Title IX Coordinator