



QUEEN' S COLLEGE

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Office of the Provost

To: Corporation of Queen's College

From: Rick Singleton

Date: April 29, 2019

Subject: Provost's Report

This report provides highlights of activities for the Academic Year 2018 – 2019 at Queen's College. I have organized my report under several headings. Some matters will be dealt with and discussed as specific agenda items.

Academic

We continue to plan and organize our programs and courses by referring to the framework developed in the Curriculum Review in 2017. That revision has allowed and ensured academic balance and financial efficiency. The course offerings attract a wide array of students who engage and participate in learning and theological debate in ways that enrich each other.

We have introduced and encouraged anonymous on-line evaluations of each course at the end of each semester. This feedback helps to ensure continuous quality improvement for our courses, programs and the College. At the end of each semester, we sit as a faculty and review each course and each student. This matrix review also helps us continuously improve our courses and programs, and it ensures we have a mechanism to identify and respond with supports and / or recognition for students, both individually and collectively.

At our Faculty Council meetings we regularly review student performance. We have determined that we need to support our students with coaching for research and writing. Dr. Anne Cody has agreed to take on this role. Students can consult her on their own or faculty members can refer students to her. She is willing to work with distance and on-campus students.

Shaping of our courses and programs cannot be an internal effort only. Every living thing is influenced by its environment. Queen's College is alive, our environment has significant dynamic elements: academia, theology, culture, and economics. It is incumbent on us to span our boundaries and be aware of our environment. The awareness of our environment helps us adjust what we do and how we do it, but we must also be aware that we have duty and capacity to influence the broader environment or bigger social system by bringing forward relevant theological considerations and by equipping citizens to engage in ways that influence by word and deed. A prime example of such engagement is the launch of our new Diploma in Missional Leadership Program as a means to help students, clergy and others explore and discern their personal, vocational, ministerial and communal call to contribute to the building of the Kingdom of God. Indeed, one may ask, "Is this supposed to be new?" No, it has the same rootedness in the Gospel as past efforts at Queen's and throughout the Church. What is new, is the attention and priority to going beyond the physical and organizational structures that have been paralyzing parts of the Church in recent decades.

Our enrolment has been strong this past year. In the winter term we had a total of 177 registered students. Approximately 60 percent are Anglican. This past semester we had 16 students registered in our Vocational Development Seminar as candidates for ordination to priesthood sponsored for ordination by an Anglican bishop of Newfoundland and Labrador.

We continue to respond to the interests of committed and loyal students. We appreciate the pattern of students who register for a single course wanting to come back for more, we also see that graduates from the Diploma Program move on to the Associate, and the Associate graduates move into a degree program and on from Bachelor to Master degrees. Our regulations now make the progression clearer and more inviting to everyone and anyone interested in the study of theology at Queen's College. We also know and appreciate that many students select a course or program as part of their own discernment. We are pleased to make Queen's a welcoming and supportive place that helps all-comers experience a Christ-centered, Spirit-filled community.

This past year we continued to put substantial effort into development of courses and programs offered off-campus. Thanks to the support across the province, we continue to recruit into our Diploma in Theology and Ministry Program in Gander, Deer Lake, and Happy Valley-Goose Bay, as well as in St. John's. In September 2019, we will launch a Diploma in Theology and Ministry in Marystown on the Burin Peninsula. We have strong interest and support from five denominations for this venture. I gratefully acknowledge a grant from the Anglican Foundation of Canada to support the initiative to offer the Diploma Program across the province, and likewise I acknowledge a special grant from the Diocese of Eastern Newfoundland and Labrador to support the program for Labrador.

The development of our Smart Room has proven to be a good investment. It is making the delivery of on-line courses in real time much more user-friendly for all. Many of our part-time students would not be enrolled, if it were not for this technology. All faculty members are getting more at ease with the equipment and skills to engage remote

students in discussion and debate. During this spring and summer, we will review our technology and consider revisions and upgrades to ensure we are keeping pace. We will also have a faculty development venture to ensure all faculty members are availing of findings from research on best practices in on-line and asynchronistic education.

Our arrangement with the Diocese of Cyprus and the Gulf continues to allow Queen's to have significant and focused outreach by facilitating theological education and pastoral training as a means to support the Christians who live and work in areas of the Middle East where Christianity is a small minority of the population. We have 33 students from the Diocese of Cyprus and Gulf presently registered in our Bachelor of Theology in Discipleship and Ministry Program. We are pleased that the Executive Archdeacon of the Diocese of Cyprus and Gulf, who is also the Director of the Discipleship and Ministry Program for the Diocese, will receive the Honorary Doctorate at Convocation 2019.

We closed out our academic year with a Research Fair on April 11. Faculty members and students could recommend projects to share with the community. The session was available at the College and on-line. It turned out to be very interesting and rewarding event. We plan to do it again next year.

We have maintained a focus on Continuing Education for Clergy. We offer monthly sessions. They are available on-line, on-campus, and as recordings on our YouTube channel. We have broad variety of topics. In the winter semester, for example, we offered a session on Divine Renovation: from Maintenance to Mission, as well as a six session series on Pilgrimage.

As we move toward the future, we will continue to give attention to our membership status and accreditation with Association of Theological Schools. Rev'd Derrick Bishop has agreed to take on a part-time role with the College. Among other things, he will work with the Provost and the Dean as we position the College for accreditation with ATS.

Pastoral Training and Practice

Just as good theological education is important for our students, so is training and practice of pastoral skills. Most of our graduates will not have opportunity to go to a curate position for mentorship by a seasoned and competent pastor. Many will do studies by distance, and take on lay leadership roles when, where and as needed. Our challenge is to ensure students in our programs have opportunity to practice pastoral skills. We continue to put emphasis on pastoral practices. We do this by building in a practicum component into our Diploma Program and having supervised clinical and pastoral internships in our degree programs.

We have always been blessed with having pastors and professional pastoral workers in health care to provide supervision to our students. We have now taken steps to provide more focused training for clergy and others who will provide supervision and training to students enrolled in our programs off-campus. This year we offered the Certificate in Supervision for Ministry Program for the second time. This year, we also launched a three semester Certificate in Spiritual Direction. We will periodically continue with these

programs to build supervision and mentorship capacity and ensure students have access to competent supervisors for their pastoral practice and spiritual development.

This year we made revisions to the content and delivery of our Vocational Development Seminars. We reviewed evaluations on past VDS and we collected input from students and recent graduates as a means to identify topics and matters of interest and important for those going into pastoral ministry. The delivery was revised to include off-campus students, such as deacons and lay leaders in Western diocese as well as on-campus students. Local clergy were invited to present on topics deemed important. Fr. Courage also developed a Pastor's Toolbox component for each seminar. The sessions were interesting, informative and appreciated. Feedback included suggestions for future topics relevant to current and future ministry within the Church and within Anglicanism. Through our non-credit VDS series *Liturgical Matters*, we have put a refreshed and stronger emphasis on understanding and appreciating the liturgies of the Church.

In fall 2018, we had two students do internships. We have visited sites and provided orientation to the Field Supervisors and Intern Support Teams. The internship experiences are embraced by the pastors and parishioners. Feedback on the internships was positive. It is interesting to note, that at the completion of most internships, both the pastors (Field Supervisors) and the Intern Support Team comment that they are enriched from the internship. I believe this comes from the amount of reflection and need to give rationale and explanation for the pastoral practices exposed to one in formation.

This spring (2019) semester we have eleven students doing Supervised Practice of Ministry (SPM). Dr. Carmel Doyle, Director of Student Programs, has drawn on her vast experience and current literature on adult education and pastoral training to nurture an effective internship model to meet the needs of Queen's students and the Church. This spring, thanks to Carmel's ingenuity and networking, along with the cooperation and interest of Western Diocese, we will offer SPM in Corner Brook as well as in St. John's.

Spiritual Development

We continue to place emphasis on spirituality as the core of our program and essential to the joy, resilience and effective ministry of those preparing for pastoral roles in the Church. We endeavor to lead students into practices and routines that will allow them to have a strong prayer life and skills to help others. We require students to have a spiritual director, and we make them accountable to pursue spiritual guidance. We have monthly days of awareness, along with monthly sessions on the Ignatian Exercises and Spirituality: (*Exploring Prayer and Spiritual Conversations*), led by Fr. Earl Smith, SJ. We continue with our contemplative community morning prayer once per week. At the end of the semester we offered a silent retreat for all on-campus students in ordination stream and others who wish to attend. The retreat was directed by Rev'd David Burrows.

Our Chaplain, Fr. John Courage, started with us this year. As chaplain he organizes chapel related activities and he takes the lead in organizing our spirituality related activities. He moved in and settled in quite well. He built on the components we had in

place and discreetly adjusted matters that needed attention. He works very well with our students and proved to have a very positive influence on them, both individually and collectively.

The chapel is an important space in our community. Our Leadership Team members are all diligent to ensure the chapel is used appropriately and that we maintain it as a sacred space conducive to worship and prayer. Fr. John and Deacon David provide training, example and orientation for our students and trainees. Fortunately the chapel is quite flexible, students get opportunity to experiment with the space lay out and we use trial liturgies. This year, we purchased some new furnishings for the chapel and installed items to further enhance our chapel as sacred space set aside for worship and reflection.

Community

Community life within the college is quite dynamic. We have a wide array of students and faculty members. Some students are full-time and some are part-time; some are in ordination stream but most are preparing for fuller lay ministries. We have Anglican, Pentecostal, Roman Catholic, Salvation Army, United Church students and as well as several from other non-denominational faith communities, and we have one Buddhist student with us. Within the mix of faculty members, we have some ordained and some lay people, all have academic credentials in their teaching areas, along with variety in academic and pastoral careers. We have some students and faculty members who are here daily, others occasionally and some who always and only connect on-line. We try to provide the experience of a Christ-centred and Spirit-filled community. We insist on hospitality and respect. We welcome and encourage participation in the chapel, common room, and classrooms. We monitor behaviours and coach students to be self-aware of their habits and practices of engaging with visitors, supporting colleagues, and being present to those with them. We are all working to ensure we find the right balance in the use of technology as a means to add quality without interfering with personal communications and community life. We emphasize respect!

Our community is strengthened by the support of the Bishops and clergy. We are blessed to have frequent visitors and willingness of numerous clergy to preside and preach at Holy Eucharist on Mondays and Wednesdays. Parish clergy have been very supportive and welcoming to facilitating parish internships and Sunday parish placements for our students. We are pleased that our students recognize that they are not an isolated community, but part of broader and deeper community of faith.

We make efforts to connect with the broader community through a monthly newsletter and occasional updates to students, alumni/ae, parishes, clergy, benefactors and friends. Fr. John has taken on the role as Newsletter editor. He is conscientious in collecting interesting material and getting it out regularly. His efforts are appreciated and the feedback on it is positive.

We have worked to enhance our presence through social media, though more effort is needed. It seems to be a never ending venture.

Our weekly Community Meal on Tuesdays is typically a good experience for all. We start with Mid-day Prayer in the Chapel and move to enjoy food and fellowship in the Common Room. We invite and welcome visitors and drop-ins.

Most of our students and faculty members enjoy the connections and collaboration shared in the Common Room. Our faculty members and students intentionally share the Common Room. Considering the number of on-campus students and faculty members, this arrangement works well.

The Student Association takes responsibility in leading community events and activities. They are innovative, creative and efficient to ensure we have a good spirit within the College, worthwhile outreach activities, and projects that are manageable within available resources ... including time.

Collaborations

We have many collaborations within the Church, within the University and beyond. We have strong partners in many undertakings. We continue to sustain and nurture the obvious collaborations with the Anglican Dioceses in NL, as well as the Diocese of Cyprus and the Gulf. We maintain our arrangements with the Pentecostal Assemblies of NL, and we have renewed our contract with the RC Archdiocese. We are well along with our discussions with the UC regarding the Supervision for Ministry Certificate program. This program will likely start in September 2019.

Our arrangement with Memorial University is essential for Queen's College. We are in the final phase of renewal of the lease arrangement. When the lease is signed, we then hope to explore potential to enter into arrangements with Faculties of the University to enhance educational opportunities and the profile of the College.

Budget

Our Treasurer will provide the draft Audit Report for 2018, Financial Update for 2019, and Draft Budget for 2020. Along with these reports and discussions it is important to note a few items. The success of the Queen's College Appeal in 2018 is appreciated.

This year, with the advice and assistance of the contractual development officer, we revised some of our materials and went with more focused promotion of the Queen's College Appeal in 2019. These efforts include specifics on why we need support through the Appeal, and we approach clergy, administrative assistants and secretaries to help us boost the Appeal by including our bulletin messages and placing the posters. Early returns indicate some increase in the Appeal 2019. Also, accepting payment by credit card has reduced the amount of debt we carry for students.

Closing

As we close out the academic year with Convocation, I note that it was an exciting year. I note that Queen's is on the radar of many as place with interesting programs and exciting possibilities for the Church. This would not be possible without the tremendous support from numerous people who collaborate, participate and encourage our work at Queen's. Our students are wonderful individuals who bring joy and excitement to the

College and the Church. Our faculty members generously teach, coach, mentor, challenge and guide our students in academic, spiritual and pastoral formation. Our Leadership Team, Rev'd Canon Dr. David Bell our Dean, Rev'd Canon Father John Courage, our Chaplain, and Dr. Carmel Doyle our Director of Student Programs enrich Queen's by their presence, example and attention to detail that sustains the 178 year old spirit and character of Queen's College.

Finally, I thank the Corporation of Queen's College for the support of the College and our initiatives to make theological education available and relevant in the Church and beyond.

Respectfully,

Rick Singleton