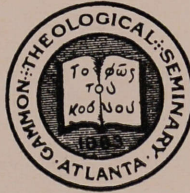


THE FOUNDATION

**GAMMON
THEOLOGICAL SEMINARY
ATLANTA, GA.**



**Gammon's Program of Recruitment
and
Ministerial Needs.**

Vol. XLVI

Third Quarter 1956

No. 3

The Editor's Note

One of the most serious problems confronting not only the church today but confronting the nation as well, is the serious shortage of trained Negro ministers. While 1200 to 1500 new Negro ministers are needed each year to replace those who die or withdraw, only about one hundred are graduated a year from all the seminaries of America. This means that more than ninety percent of the men entering our ministry every year are technically unprepared for their work. Some men, of course, by their natural gifts may rise to be leaders in certain ways, but most of the men, lacking training, will only be leaders of the poorest kind.

It is generally conceded that effective Christian leadership is the key to overcoming the troubles of our time. It is conceded, too, that if Negroes as a group are to hold the advances they have made toward full citizenship in recent years, and if they are to make further progress in the future, they must have spiritual strength and guidance for the hard climb that is progress. In short, we need and we need now a large number of persons who are trained to lead the people in every area of life, whether it be spiritual, social, civic, or economic, as well as in the area of individual hopes and problems. This is imperative for group progress if not group survival in this competitive modern world.

Gammon Seminary has recently experienced a tremendous growth in enrollment. It is the only one of our seminaries that has grown in this way. We feel that much of this growth is due to a

more effective program of recruiting which has been carried out under the direction of Prof. John H. Graham of our faculty.

Prof. Graham has prepared a report which clearly reveals his methods, his problems, and his hopes. Reading the report will be helpful to any Christian, layman or minister, who loves the Church and is concerned for its future development. We are, therefore, devoting this issue of *The Foundation* to this pertinent statement on a continuing problem.

Gammon has grown exceptionally, but we need to grow much more. This is true of every Seminary that we have. We hope this report will indicate to you what needs to be done and what you yourself can do.

Should you wish additional copies, they are available at the Seminary.

HARRY V. RICHARDSON

THE FOUNDATION Gammon Theological Seminary

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STUDENTS AT THE SEMINARY SPEND MUCH OF THEIR TIME IN STUDY IN THE LIBRARY.

Gammon's Recruiting Program
and
The Replacement Needs
of the
Central Jurisdiction

by

J. H. GRAHAM

*Professor of Sociology of Religion
Gammon Theological Seminary*

ATLANTA, GEORGIA

1956

Table of Contents

	<i>Page</i>
Introduction	7
I. Analysis of Recruiting Program at Gammon Theological Seminary 1953-1955	8
II. An Estimate of the Ministerial Replacements for the Central Jurisdiction for the Next Decade	18
III. Methods of Recruiting	27
IV. Conclusion and Recommendations	31

List of Tables

<i>Table</i>	<i>Page</i>
I. Summary of the Recruiting Program of Gammon Seminary 1953-1955	8
II. Student Register for New Students for 1953-1955	8
III. Enrollment by Denominations for Three-Year Period 1953-1955	9
IV. Distribution of Students of Gammon Seminary 1953-1955 by Size of Community	10
V. Colleges from Which Our Students Have Received Their Baccalaureate Degrees	11
VI. Drop Outs Over a Two-Year Period by Denominations	14
VII. Denominational Affiliation of Prospects Who Failed to Enroll for a Three-Year Period	15
VIII. Gammon's Male Enrollment from 1936-1955	17
IX. Total Negro Enrollment in Eight Methodist Seminaries and Total Negro Methodists by Classification for the Bachelor of Divinity or Equivalent Degree	23
X. Comparative Study of Pre-Ministerial Students Enrolled in Forty College Institutions	24
XI. Denominational Affiliation of 206 Pre-Ministerial Students Enrolled in Forty Collegiate Institutions 1955-1956	24

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J. H. G.

The Foundation . . .

VOL. XLVI

ATLANTA, GEORGIA • THIRD QUARTER

No. 3

GAMMON'S RECRUITING PROGRAM and The Replacement Needs of the Central Jurisdiction

Introduction

In the spring of 1953, the faculty of Gammon Seminary set plans to increase the enrollment at Gammon. Two reasons motivated the action: first, the acute shortage of trained ministers for the Central Jurisdiction; secondly, the high cost of operation—the cost per student was too high.

After several weeks of study, the faculty adopted a Program for Recruiting Students for Gammon Theological Seminary on April 29, 1953.

The goal set was a student body of 150 students with an annual graduating class of 50 students. This goal was three times the enrollment of that year.¹ The program was outlined by Dr. Ralph A. Felton, Professor Emeritus of Drew University. He was equipped with experience, interest, and training to prepare the Program. He was ably assisted by the faculty and staff of the Seminary.

The Program provided for the appointment of a Director of Recruiting, who would give part time to recruiting and the remainder to teaching.

On June 1, 1953, President H. V. Richardson appointed J. H. Graham, an alumnus, as the Director of Recruiting. Although Mr. Graham had served as a college professor, Director of Religious Activities on a college campus, Dean of Young People's Institutes, Pastor and District Superintendent, he was bankrupt in experience for this all important task. He brought to the position of recruiting only an interest and a flaming desire to expend himself in this very significant position. The pages which follow record the analysis of the Recruiting Program for the last three years. They are filled with "lights" and shadows, success and failure, optimism and pessimism, surprise and disappointment.

¹Total enrollment for 1952-53 was 46.

Analysis of Recruiting Program at Gammon Theological Seminary 1953-1955

THE PRESENTATION OF THE REPORT

The study is divided into four parts. The first part presents the statistical data as related to the recruiting program. The second part describes the ministerial shortage in the Jurisdiction. Part Three describes techniques used in recruiting. The last section is a summary and concludes with recommendations.

**TABLE I. SUMMARY OF THE RECRUITING PROGRAM
OF GAMMON SEMINARY (1953-1955)**

Year	Total Number of Prospects	Total Enrolled	Percentage of Prospects Enrolled
1953	42	34	80.9
1954	45	30	66.6
1955	33	25	75.8
TOTAL	<u>120</u>	<u>89</u>	<u>74.2</u>

Table I summarizes the material results of the Recruiting Program for the three-year period in tabular form. In 1952, there were 9 new students. In 1955 there were 25 new students, a 178 per cent increase over 1952.

THE EFFECT OF THE RECRUITING PROGRAM ON THE TOTAL ENROLLMENT

In 1952, the total enrollment was 46. In 1955 the total enrollment was 74. This represents an increase of 61.8 per cent. The first year of recruiting increased the student body by 40.4 per cent. In the second year, it was increased 15 per cent over the first year. In 1955, it was increased by 4.2 per cent over 1954. The percentage of "drop outs" enters into the reduced rate of increase.

According to *Higher Education*, Vol. XII, No. 5 (January edition), theological schools have increased in enrollment by 4.5 per cent in 1955 over 1954. Gammon is below the national average by .3 per cent.

TABLE II. STUDENT REGISTER FOR NEW STUDENTS FOR 1953-1955

Year	Juniors	Advanced Standing	M.R.E.	S.T.M.	Specials	Total
1953	22	6	1	1	4	34
1954	25	0	1	2	2	30
1955	23	1	1	0	0	25
TOTAL	<u>70</u>	<u>7</u>	<u>3</u>	<u>3</u>	<u>6</u>	<u>89</u>

Table II gives the profile as to the classification of the students admitted for the particular years indicated. There were 70 students admitted with Junior standing and 7 with advanced standing. This represents a total of 77 students for the Bachelor of Divinity degree. By advanced standing is meant that the students had formerly enrolled at Gammon or were transfer students from other theological seminaries with cumulative credit (28 hours and 28 quality points, to be classified above the Junior level). Three women were admitted during this period as candidates for the M.R.E. degree, and three students for the S.T.M. degree.

Six students were granted permission to enroll for a limited number of hours, (See regulation, Page 28, Gammon Bulletin).

In 1955 there were no special students; that is, Gammon had all graduate students enrolled.

APPLICATIONS REFUSED

The Seminary is anxious to recruit more students for the ministry. However, it is cautious as to whom it admits to study therefor. Because of this fact, *seven* applicants have been refused admission. They were refused admission on grounds of poor scholarship, or character references were not acceptable for ministerial candidates.

**TABLE III. ENROLLMENT BY DENOMINATIONS FOR THREE YEAR PERIOD
1953-1955**

Denominations	1953	1954	1955	Total
Methodist	20	15	12	47
Baptist	6	7	9	22
A. M. E. Z.	2	1	1	4
Presbyterian (U. S.)	2	0	0	2
Church of God in Christ	0	2	0	2
C. M. E.	1	3	0	4
Presbyterian (U. S. A.)	0	0	1	1
Cumberland Presbyterian	1	0	0	1
Disciples	0	1	1	2
Episcopal	1	0	0	1
A. M. E.	1	1	1	3
TOTAL	34	30	25	89

Table III shows that students have enrolled from eleven denominations during the three-year period. Students from the ten other denominations have taken advantage of the training at Gammon. Many of these students are serving charges within a radius of 300 miles. Only Methodist students have come from more distant places.

GAMMON'S RECRUITING AREA

Gammon is located in the southeastern part of the United States. It is logical, therefore, that it would draw its students from the surrounding areas. Its students have come from nineteen states and the British West Indies (three have come from the Isles). The following states have sent students to Gammon in the numbers listed below:

Georgia	18	South Carolina	13
Mississippi	10	Alabama	11
Tennessee	7	Florida	5
Louisiana	2	Texas	4
North Carolina	6	Kentucky	1
Missouri	1	Virginia	2

Seven other states representing all the geographical areas of the United States have sent students to Gammon.

Table IV indicates that the small town and open country have shared liberally in Gammon's Recruiting Program. Fifty eight students or 65.2 per cent were born in a *Gemeinschaft* environment. This represents the lion's share of the recruits.

**TABLE IV. DISTRIBUTION OF STUDENTS OF GAMMON SEMINARY
1953-1955 BY SIZE OF COMMUNITY**

Towns Ranging in Population	Number of Students	Percentage of Total
0 - 2,499	39	43.8
2,500 - 9,999	19	21.4
10,000 - 99,999	12	13.4
100,000 - and over	19	21.4
TOTAL	<hr/> 89	<hr/> 100.0

Another hopeful sign is the increasing number of students coming from the urban areas. Nineteen or 21.4 per cent have come from the urban area. In contrast to another study made by the writer of the graduates from 1940-1953, it revealed that only 9.3 per cent came from an urban area over 100,000. This is in keeping with the population shift in the United States.

GAMMON'S TRIBUTARIES

Gammon Seminary, likened to a mighty river, has many tributaries which swell its walls. A reconnaissance of our three year period indicates that Gammon received students from 39 collegiate institutions. Table V below will indicate the distribution.

In Table V, 41 or 44.8 per cent of the students received their undergraduate training at Methodist institutions. Approximately nine per cent of the Methodist students received their baccalaureate degree from other than Methodist institutions.

**TABLE V. COLLEGES FROM WHICH OUR STUDENTS HAVE RECEIVED
THEIR BACCALAUREATE DEGREE**

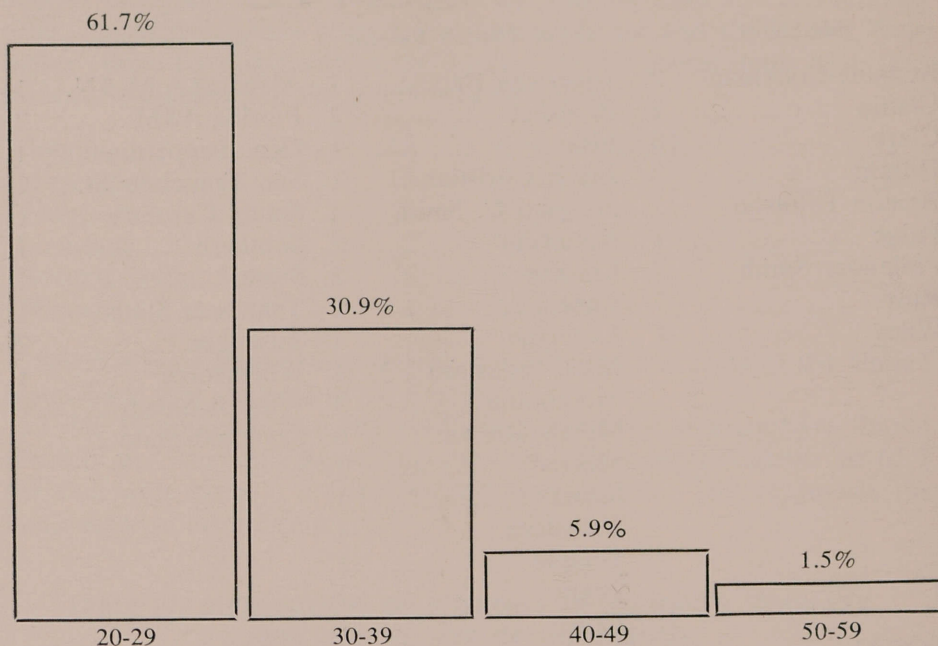
Methodist		Other Church Related		State and Private	
Bethune-Cookman	2	American Baptist	1	Alabama A.M. & N.	1
Claflin	8	Benedict	2	Florida A&M	2
Clark	15	Fisk	1	Geo. Pepperdine	1
Dillard	2	Jarvis Christian	1	San Francisco St.	1
Huston-Tillotson	3	Johnson C. Smith	2	South Carolina	1
Paine	1	Knoxville	2	Southern	1
Philander Smith	2	Lincoln	2	Storer*	1
Rust	7	Lane	2	Tennessee State	1
Wiley	1	Lemoyne	1	Tuskegee	2
		Miss. Industrial*	1	Wilberforce	1
		Morehouse	5	Winston-Salem	1
		Morris Brown	6	Savannah State	3
		Morris*	1		
		Selma*	1		
		Talledega	1		
		Temple	1		
		Texas	1		
		Zion*	1		
TOTAL	41		32		16

*Unaccredited Schools have the asterisk.

The three Methodist institutions which have supplied the largest number of students in the order named are: Clark 15, Claflin 8, and Rust 7. The proximity of Clark to Gammon may enter into the large number of students who have matriculated at Gammon. Only nine of the fifteen students from Clark were born in Georgia.

It is significant to note further that 16, or 17.6 per cent, are graduates of State and private institutions. It may indicate that the State schools are becoming a fertile field for the recruits for full time Christian service.

**CHART 1. AGE DISTRIBUTION OF STUDENTS ENROLLED IN GAMMON
FOR THE B.D. DEGREE FOR 1955¹**



¹Graduate students were omitted from this distribution.

Chart 1 indicates the Age Distribution of the students currently enrolled in Gammon for the Bachelor of Divinity degree. It is significant to note that 62, or 92.6 per cent, are under forty years of age. Only one student is over fifty years of age.

The mean age of the present student body is 29.7. The median age is 27.5. The range is 33.

These facts are significant for the Methodist Church. On an average these men will serve 35 years in the effective relationship.

BACKGROUND INFLUENCES IN RECRUITMENT

In his report to the General Conference of 1948, Murray Leiffer said: "It is the Methodist home more than any other earthly influence which pre-disposes young men to enter the ministry of the church."

A. HOME BACKGROUND

Out of the 54 students answering the question pertaining to their religious background, all indicated that they were reared in Christian homes; several indicated that their parents were active in their churches as officers or in regular attendance.

B. OCCUPATIONAL ANALYSIS

The occupation of the father is still significant in the vocational choice of the son. The following occupational analysis indicates the occupation of fathers of 54 of the students:

Professional:	
Ministers	13
Teachers	1
Proprietors of small businesses	2
Farmers and Farm Managers	13
Craftsmen	7
Laborers	18

From this analysis, it is obvious that the ministry is still a powerful influence in recruiting. Almost 25 per cent (24.7%) are sons of ministers. By the same percentage, our recruits have come from the sons of farmers.

It is significant to observe further, that approximately 28 per cent (27.8%) have come from the professional classes. The remaining group has been recruited from the laboring class. This might indicate an urban influence.

C. EDUCATIONAL BACKGROUND OF PARENTS

Of the 54 students reporting, the educational attainment of parents ranged from no formal training to graduate training. The mean academic training of the fathers was 9.6 years, and the mean academic training for the mother was 10.8 years.

ACADEMIC STANDING OF GAMMON STUDENTS¹

According to the registrar's report, one student has maintained an average of "A" in the school.² Fifteen students have a "B" average and 21 a "C" average. Five students are below the "C" average. Hence, twenty-six of the students would be poor educational risk for advanced graduate work. The mean grade average for the student body is 1.26.

Students who completed their baccalaureate degree in accredited schools have averaged 1.90; students who received their training from unaccredited institutions have maintained an average of 1.41.

It is significant to note further, that students who have come to the Seminary immediately after completing their college training have made an average of 1.92 (almost B), while students who have been out for several years have averaged 1.44.

¹This record does not include this year's class.

²The registrar's report indicates that two of the Junior Class earned "A" average last semester.

ACADEMIC AVERAGE OF THE STUDENTS AND THE PRE-SEMINARY REQUIREMENTS

The American Association for Theological Schools has recommended *eight* pre-seminary requirements. In the light of these recommendations and because more students are enrolling at Gammon from state institutions, the writer set out to discover whether there was any visible association between pre-seminary requirements and the academic achievement of the students in the Seminary.

It was discovered that there was a *positive association* between students who maintained a "B" average in the Seminary and meeting pre-seminary requirements. The association is of moderate degree as measured in the amount of .655. This is a substantial relationship and is very essential in the recruiting program.

TABLE VI. DROP OUTS OVER A TWO-YEAR PERIOD BY DENOMINATIONS

Year	Methodist	Baptist	A.M.E.Z.	Episcopal	Holiness	A.M.E.	Disciples	Total
1954	6	2	0	0	0	0	0	8
1955	3	1	1	1	1	1	1	9
TOTAL	<u>9</u>	<u>3</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>17</u>

This table indicates that 17 or 26.5% dropped out during this two-year period. In addition, three graduated. They were admitted with advanced standing.

It is significant to note that 9 or 25.7 per cent of the Methodist enrollees for this period dropped out. For all denominations represented among the student body, this is the highest number of drop outs. For denominations which have several students enrolled, this represents the highest percentage of drop outs.

The following reasons were given for the drop outs:

- (1) Poor Scholarship—Five men were asked to withdraw or made the choice themselves because of poor scholarship.
- (2) Maladjustment—Eight students dropped out because of maladjustment. All of these students were married and had been out of school for several years before resuming their theological training.
- (3) Illness—Two students were compelled to withdraw from school because of illness.
- (4) Transfer—One student transferred to another Seminary.
- (5) Family Conditions—One student was forced to drop out to care for her children.

It is obvious that most of the reasons given could be reduced primarily to two conditions: Poor Scholarship and Maladjustment.

There are three latent reasons for the drop outs which should be indicated. First: The mean age of the "drop outs" was 36.4 years. The mean age for the total group was 29.7 years. The mean age of the students who are continuing their training is 29.3. It is evident that those who dropped out were on an average of *five years* older than those who remained in school.

Second: The length of time that students had been out of school before registering at Gammon perhaps entered into the picture also. It ranged from one month to 15 years, with a mean average of 6.5 years. Those who dropped out on an average had been out of school for 6.5 years. In contrast to those who remained in school, they had been out of school on an average of 1.9 years before enrolling at Gammon. Students who dropped out had been out of school on an average of five years longer than those who continued with their training. Eight of these students had been in the pastorate for several years or in the teaching profession. It is likely that they found it very difficult to adjust to the discipline of a classroom or the income of a student.

The third latent reason advanced is marital status. Fourteen of the seventeen who dropped out for this two-year period were married. Eight had children. These factors increased responsibility and perhaps entered into adjustment and study. It is significant to note that the ratio of married students to single students who remained in school is *one to three*. The ratio of married students to single students who dropped out is *three to one*. Hence, there is an inverse ratio.

Two hopeful signs are on the horizon. One is that the class for 1955 is younger than the classes of 1953 and 1954. Secondly, the number of married students is lower in this year's class. In 1953, 62 per cent of the class was married. It was from this class that we have had the largest number of drop outs. In 1954, forty per cent of the class was married. Only thirty-six per cent of this year's class is married.

TABLE VII. DENOMINATIONAL AFFILIATION OF PROSPECTS WHO FAILED TO ENROLL FOR A THREE-YEAR PERIOD

Year	Methodist	Baptist	Congre- gational	AME	CME	Presby. U. S.	Disciples	AME Zion	Holiness	Total
1953	5	2	0	0	0	0	0	1	0	8
1954	7	2	0	1	2	1	1	0	0	14
1955	5	2	1	0	0	0	0	0	1	9
TOTAL	17	6	1	1	2	1	1	1	1	31

This tabular presentation indicates that 39 students were accepted by Gammon but never enrolled. Reasons given for not enrolling into Gammon were:

- (1) Financial Difficulties—Twenty indicated that the lack of adequate finance prevented them from attending Gammon.
- (2) Marriage—Two prospects gave marriage as their reason.
- (3) Called into the Army—Two entered the Army.
- (4) Sickness—Three indicated that sickness prevented them from entering as scheduled.
- (5) Enrolled in other schools—Four enrolled in other schools.

The largest number of prospects who failed to enroll was among the Methodist. Seventeen, or 54.8 per cent, were Methodist. It is estimated that one out of every four Methodists accepted at Gammon never enrolled. Only two enrolled in other graduate schools.

It should be noted that the large number of Methodists who failed to enroll and the higher incidence of "drop outs" reduce the enrollment at Gammon for the Methodist ministry.

Chart 2 illustrates in pictorial form the cost of the recruiting program from January 1, 1955 to January 1, 1956. The Seminary spent a total of \$3,918 in its recruiting program for this period.

The Director of Recruiting gives one half of his time to recruiting and one half to teaching. A secretary is employed for the Registrar's Office and the Recruiting Office. Hence, the salaries indicated in the figure are referring to one-half of the salary of the recruiting officer and one-half of the salary of the secretary. The next largest amount is spent in traveling to recruit the students. The office maintenance and publicity constitute the smallest percentage of the expense of the recruiting program.

The cost of the recruiting program for this period was \$156.75 per student. Approximately three per cent of the total budget of the Seminary is spent in recruiting.

**CHART 2. THE COST OF THE RECRUITING PROGRAM
FROM JANUARY 1, 1955-JANUARY 1, 1956**

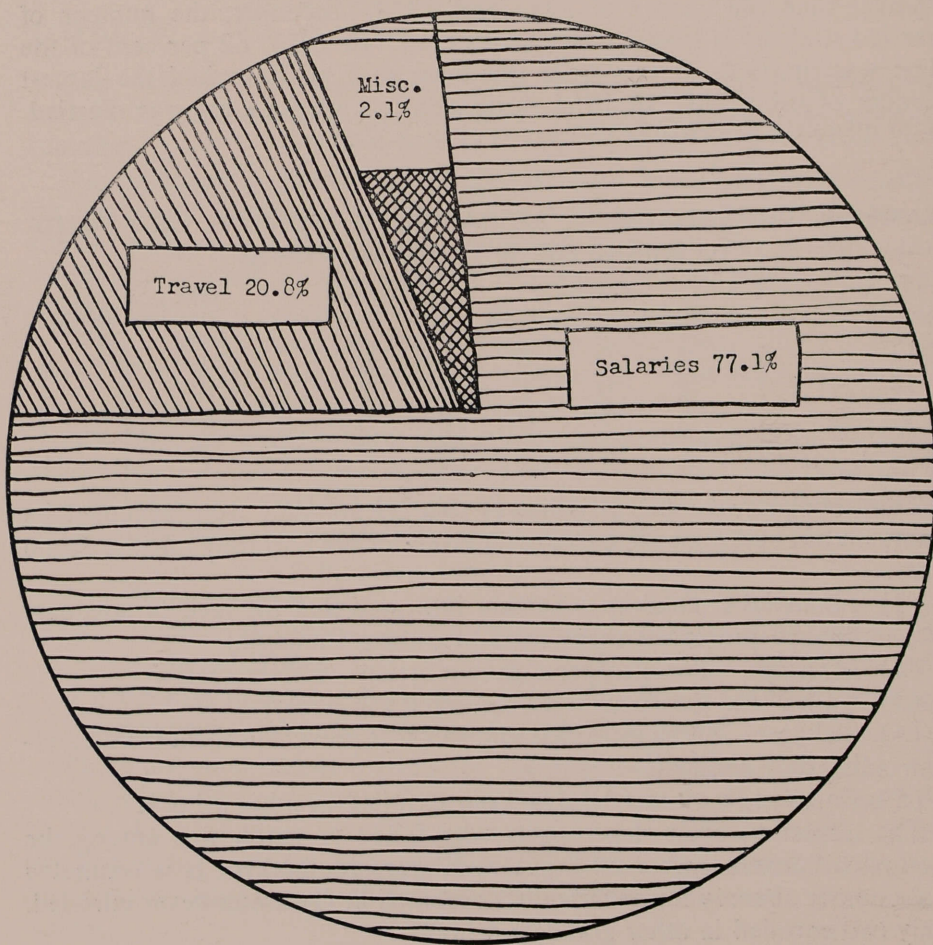


TABLE VIII. GAMMON'S MALE ENROLLMENT FROM 1936-1955

Year	Total Male Enrollment	B.D. Candidates	% of B.D. Candidates	Unclassified Students	S.T.M.
1936	80	23	28.8	57	
1937	70	29	41.4	41	
1938	63	32	50.8	31	
1939	51	31	60.8	20	
1940	55	28	50.9	27	
1941	58	35	60.3	23	
1942	69	49	71.0	20	
1943	62	43	69.3	19	
1944	59	43	73.0	16	
1945	57	41	75.4	16	
1946	55	40	72.7	15	
1947	55	40	72.7	15	
1948	51	40	78.4	11	
1949	59	46	77.8	6	7
1950	57	47	82.3	6	4
1951	43	40	93.0	1	2
1952	43	41	95.3	1	1
1953	59	53	88.1	4	2
1954	69	58	84.0	2	9
1955	73	68	100.0	0	5

Table VIII shows very clearly the negative direction of change in number of under-graduates (diploma students) at Gammon Seminary from 1936-1956 and the positive direction of change in the number of Bachelor of Divinity graduates for the same period.

It is significant to note that two decades ago only 28.8 per cent of our total enrollment were college graduates. The remaining number were enrolled in the Diploma Course.

The Gammon Bulletin, Vol. LIII, (p. 12) gives a brief description of the requirements for graduation with a diploma: "A minimum of 60 semester hours is required in the Seminary and a minimum of 60 semester hours work in an accredited college."

This course was discontinued in 1937. This action was in harmony with and was necessitated by the action of the General Conference of the Methodist Episcopal Church in 1936, which raised the requirements for admission to an Annual Conference.

Since 1937, Gammon Seminary has enrolled as special students those students who did not qualify for the Bachelor of Divinity degree. In 1956, Gammon had 73 graduate students enrolled, pursuing courses leading toward degrees of Bachelor of Divinity, Master of Religious Education, and Master of Sacred Theology. All students now enrolled at Gammon Seminary are college graduates.

It is further significant to note that with the exception of 1936, this is the highest enrollment for the twenty year period.

II

An Estimate of the Ministerial Replacements for the Central Jurisdiction for the Next Decade

The Central Jurisdiction is weighted toward old men. The median age is 50.5 years. (This is the same as of 1940 when unification occurred). Fifty per cent of the men in the effective relationship are over fifty years of age. Approximately two-thirds of the ministers are forty-five years of age and older.

MINIMUM REPLACEMENT NEEDS

By minimum replacement is meant the number of ministers necessary to fill the ranks of the effective ministry vacated on account of death, retirement, withdrawal, expulsion, or otherwise.

Age distribution is of primary importance. According to the report issued by the Board of Pensions (Chicago Office) on April 15, 1955, 245 men will retire automatically within ten years because of the age limit. In addition, 281 ministers may retire under the provisions of Paragraph 369 of the 1952 Discipline. It is possible that 526 ministers will terminate their effective relationship within this decade. This number precludes those who, possibly, will terminate their Conference membership or effective relationship by withdrawal, expulsion, death, and otherwise.

It cannot be predicted with accuracy the number who will terminate their Conference membership by withdrawal, location, or expulsion. From 1944 through 1954, 124 men terminated their membership through these means. If one would estimate that 75% of the number in the last decade would terminate their membership in the decade which follows, then 93 men would terminate their membership through these means.

The application of the mortality table to 281 men in the age category of 60-70 indicates that death may claim 14 men in this decade. Mortality table applied to 357 men in the age category of 50-59 indicates that seven men may be lost by death. Hence, it is a possibility that death may reduce the number of effective ministers by 21 in the next decade.

From these estimations, the Jurisdiction may need 640 replacements for the decade or an average of 64 men annually. This is a conservative estimate. It is *statistical forecasting*.

Other reports estimate that the Methodist Church will need 1,200 annual replacements. Since the Central Jurisdiction represents 7.1 per cent of the total ministerial supply of the church, it would need 850 replacements in ten years or 85 annual replacements.

These two estimates indicate that the Jurisdiction will need from 64 to 85 new ministers per year for replacements. This estimation precludes the number necessary for expansion—new churches and other types of ministries.

The picture is perhaps more vivid when one realizes that 86 ministers terminated their membership by death, withdrawal, expulsion, or otherwise

in 1954. In the same year, only 35 ministers were admitted in full connection in the several Annual Conference of the Jurisdiction. This represents a net loss of 51 ministerial members for the Jurisdiction. For every *three* ministers admitted into the traveling connection, *eight* terminated their Conference relationship.

If this ratio of 8 to 3 continued for ten years, the ministerial rank would be reduced to 715. In twenty years, the Jurisdiction would be reduced to 234 members. Within 25 years, the Jurisdiction would be non-existent. (Neglect may be one way to deal with the problem of the Central Jurisdiction).

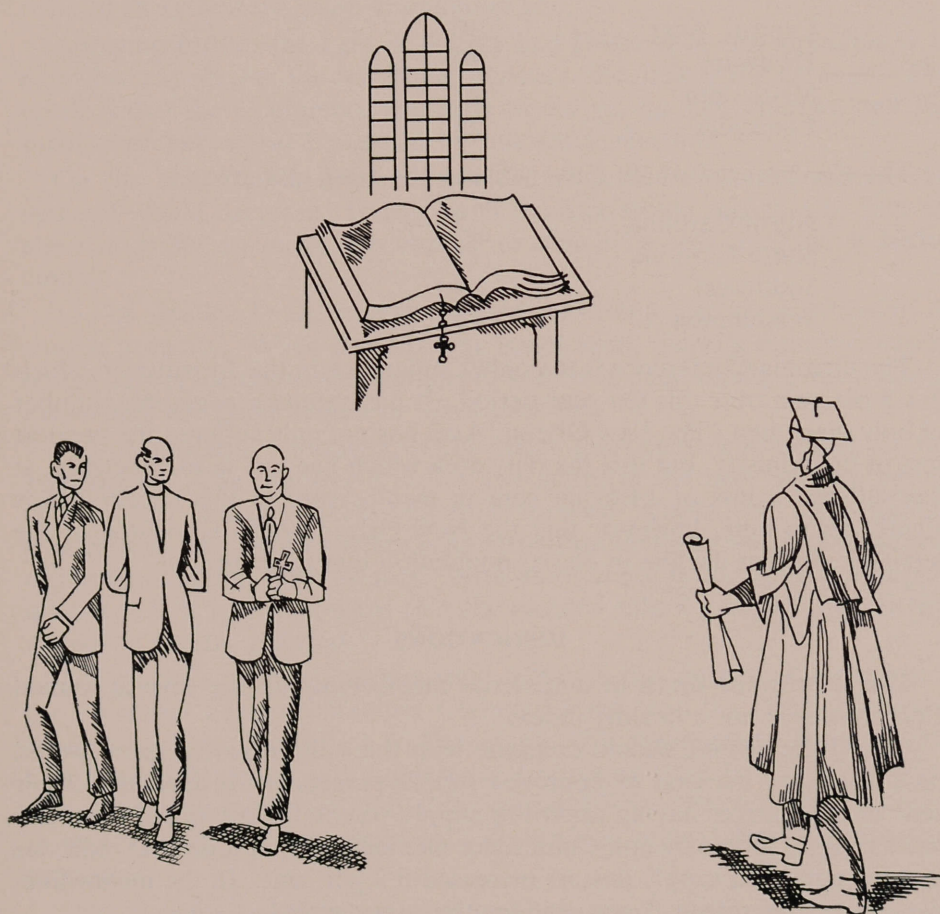


Figure 1. Ratio of Recruitment to Retirement

It is heartening to know, but not beyond grave concern, that instead of the ratio of 8 to 3, the ratio for the ten-year period has been 3 to 1.

INVENTORY OF THE LAST DECADE 1944-1954

The net loss of men in the Areas of the Jurisdiction is indicated by areas and in quantity and percentages as listed below:

Areas	Net Loss	Percentage of Loss
Atlantic Coast	43	11.5%
Baltimore	70	18.6%
New Orleans	128	27.5%
St. Louis	71	26.2%

The greatest loss has been in the New Orleans Area. By Conferences, the following have suffered the greatest loss in the Jurisdiction:

Central West	30
Delaware	32
Mississippi	29
Louisiana	28

The Conferences which have suffered the least loss are:

North Carolina	5
South Carolina	7
Southwest	8
Washington	13

The Georgia Conference is the only Conference in the Jurisdiction which has a net gain over this ten-year period. It has gained a negligible number of only *three* men. The New Orleans Area has not only suffered the greatest loss in the ministry, but it is the only area which has lost in membership. It has suffered a loss of 14.6 per cent in membership in this decade. It is significant to note, however, that the New Orleans Area is located in the territory of great decline in Negro population due to migration.

IMPLICATIONS

This downward trend in ministerial membership in the several annual Conferences is not a healthy index.

(1) If the decline should continue with the same rapidity, there would be a necessary increase of approved supply preachers. Instead of 32 per cent of the charges having approved supply pastors, there would be many more charges served by non-Conference members. The last decade indicates that the approved supply pastors increased 6.2 per cent. In the meanwhile, the charges decreased 3 per cent for the same period.

(2) Giving due credit to the approved supply pastors, it still remains that the charges are often put to a disadvantage. Some laymen look upon them as "inferior substitutes." (In my childhood days, I remember how my grandmother would search ardently the Conference Journal to discover whether the pastor assigned to her church was a Conference minister or supply. If she discovered that his name was in parentheses, she would always register her disappointment).

(3) An increase in the approved supply list would reduce the effectiveness of the ministry to the churches. The limited academic training of the approved supply pastors and the limited time given to the church would handicap greatly their work in the parish.

(4) As the Jurisdiction declines in ministerial members, it is conceivable that it would decline accordingly in the number of churches. In the last decade, the number of effective ministers was reduced by 1.4 per cent. The preaching places were reduced 1.8 per cent for the same period. There seems to be a positive association.

There is a truism which is apropos: "Big men will make a little church bigger; little men will make a big church smaller." Ministers have the power to bring the church to their size, providing the church has not reached its *saturation point* or *optimum* size.

Applying further the Law of Supply and Demand to this situation, it is logical to expect that the fewer the ministers, the greater the demand. The result is that the Conference members would get the best charges, and the small churches would be served by inferior leadership.

On the other hand, if there were an adequate ministerial supply, the demand would decrease. Hence, each minister would feel that he had no alternative but to make the church to which he was assigned a better church.

(5) A decline in the ministry would inevitably lead to devaluation of church property. When the property is not used, there is little inclination on the part of the trustees and others to keep it in good repair. Many vacant parsonages are good indices of this viewpoint.

(6) Ministerial shortages would affect the benevolent givings of the Jurisdiction. The minister is still a key figure in the benevolent program of the local church. According to a formula adopted by some annual Conferences, the pastor's salary is an important factor in the apportionment of the Conference benevolences. With an increase in the approved supply ministers, it is highly possible that the pastors' salaries for the Jurisdiction would be greatly reduced.

The pastor's salary is an important factor in the amount of money paid for Episcopal Fund, Conference Claimant Fund, and the District Superintendent's salary. According to Paragraph 823, payments to Bishops, District Superintendents, and Conference Claimants shall be exactly proportional to the amount paid on the ministerial salary. Hence, with a decrease in pastor's salary, there would be a decrease in other forms of ministerial support.

(7) A reduction in ministerial members would mean also a reduction in the delegates to the General and Jurisdictional Conferences. In 1944, the Central Jurisdiction had 56 delegates at the General Conference. In 1956, there will be 52 delegates. The Jurisdiction has lost four delegates in twelve years.

Since the General Conference is the law making body, it is not encouraging to reduce the number of voters at the policy making level. One vote could be the *decisive one*.

If this decrease continues, this number may be reduced to 34 members instead of 52. The Jurisdiction would be allowed 34 under the provisions of Paragraph 591 of the 1952 Discipline. This number would be contingent upon the factor that there were 17 Annual Conferences.

(8) It is possible that other Annual Conferences will be discontinued because of the lack of ministerial members. According to the Constitution, Paragraph 15, Section 4,—no Conference can be continued as an Annual Conference with a membership fewer than 50 ministers in full connection except by the consent of the General Conference.

Five Conferences are in the Danger Zone, namely:

Conference	Conference Membership
East Tennessee	45
Tennessee	41
Southwest	53
North Carolina	71
Upper Mississippi	73

The fact is more alarming when one observes the percentage of retired ministers to the total Conference membership.

The following indicates the percentage:

East Tennessee	28.9%
Southwest	20.2%
Upper Mississippi	15.1%
Tennessee	12.2%
North Carolina	11.5%

The East Tennessee and Tennessee Conferences, in case the merger is consummated, will have only 65 members in the effective relationship. Almost 21 per cent (20.5) will be in the retired relationship. The merger might not be the answer. (The Central Jurisdictional Conference voted non-concurrence on the proposed merger on June 16, 1956.)

In examining the relationship of recruitment to full members, a significant fact is noted. In the East Tennessee Conference, the percentage of probationers to total Conference membership is the same as the retirement (28.9%). This fact portends a decline rather than a growth. In the Tennessee Conference, the percentage of probationers to Conference membership is 9.7 per cent. In the North Carolina Conference, it is 1.4 per cent. The percentage of probationers to effective ministers in the Upper Mississippi Conference is 13.7 per cent. In the Southwest, it is 15.1 per cent. Less than 10 per cent of the Conference membership on probation is not a healthy index. These indices are illustrative of declining Conferences.

New Ministers for the Central Jurisdiction

The need for new ministers for the Jurisdiction is evident. Ministers are needed for specialized ministries, detached services, and for the increasing

urbanization of our nation. Men are needed for Conference memberships.

The words of the Master are most fitting:

“The harvest truly is plenteous but the laborers are few;
Pray ye therefore, the Lord of the harvest that He will send
forth laborers into his harvest.” (Matthew 8:37-38)

A. METHODIST THEOLOGICAL SEMINARIES

It is logical that the Jurisdiction would look first to its own Theological Seminaries for replacements. The eight Methodist Seminaries which admit Negro students were studied for ministerial replacements for the Jurisdiction.¹ The reports from the registrars of six of these schools indicate that there are ninety-nine Negro students currently enrolled.² Of this number enrolled, fifty-two or fifty-three per cent are Methodists. Thirty-nine, or seventy-five per cent, are enrolled at Gammon Seminary. The table which follows indicates the distribution.

TABLE IX. TOTAL NEGRO ENROLLMENT IN EIGHT METHODIST SEMINARIES
AND TOTAL NEGRO METHODISTS BY CLASSIFICATION FOR
THE B.D. OR EQUIVALENT DEGREE

School	Total Negro Enrollment	Total Negro Methodist	Juniors	Middlers	Seniors
Boston	11	3	2	1	0
Candler	0	0	0	0	0
Drew*	5	4	3	1	1
Duke	0	0	0	0	0
Gammon	68	39	13	13	13
Garrett	9	3	2	1	0
Iliff	1	0	0	0	0
Perkins					
School of Religion (Calif)	4**	2	0	1	1
Westminster	1	1	1	0	0
TOTALS	99	52	21	16	15

*Information was received from secondary source.

**One Negro Methodist student is a member of the Western Jurisdiction.

Table VIII indicates that there are 15 Negro Methodists in the Senior Class. Only 14 are members of the Central Jurisdiction. From the 17 Annual Conferences, 23 men will retire because of the age limit. The Jurisdiction will need 23 replacements. If all the seniors graduate, the Jurisdiction would still be short of 9 men to fill these vacancies.

Further analysis reveals that 8 seniors are presently serving as pastors. Hence the Jurisdiction would not gain 14 new men for replacements—only six. Furthermore, twelve of these seniors are already full members of Annual Conferences. Only two would be added to Conference member-

¹Candler and Duke were omitted from the study.

²No report was received from Perkins School of Theology.

ship. Hence, the Conferences would not add "one cubic to its ministerial stature." It is obvious that the Conferences must look beyond its seminaries for replacements.

B. COLLEGES AND REPLACEMENTS

The source for replacements is the collegiate institutions. Forty collegiate institutions which have served as "tributaries" to Gammon were surveyed for recruits. Table IX indicates the number.

TABLE X. COMPARATIVE STUDY OF PRE-MINISTERIAL STUDENTS ENROLLED IN FORTY COLLEGIATE INSTITUTIONS*

Type of Institution	Number of Schools Studied	Total Men** Enrolled	Total Pre-Ministerial Students	Percentage of Total Men Enrolled
Church Related	10	1,620	59	3.6%
Methodist	8	2,070	75	3.6%
State and Private	22	13,575	75	3.6%
TOTAL	40	17,265	206	

*White students enrolled at Fisk University in preparation for full-time Christian work were omitted.

**Ladies were omitted from the tabulation.

This tabular presentation indicates that there are 206 students preparing for full-time Christian work in the forty collegiate institutions studied. This number represents 1.1 per cent of the total enrollment of the men in all types of institutions studied.

TABLE XI. DENOMINATIONAL AFFILIATION OF 206 PRE-MINISTERIAL STUDENTS ENROLLED IN FORTY COLLEGIATE INSTITUTIONS 1955 - 1956

Denomination	Church Related	Methodist	State and Private	Total
A. M. E.	1	2	4	7
Baptist	37	13	38	88
Catholic	0	0	1	1
C. M. E.	13	0	3	16
Disciples	6	0	0	6
Episcopal	2	1	1	4
Holiness	0	2	4	6
Lutherans	0	0	1	1
Methodist	0	56	4	60
Presbyterian U.S.A.	0	1	0	1
Denom. not given	0	0	16	16
TOTAL	59	75	72	206

In the above table, the distribution of students by denominations is given. It is significant to note that the denomination which has the highest number is Baptist. Eighty-eight, or 42.7% of the total number, indicated

that they were affiliated with that denomination. The Methodist Church has 60, or 28.7% of the total number in preparation for full-time Christian work.

Hence, there are 111 potential replacements in the theological seminaries and collegiate institutions studied. In the next seven years, the Jurisdiction would need 186 replacements for men who will retire from the effective ministry because of the age limit. The Jurisdiction would be short of 75 men to fill the ranks due to retirements. This precludes those who will terminate their membership by other means.

C. MEN ON TRIAL IN ANNUAL CONFERENCES

The list of Probationers is another source for Conference members. In 1954, there were 176 men on trial in the several annual Conferences of the Jurisdiction. There were 51 in the Atlantic Coast Area, 38 in the Baltimore Area, 52 in the New Orleans Area, and 35 in the St. Louis Area. Of this number, 46 were received on trial in 1954. For the same year, the several Conferences lost 46 men by death. Death cancelled out the number admitted on trial.

Out of the 176 men on trial, 105 were serving pastoral charges in 1954. The others were left without appointment to attend school. Hence, 71 were counted previously among the potential replacements in colleges and seminaries.

From these three sources, the Jurisdiction will gain a total of 253 men for Conference memberships but will gain *only* 84 men for the various ministries of the Church.

According to the previous estimate, the Jurisdiction will need a minimum of 368 men for the next seven years to hold its own. Providing all men in seminaries, colleges, and on trial meet requirements for Conference membership, the Jurisdiction would still need 215 men to maintain the present ministerial members for the Jurisdiction.

D. OTHER SOURCES

There are three other sources to which the Jurisdiction may go for replacements; namely, women, students of other denominations enrolled in any accredited school of theology, and the approved supply list.

Women were not included in the tabulation from colleges and seminaries. There are 21 women currently enrolled in the schools who are interested in full-time Christian service. Under the present law, they cannot be admitted into Conference membership, but they can serve as pastors. (The General Conference voted on May 4, 1956 to give full clergy rights to women. This legislation gave the Church another source for Conference membership.)

The present legislation provides that students of other denominations enrolled in any accredited theological seminary may serve as student pastors under the supervision of the District Superintendent, when they are recommended by the Conference Board of Ministerial Training (Paragraph 315, Section 4, of the 1952 Discipline). There are 29 students currently enrolled in Gammon who could serve as pastors under this permissive legislation.

(The writer points this out as a source from which pastors may be recruited but feels personally that the Jurisdiction should be self-perpetuating).

The approved supply list is another source of ministerial recruitment. Boards of Ministerial Training and Qualifications recommend frequently to the Annual Conferences more men than are actually employed as approved supply pastors. According to the 1952 Discipline, Paragraph 316, the list of approved supply pastors is merely an *eligibility* list from which supplies can be appointed and not a roll of those entitled to an appointment.

A study of six Annual Conferences of the Jurisdiction—Georgia, Louisiana, Mississippi, North Carolina, Upper Mississippi, and Washington—indicates that there are 226 men on the eligible list. Only 163 are being employed as pastors in these Conferences.

The Jurisdiction could well profit by spending money in helping to make these men acceptable for pastoral leadership. The several Conferences could screen the list and pick out men young enough for Conference membership. They could provide scholarship aid for them. Appointments may be given to them near colleges where they could enroll and perhaps soon meet the minimum standards for Conference membership. One Conference in the Jurisdiction put into its Conference budget the small amount of \$600 in 1948 for this purpose. As a result, *four* men are now Conference members.

Men whose age and educational level would not warrant the suggestion above may improve themselves otherwise. The Board of Ministerial Training, in cooperation with the District Superintendents, could conduct extension classes. Many of them would be helped greatly by learning *how to read*.

The Pastors' Schools are provided in the four areas to help the men improve themselves. In addition, they provide an opportunity for the approved supply preacher to gain more status among his parishioners and other denominations. According to Paragraph 308, he can administer the Sacraments of Baptism and the Lord's Supper and if the laws of the state permit, perform the marriage ceremony within the bounds of his parish, provided: (a) he has passed the course of study for admission on trial, (b) each year thereafter, he passes one full year of the course of study looking to full ordination.

E. ON CREDENTIALS

Men may be received from other evangelical churches providing that they qualify according to Paragraph 411, Section 3. Last decade, the Jurisdiction received 91 men from other denominations. Almost one-third of the men who entered full connection during this period came from other denominations.

The following Conferences received men from other denominations in the quantity listed below:

Delaware Conference	20
Georgia Conference	11
Washington Conference	11
Texas Conference	8
West Texas Conference	8

E. TRANSFERS IN CONFERENCE

Some Conferences have increased their memberships by using the device of Transfer. This does not increase the membership of the Jurisdiction necessarily, but it does increase the membership of the particular Conference.

Among the Conferences which have the largest number of transfers in the following list is cited:

Louisiana	14
Georgia	18
Florida	18
Central West	22
Washington	24
Lexington	34

This large number of transfers indicates the Conferences are not self-perpetuating.

F. OTHER THEOLOGICAL SEMINARIES

Another source is other theological seminaries. The data is not available, but they represent a source of replacements.

III

Methods of Recruiting

This is an age of high pressure salesmanship. A theological Seminary must beware lest it, too, gets caught in the cobweb of unethical practices. In its attempt to recruit students for the Christian ministry, the Seminary must answer for itself certain pertinent questions:

- (1) In our attempt to recruit students, are we doing what is best for the student?
- (2) Are we giving him vocational guidance or counseling, *or* are we high pressuring him?
- (3) With an increase in college enrollment, will we now be more selective in accordance with the demands of the Christian ministry?
- (4) Is the church itself asserting all available energies in recruiting for the dearth of leadership?
- (5) Is the Call to the Christian Ministry being by-passed in our attempt to supply the pulpits?
- (6) Are the home, church school, church-related colleges and the Boards of the church co-operating wholeheartedly in the work of recruiting?
- (7) Is the Ministry itself interested in recruiting?
- (8) Do we have an adequate program of recruiting?
- (9) Do we spend enough or too much money on recruiting?

- (10) Does the Seminary use all personal, printed, and physical resources available in its recruiting Program? Does the Seminary avail itself of the services of voluntary workers, trustees, alumni, clergymen, teachers, and friends?
- (11) Is the faculty concerned about problems of students which might lead to a high rate of "drop outs"?
- (12) Are we doing our best?

In the light of these questions, our recruiting program has been developed. The first device used was a research study. A Study was made of the Gammon students enrolled during the last fifteen years to ascertain the following data: (a) What states provided our students? (b) What colleges supplied our students? (c) Home background (d) Denominational affiliation (e) Achievement of our Alumni.

1. College Visitation

An itinerary was planned by the Director to visit the colleges. It included church-related colleges as well as state and private institutions. Colleges which were non-co-educational, and Catholic-supported colleges were not included in the itinerary. Colleges which have theological schools or Schools of Religion were omitted also. Most colleges are visited in the first semester. Reasons for this are: (1) It gives the Director an opportunity to confer with students about the pre-seminary requirements before they register for the second semester. In case there is a deficiency, the senior would have an opportunity to make up this deficiency before graduating from college. This is very essential in state-supported institutions. The second reason is that it gives the Director an opportunity to confer with the students before they make their decision regarding the school they will attend for theological training.

(a) Arrangement for the Visit

The Director seeks to contact the President, by letter, early in the semester. In this letter, he states his plans and the Program of Recruiting. Along with this letter is sent a list of students who, according to his files, are enrolled at the School. This is checked by the Director of Religious Life, and other names are added and returned to the Director of Recruiting.

(b) A tentative date is set for the visit, subject to the approval of the President of the institution. This date is arranged in conjunction with other schools in the same area. This is time-saving as well as economical.

(c) When the date is confirmed, preparation is made for the visit. Very often chapel addresses must be prepared; lectures to certain classes are expected occasionally. The School Bulletin is studied to ascertain persons who might lend assistance in the Recruiting Program. They are contacted ahead. The academic background and denominational affiliation of the Director of Religious Life are checked. This is very important in the approach to be made

on the campus. All information on the student is compiled. The person who directs the Religious Activities of the institution will be notified as to time of arrival and the possible length of visit.

- (d) On the Campus—When the Director is invited to give a chapel address, it gives him an opportunity to emphasize Christian vocations and the opportunities offered at Gammon to prepare for Christian vocations. Occasionally, the privilege comes to speak to smaller groups in an informal meeting. It presents an opportunity for questions and reactions on the part of the students.

PERSONAL CONFERENCES

In these conferences, the director receives information about the family background, denominational affiliation, college classification, marital status, special abilities, hobbies, travel experience, army experience, philosophy of ministry, type of ministry in which the prospect is interested, etc. This material is filed for a future record.

The Director acquaints the students with the "Big Ten Theological Seminaries" of the Church and their special offering. Gammon is stressed last. Its opportunities, its heritage, facilities, outstanding alumni, its interdenominational quality, and its special offerings—supervised field work, clinical training, and personal counseling are emphasized.

Scholarship aid is emphasized last. Literature is distributed or mailed to the student upon request. Opportunities are given for the discussion of personal problems as they relate to theological institutions.

(e) Follow Up

- (1) Personal letters are written to students and other persons concerned with the visit.
- (2) Students are placed on the mailing list and in the prospect files.

2. Annual Conference Visitation

A letter is sent to the resident Bishop asking permission to visit the Conference and present the cause of Gammon.

At the Conference we try to secure:

- (1) A Gammon Display
- (2) An Address to the Conference on:
The Call to the Ministry
Recruiting Needs
- (3) A Conference with the Board of Ministerial Training, the Commission on Christian Vocations, and the Board of Education. In these meetings we try

- (a) To establish a working relationship between these agencies and Gammon.
 - (b) To secure the names of all men who are licensed to preach, their addresses and classification.
 - (c) To encourage a continued interest within the Conference for the students while they are in preparation for the ministry.
 - (d) To encourage the Conference to guide its ministerial candidates in the selection of a college for pre-ministerial training.
 - (e) To encourage the Conference to give scholarships to worthy students.
 - (f) To acquaint the Conference and the agencies with our Scholarship Program.
- (4) To interview persons interested in full-time Christian service.
3. Correspondence.
- Letters go out periodically to all alumni, Bishops, chairmen of Christian Vocations, Registrars, District Superintendents, Executive Secretaries, and others interested in Christian vocations.
4. Young People's Institutes and Missionary Institutes offer opportunities to stress Christian vocations.
5. Bishop Jones' Method
- At the Upper Mississippi Annual Conference in 1953, Bishop Robert E. Jones made an urgent appeal for recruits for the Christian Ministry. He secured the names and addresses of several laymen and ministers who would seek to recruit one person for full-time Christian service. The list was compiled and sent to the Director of Recruiting at Gammon. These persons were contacted and several responded by sending names of prospects.
6. High school students are contacted whenever possible. Studies show that the decision for life's work is made on the average at 16.7 years. Because of that fact, ardent search is made for prospects before they complete their high school course. These students are kept in our files and are also written periodically and sent current materials on Gammon.
7. As soon as the Director is informed of a male child born to one of our Alumni, he writes that child a *personal* letter. It is hoped that the letter will stimulate the father to urge the child to consider the Christian Ministry as his life's vocation.
8. Students now enrolled in Gammon assist in our Recruiting Program. Sometimes two students accompany the Director on a recruiting trip.
9. Local churches are urged to assist in recruiting. A Certificate is recommended for the churches which send one person into the Christian Ministry.
10. Enlist the interest in and the support of Alumni who are strategically located as recruiting officers for the Seminary.

IV

Conclusion and Recommendations

1. Gammon's role in recruiting and replacements for the Central Jurisdiction is significant. Seventy-five per cent of the men in the Methodist Theological Seminaries for the ministry in this Jurisdiction are enrolled at Gammon Seminary.

A previous study by the writer indicated that Gammon had graduated 128 Methodists since 1940. Seventy-eight percent of that number are now in the pastoral ministry in the Jurisdiction. Others are serving in significant positions of the Church.

2. Gammon has increased its enrollment by 61.8 per cent in the last three years. It has not reached its optimum capacity with its present facilities. It could accommodate a minimum of 100 students without extra cost. The per student cost could be reduced by the increase in the number of students.

3. Although the role of Gammon has been significant in the past, it must be more functional in the future. Ways must be devised for this suggestion to become a reality.

4. There is an urgent need for re-interpretation of the "Call to Preach." It should be spelled out in crystal clear language. It must be explained in a modern frame of reference and yet maintain the significance of the Call.

5. Values must be re-orientated. In this materialistic age, it is possible that one may become color blind to the things which are most valuable. In this regard, it is necessary for us to develop a new interpretation of the word "success." Success is spelled too often with a dollar sign. This criterion for success has been used in the church. It is a very important one, but not the only criterion by which a church or a minister should be judged.

6. The Call to the Christian Ministry must be so convincing and so challenging that a young man will not substitute another vocation because he can be a Christian in it or be called to it. This decision can easily be made today because other vocations may be more rewarding financially.

7. The Christian ministry is often portrayed as an "easy job." Any person with ordinary qualities can serve in this capacity. This portrayal has had its effect upon the best men entering the Christian ministry. Young men of the highest quality are not often challenged. Instead, the Christian ministry demands the best academically, spiritually, physically, and otherwise. The ministry is not a job for the ordinary but for the extra-ordinary; not for the average but the superior. Its symbol is not a "cushion" but a "cross."

8. The ministry must be interested in perpetuating itself. A minister should look upon his effective years of service to be incomplete unless and until he has influenced someone else to enter it.

There are various reasons why young men are not entering the ministry

in larger numbers. A poll was taken of a group of recent Gammon graduates to ascertain reasons. The answers given in the order of frequency were: inadequate income and insecurity, lack of proper counseling, and politics in the Church. More than fifty per cent of the men polled placed inadequate incomes as reason number one. However, it was revealing to note that men who were in the upper income bracket put the lack of proper counseling as the number one reason, and those in the lower income bracket designated inadequate income as the chief reason.

It is the opinion of the writer that the local churches can help greatly in ministerial recruitment by providing an adequate salary for the ministers so that they can maintain a decent standard of living and security for their families.

9. Recruitment must begin on the congregational level. The local churches must engage in a recruiting program. The Sunday Church School offers a good opportunity to seek recruits.

10. Conferences may find a study of their own ministerial supply to be helpful. Laymen should participate in the study.

11. Literature should be developed to meet the following needs:

- a. The Call to the Ministry. What constitutes a CALL?
- b. Help young men in high school who are considering the Christian ministry as a life's work.
- c. Help the "almost persuaded" and the "undecided" to commit themselves to the Christian ministry.
- d. Guide young men in the pre-seminary training in the selection of college and pre-seminary requirements. Part one of this report indicates the wisdom of this suggestion.
- e. Acquaint students with opportunities in full-time Christian work. What is the job of a minister? A job analysis may be helpful in recruiting.
- f. Prepare success stories of ministers for children in the several age groups. It could be used with the Junior and Intermediate Groups profitably.



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