Lancaster Bible College's request for new areas of concentration and specializations in approved programs while under extended approval in accordance with COMAR with COMAR 13B.02.01

<div align="center">

MARYLAND HIGHER EDUCATION COMMISSION
Application for <u>Renewal</u> Approval for Out-of-State Degree-Granting
Institutions to Operate in Maryland

</div>

<u>Please Note</u>: **A separate application form must be completed and submitted with all supporting documentation for each proposed location in Maryland. If an additional, new location is being proposed, an *Application for Renewal of Approval* must be submitted for that location.**

PREVIOSLY APPROVED LOCATION IN MARYLAND.
Please provide the complete mailing address.
  Lancaster Bible College | Capital Seminary & Graduate School
    7852 Walker Dr.
    Suite 100
    Greenbelt, MD 20770

PROPOSED START DATE OF CONTINUED OPERATION. January 1, 2023
        Applications should be submitted at least <u>5 months prior</u> to the proposed start date.

NAME AND ADDRESS OF INSITUTION APPLYING FOR APPROVAL.

Name of Institution:	**Lancaster Bible College	Capital Seminary & Graduate School**
Web Address:	**lbc.edu**
OPEID Code:	**003285**
U.S. Department of Education, Office of Postsecondary Education, ID Code -- Title IV eligibility.	
Chief Executives Officer:	**Dr. Thomas L. Kiedis**
Mailing Address:	**901 Eden Rd.** **Lancaster, PA 17601**
Telephone:	717.569.7071 x 8278
Email:	**TKiedis@lbc.edu**

Institutional Liaison: Name and title of the individual who will serve as liaison to the Maryland Higher Education Commission:

  Name: Sherry Bell
  Title: Washington DC Program Coordinator
  Mailing Address: 7852 Walker Drive, Suite 100, Greenbelt, MD 20770
  Telephone: (301) 552-1400
  Email: SBell@lbc.edu

******************************* **CERTIFICATION** **************************

I hereby affirm that the answers given in this application and its attachments are accurate and complete and further agree to comply with the *Annotated Code of Maryland* and State regulations governing the operation of out-of-State degree-granting institutions (COMAR 13B.02.01).

August 4, 2022	
Date	Signature of Chief Executive Officer

Please Submit All Information To:

> **Maryland Higher Education Commission**
> **Division of Planning and Academic Affairs**
> **6 N. Liberty Street, 10th Floor**
> **Baltimore, MD 21201**
> **410-767-3268**
> **acadprop@mhec.state.md.us**

A copy of these regulations can be found at the Maryland Higher Education Commission's web site www.mhec.state.md.us (under Academic Approval Process) along with an on-line application form.

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I. DURATION OF APPROVAL

Approval to operate at a previously approved location in Maryland must be <u>renewed annually</u>. However, "during of after the fifth year of operation in Maryland and during any subsequent renewal cycle, an out-of-State institution may apply for approval to operate in Maryland for an extended period of time up to 5 years." COMAR 13B.02.01.08C(1)

If the location for which you are applying has been annually approved for at least five years, do you wish to seek approval to operate in the State for an extended period of time of up to 5 years?
☒ **Yes, we wish to be approved for _____ years.**

II. SUPPORTING DOCUMENTATION

Only a complete application can be acted upon. While separate application forms must be completed and submitted for each approved location, the following Supporting Documentation needs to be included only once for each entire package of applications. **CHECK EACH ITEM AS ATTACHED.**

☒   <u>Catalogs and Other Institutional Publications</u>. COMAR 13B.02.01.20A(1)   Catalog link

Have your catalogs, other institutional publications, or awards changed since they were last submitted?   ☒ Yes ☐ No If yes, please submit new copies.   Link

☒   <u>Application Fee</u>. (Must accompany all renewals) COMAR 13B.02.01.08B(2)

The institution shall submit a non-refundable application fee in the amount of (a) $7,500 for up to two degree programs and (b) an additional $850 for each degree program over two programs. The institution's check should be made payable to: Maryland Higher Education Commission. The application renewal fee will be waived for renewals of out-of-state institutions operating at Regional Maryland Higher Education Center.

☐ Accreditation. <mark>(Must accompany all renewals)</mark> COMAR 13B.02.01.08B(4)(g) N/A - Under Extended Approval

Provide a copy of the most recent letter of approval (notification) from an organization recognized as an accrediting agency by the U.S. Department of Education. Along with your most recent notification of institutional accreditation, please provide evidence that you are in compliance with that organization's policies and procedures related to off-campus educational activities. If any of your proposed programs require program accreditation provide evidence of that accreditation.

☐ Registration as an Out-of-State Corporation. <mark>(Must accompany all renewals)</mark> N/A - Under Extended Approval
COMAR 13B.02.01.08B(4)(f)

To transact interstate business in Maryland, the institution must qualify with the State Department of Assessments and Taxation by making the certification required in the Corporations and Associations Article, §7-202, Annotated Code of Maryland. A public institution is not required to qualify as a foreign corporation. However, a business entity affiliated with a public institution or a private institution (profit or non-profit) must qualify as a foreign corporation. The Foreign Corporation Qualification Form may be obtained from the Maryland Department of Assessments and Taxation, Room 809, 301 West Preston Street, Baltimore, Maryland 21201 or on-line at: www.dat.state.md.us. Once qualified, the institution must provide a copy of the certificate of good standing issued by the State Department of Assessments and Taxation.

☐ Certificate of Compliance With Fire and Safety Codes <mark>(Must accompany all renewals)</mark> N/A - Under Extended Approval
COMAR 13B.02.01.08B(4)(o)

Please provide a certificate for each approved location for indicating that the proposed facility has been inspected and is found in compliance with local and State ordinances pertaining to fire and safety.

☐ Board of Trustees Resolution of Financial Solvency <mark>(Must accompany all renewals)</mark> N/A - Under Extended Approval
COMAR 13B.02.01.08B(4)(e)

Please provide a resolution from your Board of Trustees addressed to the Secretary of Higher Education stating that your institution is financially solvent.

☐ Advertisements COMAR 13B.02.01.07D(3)(p) N/A - Under Extended Approval

<mark>Are there new advertisements in print format related to your programs in Maryland?
☐ Yes ☒ No If yes, please provide copies of the new advertisements.</mark>

☒ Enrollment Data as Prescribed by the Secretary. <mark>(Must accompany all renewals)</mark>
COMAR 13B.02.01.08B(4)(q)
Please provide the information requested on the **Student Enrollment Data Form** found at the end of this application.

☐ Teach-out Plan <mark>(Must accompany all renewals)</mark> COMAR 13B.02.01.08B(4)(j)(iv) N/A - Under Extended Approval

The institution must provide a copy of its teach-out plan allowing enrolled students to complete their programs if the institution decides to cease operation in Maryland.

II. APPLICATION QUESTIONAIRE

This questionnaire, properly completed with supporting documentation, shall serve as an application for approval to operate in Maryland under the *Code of Maryland Regulations* (COMAR) 13B.02.01. <u>It must be completed for each proposed location</u>.

1. **Programs**.

   ➢ **CURRENTLY OFFERED PROGRAMS.**

(a) Provide a list of your <u>currently offered programs at this location</u>. For each program provide the following information: (1) the full title of the program; (2) the degree or certificate to be awarded; (3) the mode of instructional delivery; (4) the number of credit hours (semester or quarter); and (5) whether they are offered at the parent campus.

Program Title	Degree	Mode of Instruction	Total Credit Hours	Offered on Main Campus Yes / No
Example: Organizational Management	*M.S.*	*Classroom*	*36 sem*	*Yes*
Example: Business Administration	*B.S.B*	*Distance Ed.*	*120 sem*	*Yes*
See A1 Current Programs				

   ➢ **NEW PROGRAMS**

(a) Provide a list of the <u>new programs at this location</u>. For each new program provide the following information: (1) the full title of the program; (2) the degree or certificate to be awarded; (3) the

mode of instructional delivery; (4) the number of credit hours (semester or quarter); and (5) whether they are offered at the parent campus.

Program Title	Degree	Mode of Instruction	Total Credit Hours	Offered on Main Campus Yes / No
Example: Organizational Management	*M.S.*	*Classroom*	*36 sem*	*Yes*
Example: Business Administration	*B.S.B*	*Distance Ed.*	*120 sem*	*Yes*
Revised program: Master of Arts in Ministry with concentrations in 　　Children & Family Ministry (new) 　　Church Planting (new) 　　Formational Leadership (new) 　　Leadership Studies (approved) 　　Pastoral Leadership (approved) 　　Worship Arts (new) 　　Youth & Young Adult Ministry (new)	MAM	Classroom/ Hybrid	42	Yes
Revised program: Maser of Divinity with concentrations in 　　Bible Exposition (approved) 　　Children & Family Ministry (new) 　　Christian Apologetics (approved) 　　Christian Care (approved) 　　Christian Theology (new) 　　Church Planting (new) 　　Formational Leadership (new) 　　Leadership Studies (approved) 　　Pastoral Studies (approved) 　　Worship Arts (new) 　　Youth & Young Adult Ministry (new) and specializations in 　　MDiv: Christian Care (new) 　　MDiv: Formational Leadership (new)	MDiv, MDiv: Christian Care, or MDiv: Formational Leadership	Classroom/ Hybrid	75	Yes

(b) If the information does not appear in the catalog or publication you submitted provide (1) a description of the curriculum; (2) the objectives of each course; and (3) a course schedule for the proposed location

> Program information will be included in the Graduate/Seminary catalog, available after August 1, 2022: https://lbc.smartcatalogiq.com/en/2022-2023/Graduate-Catalog

    (c) Please provide a brief description of the student population to be served by the proposed new programs.

> The revised Master of Arts in Ministry and Master of Divinity programs are designed to meet the needs of current and future Christian ministry and community leaders.

2. Educational Need. Before the Commission may evaluate the readiness of an out-of-State institution to operate or award new degrees in the State, including the offering of an instructional program or a degree level not previously approved, the institution shall present evidence demonstrating the educational need to establish operations, offer programs, and award the degrees in question in the State. In addition, the out-of-State institution shall demonstrate that the proposed program, for which the institution is making application, meets a critical and compelling regional or Statewide need and is consistent with the Maryland Postsecondary Education. COMAR 13B.02.01.06A&C

<mark>**INSTRUCTIONS: Please enter the requested information in the spaces provided below, or create an attachment (labeled "A-2: Educational Need") to this application and respond to the following questions for <u>each new program</u>:**</mark>

(a) What critical and compelling Regional or Statewide (Maryland) need and demand do your proposed programs meet? In responding to this question provide documentation as indicated below:

    (1) If the programs serve <u>occupational needs</u>, present data projecting market demand and the availability of openings in the job market to be served by the new programs for which the institution is making application. This information may include workforce and employment projections prepared by the federal and State governments, the availability of graduates in the State or region, marketing studies done by the institution or others, and material from professional and trade associations.

> Please see pages 7-12 of Proposal to Offer a Revised Master of Arts in Ministry and pages 11-16 of Proposal to Offer a Revised Master of Divinity.

    (2) If the programs serve <u>societal needs</u> (include the traditional liberal arts education), provide a Description of how the proposed programs will enhance higher education in Maryland and contribute society

> Please see pages 7-12 of Proposal to Offer a Revised Master of Arts in Ministry and pages 11-16 of Proposal to Offer a Revised Master of Divinity.

(b) If similar programs exist in the State, what are the similarities or differences in your program in terms of the degrees to be awarded, the areas of specialization, and the specific academic content of the programs?

> Please see pages 7-12 of Proposal to Offer a Revised Master of Arts in Ministry and pages 11-16 of Proposal to Offer a Revised Master of Divinity.

    (c) Is a Maryland employer sponsoring/supporting the application for the program(s) to be offered at this location?

☐ **Yes** ☒ **No**

If yes, please attach a letter of support from the employer addressed to the Assistant Secretary, Planning and Academic Affairs. The letter should outline the employer's reasons for selecting the institution and its programs and state the benefits to the employees who participate in the program

3. Administrative Staff. The out-of-State institution shall provide for an on-site administrative staff responsible for overall administrative operation of educational activities including counseling, advising, testing orientation, financial aid services, and maintenance of academic records. In addition to being responsible for the administration of the policies and procedures of the parent institution, the designated administrators are responsible for meeting the expectations set forth in this chapter [of the Regulatory Standards of the State of Maryland for Out-of-State Institutions]. The duties and size of the staff shall be adequate for the size of the educational activities offered. COMAR 13B.02.01.15

INSTRUCTIONS: Has any previously reported Administrative Staff information changed since your last approval at this location? ☐ **Yes** ☒ **No**

If yes, please enter the requested information in the spaces provided below, or create an attachment labeled (labeled "A-3: Administrative Staff Changes") to this application with any changes to the following questions:

(a) How are you planning to meet the above standard on Administrative Staff?

NA

(b) Who will be assigned to carry-out each of these duties? Please include a curriculum vitae/resume for each administrator.

NA

4. Faculty

INSTRUCTIONS: Has any previously reported Faculty information changed since your last approval at this location? ☒ **Yes** ☐ **No**

If yes, please enter the requested information in the spaces provided below, or create an attachment labeled (labeled "A-4: Faculty Changes") with any changes to the following questions:

(a) List all faculty that are to teach in the first year (or cycle) of the programs at this location. For each faculty member provide the following information: COMAR 13B.02.01.08(4)(m)

    (1) the course(s) the faculty might soon teach;

    (2) the degrees the individual holds

    (3) the degrees areas of specialization; and

    (4) whether or not the faculty member is full-time or part-time (adjunct) at your parent institution

(b) Please include a curriculum vitae/resume for each potential faculty member. For those faculty who are yet to be hired include a job description and minimal qualifications.

5. <u>Library Resources</u>. Out-of-State Institutions offering programs or courses, or both, in Maryland, shall provide adequate and appropriate library resources within State boundaries and within reasonable distance of the instructional site. Usage statistics shall be kept to determine to what extent these resources are available and accessible. COMAR 13B.02.01.17A

<u>INSTRUCTIONS</u>: Has any previously reported library information changed since your last approval at this location? ☐ Yes ☒ No

<u>If yes</u>, please enter the requested information in the spaces provided below, or create an attachment (labeled "A-5: Library Changes") to this application with <u>any changes</u> to the following questions.

(a) How are you planning to meet this standard on Library Resources? Briefly describe the types of materials and titles that you will make available to your students and how they will access them. Will there be provision for bibliographic instruction and/or library orientation?

6. <u>Student Services</u>. COMAR 13B.02.01.18 concerns student services and activities. These shall realistically reflect the stated objectives, purposes, and philosophy of the out-of-State institution. Further, an out-of-State institution shall ensure that all students have access to a well developed program of counseling, testing, advisement, orientation, financial aid, career development, and placement. The institution may determine the specific organization of services, as well as the resources and staffing provided, as long as provision for these services are made. Student activities that complement the instructional program are particularly encouraged. COMAR Section .18 also requires that the out-of-State institutions keep complete and accurate records of admission, enrollment, grades, scholarships, transfer of credits, transcripts, graduates, and other essentials in accordance with standard practice. This includes the physical security and confidentiality of such records. The Section requires as well, a published statement of student rights, privileges, and responsibilities and the school's adherence to its student grievance procedures.

<u>INSTRUCTIONS</u>: Has any previously reported Student Services information changed since your last approval at this location? ☐ Yes ☒ No

<u>If yes</u>, please enter the requested information in the spaces provided below, or create an attachment (labeled "A-6: Student Services") to this application with <u>any changes</u> to the following questions.

 (a) How do you plan to implement the requirements for Student Services cited above?

(b)Regarding student records describe the security measures the institution takes to ensure the confidentiality, physical, and electronic security of your record-keeping system.

(c) Does the institution have a published statement of rights, privileges, and responsibilities of students?
☒ Yes   ☐ No How will it make this available to its students at the proposed instructional site?
If this statement is in the Catalog you submitted with the application, please indicate the page number:____

If not in the Catalog you submitted, please provide us with a copy of the statement.

(d) Does the institution have a published student grievance procedure? ☒ Yes ☐ No If this procedure is in the Catalog you submitted with the application, please indicate the page number _____. If not in the Catalog you submitted, please provide us with a copy of the grievance procedure.

7. Facilities. (See COMAR 13B.02.01.19).

(a) Has a specific facility been inspected and approved for use as a classroom/laboratory space and been found in compliance with local and State ordinance pertaining to fire and safety? ☒ Yes ☐ No

> (1) If yes, please provide a copy of the Certificate of Compliance.   N/A - Under Extended Approval

> (2) If no, the Certificate of Compliance must be submitted at least 30 days prior to the start of classes.

(b) Describe any special instructional facilities and equipment (computers, audio-visual equipment, etc.) that will be used and available to students in this location.

> No changes

(c) Describe what provisions are being made for periodic repair and maintenance of buildings and grounds. What measures are being taken for campus security and fire protection? If dangerous or toxic materials are being handled, what provisions are being made for safe storage, handling and disposal?

> No changes

(d) Describe the office (and conference) space available to full and part-time faculty and administrators.

> No changes

8. Distance Education. "Distance education" means course work for academic credit delivered by telecommunicated instruction to a physical space specifically reserved for the purpose of receiving the instruction, for example, a teleclassroom, and requires the payment of tuition or fees for the instruction. "Distance education" does not include telecommunicated instruction at the student's initiation via an individual personal computer. COMAR 13B.02.01.03(8). An institution operating in Maryland and delivering instruction in Maryland by distance education shall provide evidence to the Secretary of compliance with the standards of good practice found in COMAR 13B.02.01.21.

Student Enrollment Data Form
Out-of-State Degree Granting Institutions Operating in Maryland

Institution: Lancaster Bible College/Capital Seminary & Graduate School   **Location: Greenbelt, Maryland**
Unduplicated Headcount at this location for the past academic year: September 1, 2021 to August 31, 2022
Person Completing the Student Enrollment Data Form: Katie Judy   Telephone: 717-569-7071   Email: kjudy@lbc.edu

County/Jurisdiction	Full-Time Undergraduates	Part-Time Undergraduates	Full-Time Graduates	Part-Time Graduates	TOTAL Enrollment
Allegany					
Anne Arundel		3		8	11
Baltimore County	1	6	10	4	21
Baltimore City		5	18	7	30
Calvert		3			3
Caroline				1	1
Carroll			2	1	3
Cecil				2	2
Charles	1	9	3		13
Dorchester					
Frederick		1		2	3
Garrett					
Harford		1		1	2
Howard		2	8	5	15
Kent					
Montgomery		10	6	3	19
Prince George's	3	55	42	27	127
Queen Anne's			1	1	2
St. Mary's			3	1	4
Somerset					
Talbot		1	1	1	3
Washington					
Wicomico					
Worchester					
Non-Maryland Residents		14	37	36	87
TOTALS	5	110	131	100	346

Student Enrollment Data Form
Out-of-State Degree Granting Institutions Operating in Maryland

Institution: Lancaster Bible College/Capital Seminary & Graduate School   **Location: Greenbelt, Maryland**

Please provide for each program at this location, the Total Student Enrollment and Number of Graduates for the past academic year, September 1, 2021 to August 31, 2022 Duplicate this form as necessary.

Date Completed: 7/19/22

Individual Course or Program Major and Award	Full-Time Undergraduates		Part-Time Undergraduates		Full-Time Graduates		Part-Time Graduates		TOTAL Enrollment
	Enroll	**Grad**	**Enroll**	**Grad**	**Enroll**	**Grad**	**Enroll**	**Grad**	
Concentrated Bible Certificate			1	0					
AA in Biblical Studies	1	0	8	0					
BA in Biblical Studies	3	2	81	9					
BS in Business Administration	0	0	20	2					
BA in Criminal Justice	0	0	0	0					
BA in General Studies	1	1	0	0					
MA in Biblical Studies					7	2	8	2	
MA in Christian Care					0	0	0	0	
MA in Ministry					13	7	8	4	
MA (Professional Counseling)					24	7	8	0	
Master of Divinity					35	8	11	3	
PhD					20	0	28	1	
Doctorate of Ministry									
Undeclared/No Major	0	0	0	0	0	0	0	0	
Total	5	3	110	11	99	24	63	10	

Program Title	Degree	Mode of Instruction	Total Credit Hours	Offered on Main Campus Yes / No
Concentrated Bible Certificate	Lower Division Certificate	Classroom/ Hybrid	30	Yes
Associate of Arts in Biblical Studies	AABS	Classroom/ Hybrid	61	Yes
Bachelor of Arts in Biblical Studies	BABS	Classroom/ Hybrid	120	Yes
Bachelor of Science in General Studies	BS	Classroom/ Hybrid	120	Yes
Bachelor of Science in Business Administration	BSBA	Classroom/ Hybrid	120	Yes
Master of Arts in Biblical Studies with concentrations in Bible Exposition, Chrisitan Apologetics, Cultural Engagement, Theology	MABS	Classroom/ Hybrid	48	Yes
Master of Arts in Ministry with concentrations in Leadership Studies, Pastoral Studies	MAM	Classroom/ Hybrid	36-60	Yes
Master of Arts in Christian Care	MACC	Classroom/ Hybrid	48	Yes
Master of Divinity with concentrations in Bible Exposition, Christian Apologetics, Christian Care, Cultural Engagement, Leadership Studies, Pastoral Studies	MDiv	Classroom/ Hybrid	60	Yes
Master of Arts in Clinical Mental Health Counseling	MA	Classroom/ Hybrid	90	Yes
Doctor of Ministry	DMin	Classroom/ Hybrid	30	Yes
Doctor of Philosophy in Biblical Studies	PhD	Classroom/ Hybrid	60	Yes

Proposal to Offer a Revised Master of Divinity at the Maryland Campus of Lancaster Bible College | Capital Seminary and Graduate School

- Degree: Master of Divinity*
    - o Degree Specializations:
        - ▪ MDiv: Christian Care**
        - ▪ MDiv: Formational Leadership**
    - o Concentrations:
        - ▪ Bible Exposition (approved)
        - ▪ Children & Family Ministry (new)
        - ▪ Chrisitan Apologetics (approved)
        - ▪ Christian Care (approved)
        - ▪ Christian Theology (new)
        - ▪ Church Planting (new)
        - ▪ Formational Leadership (new)
        - ▪ Leadership Studies (approved)
        - ▪ Pastoral Studies (approved)
        - ▪ Worship Arts (new)
        - ▪ Youth & Young Adult Ministry (new)

*LBC | Capital offers an MHEC-approved MDiv at our Greenbelt, Maryland location (referred to here as our DC campus). This application is for approval to offer a revised version of our MDiv program.

**The MDiv is a single degree within which students may choose a specialization as an option.

Rationale for Revision

Highlights of the MDiv revision include the following:

1. The development of all MDiv courses in both fully online and blended modalities enable students to switch between modalities from session to session.

2. The readjustment of course lengths to 8 weeks for most courses and 16 weeks for language courses.

3. The refocusing of foundational and skills courses to better prepare a diverse student body for the diverse issues and needs of the world.

4. The development of language tracks (e.g., Greek I, Greek II, Greek Tools for Bible Study) to better serve the academic and vocational goals of a diverse student body.

5. The development of bridging tracks that better prepare graduate students for success in Capital's doctoral programs.

6. The launch of a Master of Divinity: Formational Leadership alongside our existing Master of Divinity and Master of Divinity: Christian Care.

7. The preservation of biblical and theological foundations when advanced standing is applied.

Program Mission Statement

The mission of the Master of Divinity (MDiv) program is to prepare students for a lifetime of effective service to the Church and society in a vocational ministry role. A learning journey that integrates biblical, theological, and ministry studies help students develop the wisdom and character needed for the present and future service entrusted to them. Students will be equipped with the foundational knowledge and skills necessary to faithfully lead and serve in diverse ministry contexts. Students will be prepared to address the challenging questions and problems of the day while faithfully upholding the truth of God's word.

The MDiv degree is the most pursued academic credential for ordination and acceptance into ministry-related doctoral degree programs like the Doctor of Ministry.

Program Outcomes

As a result of this program, the student will:
1. **Apply** methods of interpretation, research, and biblical languages study to the discovery of biblical truths.
2. **Articulate** and **defend** sound theology according to historic Christian orthodoxy.
3. **Construct** theological and ethical solutions to challenging questions and problems facing the Church and society.
4. **Formulate** the character and competencies necessary for ethical and authentic servant leadership in the manner of Jesus Christ.
5. **Plan** redemptive spiritual communities built on Christ-like character, authentic servant-leadership, and a robust theology and philosophy of ministry.
6. **Develop** ministry skills in areas of evangelism, discipleship, care, administration, and communicating biblical truth.

Program Values

Intentional Formation

We recognize that ministry leaders lead out of who they are and are becoming. Therefore, we commit to integrating healthy spiritual formation for the purpose of developing spiritual, emotional, and physical health in the personal and professional lives of ministry leaders.

Because of this, the curriculum will:

- Include several foundational courses focusing on the interior life of the ministry leader.
- Include aspects of personal spiritual formation in every course.
- Continue to depend on faculty as both disciplers and academic guides.

Reflective Practice

We recognize that ministry leaders need to both think and do well. Therefore, we commit to providing students with a solid biblical and theological foundation and the tools to continue to explore and apply Scripture as lifelong learners. At the same time, we commit to preparing students with the knowledge and skills for ministry as leaders, caregivers, teachers, and disciple-makers.

Because of this, the curriculum will:

- Build upon a core of biblical foundations and skills.
- Build upon a core of ministry foundations and skills.
- Seek to purposefully integrate learning and practice in both sets of courses.
- Seek to build the critical thinking and theological reflection skills needed to engage cultural issues with grace and truth.

Cultural Awareness

We recognize that our ministry contexts are diverse and rapidly changing. Therefore, we commit to developing students who are aware of their context and who can exegete culture and Scripture.

Because of this, the curriculum will:

- Include several courses that encourage students to think theologically as they approach contextual challenges and intentionally integrate faith and practice.
- Seek to intentionally bridge the gap between theory and practice in every course.
- Continue to encourage students to pursue a field experience.

Customizable Options

We recognize that Capital students are highly diverse by gender, ethnicity, academic ability, and ministry context. Therefore, we commit to providing a sound foundation of biblical and ministry studies while ensuring significant flexibility for students to craft a personalized learning path to accomplish unique needs and goals.

Because of this, the curriculum will:

- Provide a robust set of foundational courses addressing biblical, personal, and ministry growth for every leader in the MDiv program.
- Allow students to choose between a tools-based approach or a classical approach to language study.
- Allow students to elect for intensive bible and theological coursework, intensive ministry praxis coursework, or a balance of both depending on their goals.
- Provide for advanced standing through the pool of electives rather than the foundational Bible and Theology courses.

Academic Content of the Program

Chart 1. MDiv Curricular Framework
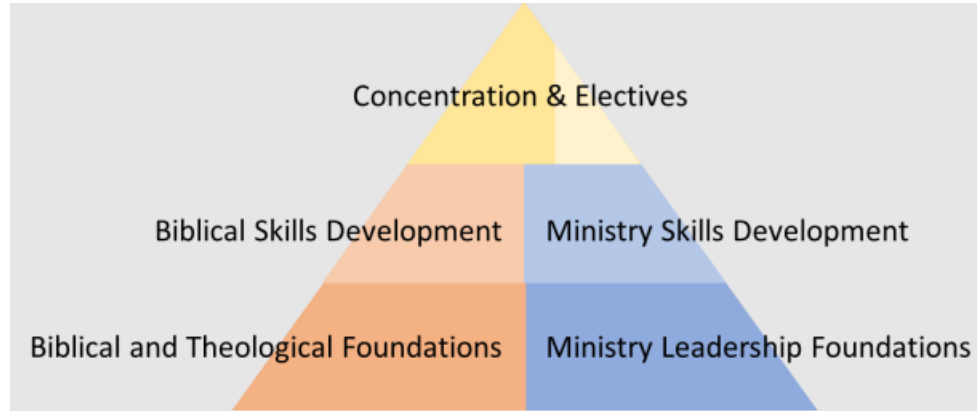
Curricular Categories

Curricular Category	Total Credits
Biblical and Theological Foundations	15
Biblical Skills Development	15
Ministry Leadership Foundations	12
Ministry Skills Development	12
Concentration	12
Electives	9
Total	75

Master of Divinity (MDiv) Program Scope

COURSE	CR.
ORIENTATION – ORI 501	0
Biblical and Theological Foundations (15 cr.)	
Track 1 for students without advanced standing	
BTC 563 Biblical Interpretation	- can fulfill an elective slot below
BTC 523 Biblical Narrative & Old Testament	3
BTC 533 Biblical Narrative & New Testament	3
THE 5__ Theology I	3
THE 5__ Theology II	3
THE 509 Christian Ethics	3
Track 2 for students with advanced standing	
BIB/THE Elective	3 (fulfilled with advanced standing)
BIB/THE Elective	3
THE 5__ Theology I	3
THE 5__ Theology II	3
THE 509 Christian Ethics	3
Ministry Leadership Foundations (12 cr.)	

COURSE	CR.
MIN 511 The Church in God's Mission	3
MIN 512 Personal Spiritual Formation	3
MIN 513 Historical Perspectives on Church and Culture	3
MIN 514 Contemporary Issues in Church and Culture	3
Biblical Skills Development (15 cr.)	
BIB 512 Greek I	3
BIB 513 Greek II OR BIB 514 Greek Tools for Bible Study	3
BIB 517 Hebrew I	3
BIB 518 Hebrew II OR BIB 519 Hebrew Tools for Bible Study	3
BIB 537 Biblical Exegesis and Exposition	3
Ministry Skills Development (12 cr.) As additional ministry skills development courses are developed, this curricular category will serve as a pool of skills development courses. Students will select four courses that best serve the student's vocational goals.	
MIN 504 Communicating Biblical Truth OR BIB 535 Introduction to Biblical Preaching	3
MIN 522 Power, Change, and Conflict	3
MIN 523 Leading Spiritual Formation	3
MIN 524 Principles and Practices of Christian Care	3
Concentration (12 cr.) Students select one concentration as part of their MDiv program. Some concentrations may require prerequisite coursework.	
Bible Exposition	12
Children & Family Ministry	12
Christian Apologetics	12
Christian Care	12
Christian Theology	12
Church Planting	12
Formational Leadership	12
Organizational Leadership	12
Pastoral Studies	12
Worship Arts	12
Youth & Young Adult Ministry	12
Electives (9 cr.)	
Advanced Standing	3-9
BIB/THE/MIN Electives	3-9
Field Experience	
MIN 590 Ministry Internship	3-6
MIN 591 Ministry Internship II	3
Advanced Research	
MIN 598 Ministry Evaluation Design	3

COURSE	CR.
MIN 599 Ministry Evaluation Project	3
BIB/MIN 596 Advanced Research Techniques	3
MIN 597 Ministry Research and Writing Project	3
BIB 597 Biblical Research and Writing Project	3
TraveLearn	
BIB 544 The Land of the Bible	3
BIB 541 Biblical Archaeology	3
Program Total	**75**

Master of Divinity: Christian Care (MDiv-CC) Program Scope

COURSE	CR.
ORIENTATION – ORI 501	0
Biblical and Theological Foundations (15 cr.)	
Track 1 for students without advanced standing	
BTC 563 Biblical Interpretation	- can fulfill an elective slot below
BTC 523 Biblical Narrative & Old Testament	3
BTC 533 Biblical Narrative & New Testament	3
THE 5__ Theology I	3
THE 5__ Theology II	3
THE 509 Christian Ethics	3
Track 2 for students with advanced standing	
BIB/THE Elective	3 (fulfilled with advanced standing)
BIB/THE Elective	3
THE 5__ Theology I	3
THE 5__ Theology II	3
THE 509 Christian Ethics	3
Ministry Leadership Foundations (9 cr.)	
MIN 511 The Church in God's Mission	3
MIN 513 Historical Perspectives on Church and Culture	3
MIN 514 Contemporary Issues in Church and Culture	3
Biblical Skills Development (15 cr.)	
BIB 512 Greek I	3
BIB 513 Greek II OR BIB 514 Greek Tools for Bible Study	3
BIB 517 Hebrew I	3
BIB 518 Hebrew II OR BIB 519 Hebrew Tools for Bible Study	3
BIB 537 Biblical Exegesis and Exposition	3
Ministry Skills Development (6 cr.)	
MIN 504 Communicating Biblical Truth OR	3

COURSE	CR.
BIB 535 Introduction to Biblical Preaching	
MIN 523 Leading Spiritual Formation	3
Christian Care (21 cr.)	
CHC 505 Foundations for Christian Care	3
CHC 510 Christian Care of Individuals	3
CHC 511 Christian Care of Individuals Lab	3
CHC 515 Christian Care of Families	3
CHC 516 Christian Care of Families Lab	3
CHC 520 Christian Care and Group Process	3
CHC 525 Training Christian Caregivers	3
Electives (6 cr.)	
Elective	6
Internship (6 cr.)	
CHC 590 Christian Care of Individuals and Families Practicum	3
CHC 595 Training Christian Care Givers Practicum	3
Program Total	**75**

Master of Divinity: Formational Leadership (MDiv-FL) Program Scope

COURSE	CR.
ORIENTATION – ORI 501	0
Biblical and Theological Foundations (15 cr.)	
Track 1 for students without advanced standing	
BTC 563 Biblical Interpretation	- can fulfill an elective slot below
BTC 523 Biblical Narrative & Old Testament	3
BTC 533 Biblical Narrative & New Testament	3
THE 5__ Theology I	3
THE 5__ Theology II	3
THE 509 Christian Ethics	3
Track 2 for students with advanced standing	
BIB/THE Elective	3 (fulfilled with advanced standing)
MFL 502 Integrative Theology	3
THE 5__ Theology I	3
THE 5__ Theology II	3
THE 509 Christian Ethics	3
Ministry Leadership Foundations (12 cr.)	
MIN 511 The Church in God's Mission	3
MFL 501 Self-Care for the 21st Century Leader	3
MIN 513 Historical Perspectives on Church and Culture	3
MIN 514 Contemporary Issues in Church and Culture	3
Biblical Skills Development (15 cr.)	

COURSE	CR.
BIB 512 Greek I	3
BIB 513 Greek II OR BIB 514 Greek Tools for Bible Study	3
BIB 517 Hebrew I	3
BIB 518 Hebrew II OR BIB 519 Hebrew Tools for Bible Study	3
BIB 537 Biblical Exegesis and Exposition	3
Formational Leadership (24 cr.)	
MFL503 Emotional Intelligence & Digital Age Communication	3
MFL 504 Restoration and Reconciliation	3
MFL 505 Leadership as Influence	3
MFL 509 Communication as Story	3
MFL506 Global Community Formation	3
MFL507 Theology of Organization	3
MFL 508 Organization Change and Conflict	3
MFL 510 Seasons of the Soul in Leadership	3
Electives (9 cr.)	
Elective	3
BIB/MIN 596 Advanced Research Techniques	3
MIN 597 Ministry Research and Writing Project	3
Program Total	**75**

MDiv Concentrations

Bible Exposition

Students choosing to earn a concentration in Bible Exposition will take the following courses:

• BIB 535 Introduction to Biblical Preaching (Required)
• BIB 531 Selected Topics in NT Epistles: Pastoral Epistles (Elective)
• BIB 551 Applied Hermeneutics: Interpretation of Narrative (Elective)
• BIB 563 The Use of the Old Testament in the New Testament (Elective)

Children & Family Ministry

Students choosing to earn a concentration in Children & Family Ministry will take the following courses:

- CFM 511 Foundations of Children and Family Ministry
- CFM 512 Contexts of Children and Family Ministry
- CFM 513 Faith Formation in Children and Families
- CFM 514 Leadership of Children and Family Ministry

Christian Apologetics

Students choosing to earn a concentration in Christian Apologetics will take the following courses:

• APO 540 Christian Apologetics (Required)
• APO 545 New Testament Issues in Apologetics (Required)
• APO 510 Philosophy for Apologetics (Elective)
• APO 515 Old Testament in Apologetics (Elective)

Christian Care

Students choosing to earn a concentration in Christian Care will take 12 credits from the following courses:

• CHC 505 Foundations for Christian Care
• CHC 510 Christian Care of Individuals
• CHC 511 Christian Care of Individuals Lab (will fulfill an open elective slot)
• CHC 515 Christian Care of Families
• CHC 516 Christian Care of Families Lab (will fulfill an available elective slot)
• CHC 520 Christian Care and Group Process
• CHC 525 Training Christian Care Givers

Christian Theology

Students choosing to earn a concentration in Christian Theology will take the following courses:

• THE 517 Theological Method (Required)
• THE 518 History of Christian Doctrine (Required)
• Two electives from the following or additional options:
        o THE 510 Old Testament Theology
        o THE 511 New Testament Theology
        o THE 520 Selected Topics in Systematic Theology
        o THE 531 Theological Classics

Church Planting

Students choosing to earn a concentration in Church Planting will take the following courses:

• CPL 501 Theology, History & Models of Church Planting Movements
• CPL 502 Exegeting Culture for Church Planting
• CPL 504 Church Planting I
• CPL 505 Church Planting II

Formational Leadership

Students choosing to earn a concentration in Formational Leadership will take the following courses:

• MFL 501 Self-Care for the 21st Century Leader
• MFL 508 Resilient Teams
• MFL 503 Emotional Intelligence & Digital Age Communication
• MFL 509 Communication as Story

Organizational Leadership

Students choosing to earn a concentration in Organizational Leadership will take the following courses:

• LSP 501 Leadership Theory & Practice
• LSP 502 Development of Organizational Leadership
• LSP 503 Psychology of Leadership
• LSP 509 Leadership Style Analysis

Pastoral Studies

Students choosing to earn a concentration in Pastoral Leadership will take the following courses:

- PAS 501 Pastoral Ministry
- PAS 503 Theology, History, and Practice of Worship
- PAS 540 Advanced Preaching
- MIN 550 Ministry Finance and Management

Worship Arts

Students choosing to earn a concentration in Worship Arts will take the following courses:

- WOR 500 Biblical, Historical, & Theological Survey of Worship Arts
- WOR 505 Worship and its Cultural Context
- WOR 510 Worship Design & Practice
- WOR 520 Perspectives and Technology for Worship Arts Administration

Youth & Young Adult Ministry

Students choosing to earn a concentration in Youth & Young Adult Ministry will take the following courses:

- YMN 511 Analyzing Culture and Youth
- YMN 512 Counseling Youth via Family Systems
- YMN 513 Thinking Theologically in Youth Ministry
- YMN 514 Discipling Youth via Relational Ministry

Comparison to Existing Programs

We have identified a few other institutions offering a Master of Divinity program within the Washington, DC and greater Maryland area. Of those institutions, Capital Seminary is distinctively Protestant and non-denominational. Furthermore, the revised MDiv program at Capital Seminary offers students vocational flexibility through multiple concentration and specialization opportunities. The Capital Seminary MDiv is distinct from similar programs in that it is designed in a way that will allow students to prepare for leadership either in a pastoral context or in other non-profit leadership roles.

> Wesley Theological Seminary – Master of Divinity (Washington, DC)
> Howard University School of Divinity – Master of Divinity (Washington, DC)
> Catholic University of America School of Theology and Religious Studies – Master of Divinity in Pastoral Studies (Washington, DC)
> Mount St. Mary's University – Master of Divinity (Emmitsburg, MD)
> Denver Seminary – Master of Divinity (Landover, MD location)

Market

LBC | Capital's MDiv program, which has been offered in the original version at our DC campus for many years, has consistently attracted Maryland and DC-area students. Graduates from the MDiv program are prepared for a variety of ministry and non-profit leadership positions. Increasingly, protestant denominational and non-denominational churches and organizations expect ministry leaders to complete graduate-level education as part of their ministerial credentialling. The MDiv degree is the most-pursued academic credential for ordination and acceptance into ministry-related doctoral degree programs such as the Doctor of Ministry.

MDiv & MAM Employment Outlook Research *(U.S. Bureau of Labor Statistics unless otherwise noted)*

Potential Careers include but are not limited to Teacher/Professors, Non-Profit Leaders, Clergy/Chaplaincy

Post-Secondary Teachers
Maryland Employment Numbers 2021
Employment: 960
Location Quotient: 0.90
Employment per 1000: 0.38
Annual Mean Wage: $85,090

National Estimates
According to the Bureau of Labor Statistics (BLS), the employment of college professors (postsecondary teachers) is **expected to grow 15% between 2016 and 2026**, much higher than the average for all occupations in the US. This projection includes part-time and full-time instructors.

Quick Facts: Postsecondary Teachers	
2021 Median Pay ?	$79,640 per year
Typical Entry-Level Education ?	See How to Become One
Work Experience in a Related Occupation ?	See How to Become One
On-the-job Training ?	None
Number of Jobs, 2020 ?	1,276,900
Job Outlook, 2020-30 ?	12% (Faster than average)
Employment Change, 2020-30 ?	156,700

Philosophy & Religion Post-Secondary Teachers
Maryland Employment Numbers 2021
Employment:460
Location Quotient: 1.25
Employment per 1000: 0.18
Annual Mean Wage: $117,770

National estimates for Philosophy and Religion Teachers, Postsecondary:

Employment estimate and mean wage estimates for Philosophy and Religion Teachers, Postsecondary:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Mean wage RSE (3)
20,850	2.3 %	(4)	$ 88,260	1.3 %

Percentile wage estimates for Philosophy and Religion Teachers, Postsecondary:

Percentile	10%	25%	50% (Median)	75%	90%
Annual Wage (2) (4)	$ 39,090	$ 60,670	$ 77,610	$ 100,240	$ 155,240

Industry profile for Philosophy and Religion Teachers, Postsecondary:

Industries with the highest published employment and wages for Philosophy and Religion Teachers, Postsecondary are provided.

Industries with the highest levels of employment in Philosophy and Religion Teachers, Postsecondary:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Colleges, Universities, and Professional Schools	18,730	0.63	(4)	$ 87,690
Junior Colleges	2,040	0.33	(4)	$ 94,370

Industries with the highest concentration of employment in Philosophy and Religion Teachers, Postsecondary:

Industry	Employment [1]	Percent of industry employment	Hourly mean wage	Annual mean wage [2]
Colleges, Universities, and Professional Schools	18,730	0.63	[4]	$ 87,690
Junior Colleges	2,040	0.33	[4]	$ 94,370

Top paying industries for Philosophy and Religion Teachers, Postsecondary:

Industry	Employment [1]	Percent of industry employment	Hourly mean wage	Annual mean wage [2]
Junior Colleges	2,040	0.33	[4]	$ 94,370
Colleges, Universities, and Professional Schools	18,730	0.63	[4]	$ 87,690
Religious Organizations	[8]	[8]	[4]	$ 69,720

Non-Profit Leaders (Social & Community Service Mangers)
Maryland Employment Numbers 2021
Employment: 3,450
Location Quotient: 1.25
Employment per 1000: 1.39
Annual Mean Wage: $84,590

National Numbers

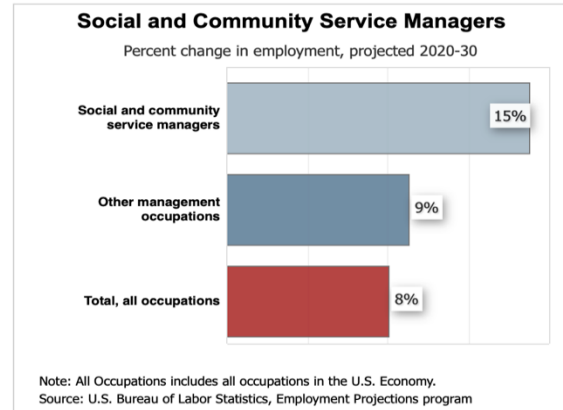| Quick Facts: Social and Community Service Managers	
2021 Median Pay	$74,000 per year $35.58 per hour
Typical Entry-Level Education	Bachelor's degree
Work Experience in a Related Occupation	Less than 5 years
On-the-job Training	None
Number of Jobs, 2020	174,200
Job Outlook, 2020-30	15% (Faster than average)
Employment Change, 2020-30	26,400

Job Outlook

Employment of social and community service managers is projected to grow 15 percent from 2020 to 2030, faster than the average for all occupations.

About 18,300 openings for social and community service managers are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

Employment

Much of the job growth in this occupation is the result of an aging population. An increase in the number of older adults will result in a need for more social services, such as adult daycare, creating demand for social and community service managers. Employment of social and community service managers is expected to increase the most in industries serving older adults.

In addition, employment growth is projected as people continue to seek treatment for their addictions and as people with substance abuse disorders are increasingly sent to treatment programs rather than to jail. As a result, managers who direct treatment programs will be needed.

Social and Community Service Managers

Percent change in employment, projected 2020-30

Social and community service managers	15%
Other management occupations	9%
Total, all occupations	8%

Note: All Occupations includes all occupations in the U.S. Economy.
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment projections data for social and community service managers, 2020-30

Occupational Title	SOC Code	Employment, 2020	Projected Employment, 2030	Change, 2020-30 Percent	Change, 2020-30 Numeric	Employment by Industry
Social and community service managers	11-9151	174,200	200,700	15	26,400	Get data

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

Clergy

Maryland Employment Numbers 2021
Employment: 800
Location Quotient: 0.87
Employment per 1000: 0.31
Annual Mean Wage: $52,510

National Numbers

- 2020 employment: **260,600**
- May 2021 median annual wage: **$49,720**
  - Wages come from the Occupational Employment and Wage Statistics (OEWS) program, click here for more OEWS data on this occupation
- Projected employment change, 2020–30:
  - Number of new jobs: **6,600**
  - Growth rate: **3 percent (Slower than average)**
  - Click here for additional projections detail
- Education and training:
  - Typical entry-level education: **Bachelor's degree**
  - Work experience in a related occupation: **None**
  - Typical on-the-job training: **Moderate-term on-the-job training**
- O*NET links:
  - 21-2011.00 - Clergy
- CareerOneStop videos for this occupation:
  - 21-2011.00 - Clergy

Directors, religious activities and education

Coordinate or design programs and conduct outreach to promote the religious education or activities of a denominational group. May provide counseling, guidance, and leadership relative to marital, health, financial, and religious problems.

- 2020 employment: **149,600**
- May 2021 median annual wage: **$46,980**
    - Wages come from the Occupational Employment and Wage Statistics (OEWS) program, click here for more OEWS data on this occupation
- Projected employment change, 2020–30:
    - Number of new jobs: **3,200**
    - Growth rate: **2 percent (Slower than average)**
    - Click here for additional projections detail
- Education and training:
    - Typical entry-level education: **Bachelor's degree**
    - Work experience in a related occupation: **Less than 5 years**
    - Typical on-the-job training: **None**
- O*NET links:
    - 21-2021.00 - Directors, Religious Activities and Education
- CareerOneStop videos for this occupation:
    - 21-2021.00 - Directors, Religious Activities and Education

Religious workers, all other

All religious workers not listed separately.

- 2020 employment: **66,300**
- May 2021 median annual wage: **$37,500**

The overall job outlook for **Clergy careers** has been positive since 2004. Vacancies for this career have increased by 46.05 percent nationwide in that time, with an average growth of 2.88 percent per year. Demand for Clergies is expected to go up, with an expected 201,330 new jobs filled by 2029. This represents an annual increase of 42.80 percent over the next few years. (https://www.recruiter.com/careers/clergies/outlook/)

Equal Educational Opportunity

Lancaster Bible College | Capital Seminary & Graduate School is an equal opportunity institution that does not discriminate on the basis of race, color, sex (except where sex is a bona fide occupational qualification), ancestry, national origin, age, disability, veteran status, or genetic information. This policy applies to all terms and conditions of employment, admission to, and enrollment with the College.

Of our current MDiv student population, 37.7% are African American, 33.3% identify with two or more races, 20% are White, 16.6% Not Specified, 3% are Hispanic, and 6.7% are Asian.

Regional or Statewide Need and the Maryland State Plan for Postsecondary Education

Increasingly, protestant denominational and non-denominational churches and organizations expect ministry leaders to hold graduate-level degrees. This is no less true in the Washington, DC area than in other parts of the US and the world.

Graduates from the MDiv program are prepared to serve their communities at a high level of excellence and meet human needs from the individual level to the societal level in a variety of ministry and non-profit leadership positions.

Proposal to Offer a Revised Master of Arts in Ministry at Lancaster Bible College | Capital Seminary and Graduate School, Maryland Location

- Degree: Master of Arts in Ministry*
  - Concentrations (optional):
    - Children & Family Ministry (new)
    - Church Planting (new)
    - Formational Leadership (new)
    - Leadership Studies (approved)
    - Pastoral Leadership (approved)
    - Worship Arts (new)
    - Youth & Young Adult Ministry (new)

*LBC | Capital offers an MHEC-approved MAM at our Greenbelt, Maryland location (referred to here as our DC campus). This application is for approval to offer a revised version of our MAM program.

Rationale for Revision

The revision of the Master of Arts in Ministry program provides formative transformation and foundational preparation for professional ministry in various contexts. Contemporary biblical and theological scholarship offers the philosophical basis for integrating scriptural principles into professional practice. The convenience of the courses provided online or hybrid modalities allow students the flexibility to complete the program at their own pace. Through the use of essential skills, students are equipped to navigate the diverse issues and needs of the world.

Highlights of the MAM revision include the following:

1. The development of all MAM courses in both fully online and blended modalities enables students to switch between modalities from session to session.
2. The readjustment of course lengths to 8 weeks.
3. The refocusing of foundational and skills courses to better prepare a diverse student body for the diverse issues and needs of the world.
4. The preservation of biblical and theological foundations when advanced standing is applied.

Program Mission Statement

The mission of the Master of Arts in Ministry (MAM) program is to prepare students for effective professional ministry in diverse ministry contexts by thoughtfully engaging internal formation, reflective practice, and cultural awareness.

Program Outcomes

As a result of this program, the student will:

1. **Establish** foundational knowledge of the narrative, content, and interpretation of the Bible for the development of a biblical worldview.
2. **Generate** a biblical philosophy of ministry and leadership practice applicable in the context of contemporary culture.
3. **Formulate** the character and competencies necessary for authentic servant leadership in the manner of Jesus Christ.
4. **Plan** redemptive spiritual communities built on Christ-like character, authentic servant-leadership, and a robust theology and philosophy of ministry.
5. **Develop** ministry skill sets for effective leadership and service in a selected ministry context.

Program Values

Intentional Formation

We recognize that ministry leaders lead out of who they are and are becoming. Therefore, we commit to integrating healthy spiritual formation for the purpose of developing spiritual, emotional, and physical health in the personal and professional lives of ministry leaders.

Because of this, the curriculum will:

- Include several foundational courses focusing on the interior life of the ministry leader.
- Include aspects of personal spiritual formation in every course.
- Continue to depend on faculty as both disciplers and academic guides.

Reflective Practice

We recognize that ministry leaders need to both think and do well. Therefore, we commit to providing students with a solid biblical and theological foundation and the tools to continue to explore and apply Scripture as lifelong learners. At the same time, we commit to preparing students with the knowledge and skills for ministry as leaders, caregivers, teachers, and disciple-makers.

Because of this, the curriculum will:

- Build upon a core of biblical foundations and skills.
- Build upon a core of ministry foundations and skills.
- Seek to purposefully integrate learning and practice in both sets of courses.
- Seek to build the critical thinking and theological reflection skills needed to engage cultural issues with grace and truth.

Cultural Awareness

We recognize that our ministry contexts are diverse and rapidly changing. Therefore, we commit to developing students who are aware of their context and who can exegete culture and Scripture.

Because of this, the curriculum will:

- Include several courses that encourage students to think theologically as they approach contextual challenges and intentionally integrate faith and practice.
- Seek to intentionally bridge the gap between theory and practice in every course.
- Continue to encourage students to pursue a field experience.

Customizable Options

We recognize that Capital students are highly diverse by gender, ethnicity, academic ability, and ministry context. Therefore, we commit to providing a sound foundation of biblical and ministry studies while ensuring significant flexibility for students to craft a personalized learning path to accomplish unique needs and goals.

Because of this, the curriculum will:

- Provide a robust set of foundational courses addressing biblical, personal, and ministry growth for every leader in the MAM program.
- Allow students to elect for intensive Bible and theological coursework, intensive ministry praxis coursework, or a balance of both depending on their goals.
- Provide for advanced standing through the pool of electives rather than the foundational Bible and Theology courses.

Academic Content of the Program

Program Curricular Framework

To fulfill the MAM mission statement and accomplish its program outcomes, the curriculum of the MAM Program is organized into six major categories that accomplish three significant goals:

1. Establish foundational understanding (Foundations).
2. Develop necessary skills (Skills Development).
3. Serve specialization needs and goals (Concentration and Electives).

Curricular Category	Total Credits
Biblical and Theological Foundations	12
Ministry Leadership Foundations	6
Ministry Skills Development	6
Concentration	12
Electives	6
Total	42

Master of Arts in Ministry (MAM) Program Scope

COURSE	CR.
ORIENTATION – ORI 501	0
Biblical and Theological Foundations (15 cr.)	
Track 1 for students without advanced standing	
BTC 563 Biblical Interpretation	3
BTC 523 Biblical Narrative & Old Testament	3
BTC 533 Biblical Narrative & New Testament	3
BTC 573 Introduction to Christian Theology	3
Track 2 for students with advanced standing	
THE 501 Theology I	3
THE 502 Theology II	3
Advanced Standing	(3 credited)
Advanced Standing	(3 credited)
Ministry Leadership Foundations (6 cr.)	
MIN 511 The Church in God's Mission	3
MIN 512 Personal Spiritual Formation	3
Ministry Skills Development (6 cr.)	
MIN 504 Communicating Biblical Truth OR BIB 535 Introduction to Biblical Preaching	3
MIN 522 Power, Change, and Conflict OR MIN 523 Leading Evangelism and Discipleship OR MIN 524 Principles and Practices of Christian Care	3
Concentration (12 cr.) Students select one concentration (or a "none" concentration option) as part of their MAM program. Some concentrations may require prerequisite coursework.	
Christian Care	12
Church Planting	12
Formational Children & Family Ministry	12
Formational Leadership	12
Leadership Studies	12
Pastoral Leadership	12
Worship Arts	12
Youth & Young Adult Ministry	12
Electives (6 cr.)	
BIB/THE/MIN Electives	3-6
Field Experience	
MIN 590 Ministry Internship	3-6
MIN 591 Ministry Internship II	3
Advanced Research	

MIN 598 Ministry Evaluation Design	3
MIN 599 Ministry Evaluation Project	3
BIB/MIN 596 Advanced Research Techniques	3
MIN 597 Ministry Research and Writing Project	3
TraveLearn	
BIB 544 The Land of the Bible	3
BIB 541 Biblical Archaeology	3
Program Total	**42**

MAM Concentrations

The following concentrations represent areas of specialization within the MAM program. In coordination with the strategic use of available electives, these concentrations provide students with unique opportunities to gain knowledge and develop skills within specific domains and disciplines.

Christian Care

Students choosing to earn a concentration in Christian Care will take 12 credits from the following courses:

- CHC 505 Foundations for Christian Care
- CHC 510 Christian Care of Individuals
- CHC 511 Christian Care of Individuals Lab (will fulfill an open elective slot)
- CHC 515 Christian Care of Families
- CHC 516 Christian Care of Families Lab (will fulfill an available elective slot)
- CHC 520 Christian Care and Group Process
- CHC 525 Training Christian Care Givers

Church Planting

Students choosing to earn a concentration in Church Planting will take the following courses:

- CPL 501 Theology, History & Models of Church Planting Movements
- CPL 502 Exegeting Culture for Church Planting
- CPL 504 Church Planting I
- CPL 505 Church Planting II

Formational Children & Family Ministry

Students choosing to earn a concentration in Children & Family Ministry will take the following courses:

- CFM 511 Foundations of Children and Family Ministry
- CFM 512 Contexts of Children and Family Ministry

- CFM 513 Faith Formation in Children and Families
- CFM 514 Leadership of Children and Family Ministry

Formational Leadership

Students choosing to earn a concentration in Formational Leadership will take the following courses:

- MFL501 Self-Care for the 21st Century Leader
- MFL508 Resilient Teams
- MFL503 Emotional Intelligence & Digital Age Communication
- MFL509 Communication as Story

Leadership Studies

Students choosing to earn a concentration in Formational Leadership will take the following courses:

- LSP 511 Leadership Foundations and Practice
- LSP 512 Essentials of Organizational Management
- LSP 513 Formational Leadership Practices
- MIN 550 Ministry Finance and Management

Pastoral Studies

Students choosing to earn a concentration in Pastoral Leadership will take the following courses:

- PAS 501 Pastoral Ministry
- PAS 503 Theology, History, and Practice of Worship
- PAS 540 Advanced Preaching
- MIN 550 Ministry Finance and Management

Worship Arts

Students choosing to earn a concentration in Worship Arts will take the following courses:

- WOR 500 Biblical, Historical, & Theological Survey of Worship Arts
- WOR 505 Worship and its Cultural Context
- WOR 510 Worship Design & Practice
- WOR 520 Perspectives and Technology for Worship Arts Administration

Youth & Young Adult Ministry

Students choosing to earn a concentration in Youth & Young Adult Ministry will take the following courses:

- YMN 511 Analyzing Culture and Youth
- YMN 512 Counseling Youth via Family Systems
- YMN 513 Thinking Theologically in Youth Ministry
- YMN 514 Discipling Youth via Relational Ministry

Comparison to Existing Programs

Lancaster Bible College | Capital Seminary & Graduate School's Master of Arts in Ministry is distinct as a Protestant and non-denominational program. In addition, the revised MAM offers students expanded vocational flexibility through multiple concentration opportunities.

Market

LBC | Capital's MAM program, which has been offered in the original version at our DC campus for many years, has consistently attracted Maryland and DC-area students. Graduates from the MAM program are prepared for a variety of ministry and non-profit leadership positions. Increasingly, protestant denominational and non-denominational churches and organizations expect ministry leaders to complete graduate-level education as part of their ministerial credentialling.

MDiv & MAM Employment Outlook Research *(U.S. Bureau of Labor Statistics unless otherwise noted)*

Potential Careers include but are not limited to Teacher/Professors, Non-Profit Leaders, Clergy/Chaplaincy

Post-Secondary Teachers
Maryland Employment Numbers 2021
Employment: 960
Location Quotient: 0.90
Employment per 1000: 0.38
Annual Mean Wage: $85,090

National Estimates
According to the Bureau of Labor Statistics (BLS), the employment of college professors (postsecondary teachers) is **expected to grow 15% between 2016 and 2026**, much higher than the average for all occupations in the US. This projection includes part-time and full-time instructors.

Quick Facts: Postsecondary Teachers	
2021 Median Pay ❓	$79,640 per year
Typical Entry-Level Education ❓	See How to Become One
Work Experience in a Related Occupation ❓	See How to Become One
On-the-job Training ❓	None
Number of Jobs, 2020 ❓	1,276,900
Job Outlook, 2020-30 ❓	12% (Faster than average)
Employment Change, 2020-30 ❓	156,700

Philosophy & Religion Post-Secondary Teachers
Maryland Employment Numbers 2021
Employment:460
Location Quotient: 1.25
Employment per 1000: 0.18
Annual Mean Wage: $117,770

National estimates for Philosophy and Religion Teachers, Postsecondary:

Employment estimate and mean wage estimates for Philosophy and Religion Teachers, Postsecondary:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Mean wage RSE (3)
20,850	2.3 %	(4)	$ 88,260	1.3 %

Percentile wage estimates for Philosophy and Religion Teachers, Postsecondary:

Percentile	10%	25%	50% (Median)	75%	90%
Annual Wage (2) (4)	$ 39,090	$ 60,670	$ 77,610	$ 100,240	$ 155,240

Industry profile for Philosophy and Religion Teachers, Postsecondary:

Industries with the highest published employment and wages for Philosophy and Religion Teachers, Postsecondary are provided.

Industries with the highest levels of employment in Philosophy and Religion Teachers, Postsecondary:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Colleges, Universities, and Professional Schools	18,730	0.63	(4)	$ 87,690
Junior Colleges	2,040	0.33	(4)	$ 94,370

Industries with the highest concentration of employment in Philosophy and Religion Teachers, Postsecondary:

Industry	Employment [1]	Percent of industry employment	Hourly mean wage	Annual mean wage [2]
Colleges, Universities, and Professional Schools	18,730	0.63	[4]	$ 87,690
Junior Colleges	2,040	0.33	[4]	$ 94,370

Top paying industries for Philosophy and Religion Teachers, Postsecondary:

Industry	Employment [1]	Percent of industry employment	Hourly mean wage	Annual mean wage [2]
Junior Colleges	2,040	0.33	[4]	$ 94,370
Colleges, Universities, and Professional Schools	18,730	0.63	[4]	$ 87,690
Religious Organizations	[8]	[8]	[4]	$ 69,720

Non-Profit Leaders (Social & Community Service Mangers)
Maryland Employment Numbers 2021
Employment: 3,450
Location Quotient: 1.25
Employment per 1000: 1.39
Annual Mean Wage: $84,590

National Numbers

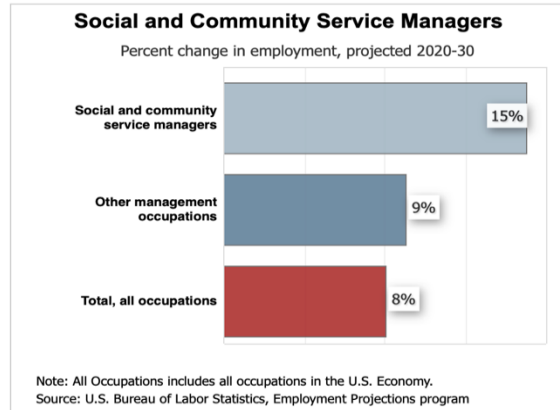| Quick Facts: Social and Community Service Managers	
2021 Median Pay ❓	$74,000 per year $35.58 per hour
Typical Entry-Level Education ❓	Bachelor's degree
Work Experience in a Related Occupation ❓	Less than 5 years
On-the-job Training ❓	None
Number of Jobs, 2020 ❓	174,200
Job Outlook, 2020-30 ❓	15% (Faster than average)
Employment Change, 2020-30 ❓	26,400

Job Outlook

Employment of social and community service managers is projected to grow 15 percent from 2020 to 2030, faster than the average for all occupations.

About 18,300 openings for social and community service managers are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

Employment

Much of the job growth in this occupation is the result of an aging population. An increase in the number of older adults will result in a need for more social services, such as adult daycare, creating demand for social and community service managers. Employment of social and community service managers is expected to increase the most in industries serving older adults.

In addition, employment growth is projected as people continue to seek treatment for their addictions and as people with substance abuse disorders are increasingly sent to treatment programs rather than to jail. As a result, managers who direct treatment programs will be needed.

Social and Community Service Managers

Percent change in employment, projected 2020-30

Social and community service managers	15%
Other management occupations	9%
Total, all occupations	8%

Note: All Occupations includes all occupations in the U.S. Economy.
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment projections data for social and community service managers, 2020-30

Occupational Title	SOC Code	Employment, 2020	Projected Employment, 2030	Change, 2020-30 Percent	Change, 2020-30 Numeric	Employment by Industry
Social and community service managers	11-9151	174,200	200,700	15	26,400	Get data

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

Clergy
Maryland Employment Numbers 2021
Employment: 800
Location Quotient: 0.87
Employment per 1000: 0.31
Annual Mean Wage: $52,510

National Numbers
- 2020 employment: **260,600**
- May 2021 median annual wage: **$49,720**
  - Wages come from the Occupational Employment and Wage Statistics (OEWS) program, click here for more OEWS data on this occupation
- Projected employment change, 2020–30:
  - Number of new jobs: **6,600**
  - Growth rate: **3 percent (Slower than average)**
  - Click here for additional projections detail
- Education and training:
  - Typical entry-level education: **Bachelor's degree**
  - Work experience in a related occupation: **None**
  - Typical on-the-job training: **Moderate-term on-the-job training**
- O*NET links:
  - 21-2011.00 - Clergy
- CareerOneStop videos for this occupation:
  - 21-2011.00 - Clergy

Directors, religious activities and education

Coordinate or design programs and conduct outreach to promote the religious education or activities of a denominational group. May provide counseling, guidance, and leadership relative to marital, health, financial, and religious problems.

- 2020 employment: **149,600**
- May 2021 median annual wage: **$46,980**
    - Wages come from the Occupational Employment and Wage Statistics (OEWS) program, click here for more OEWS data on this occupation
- Projected employment change, 2020–30:
    - Number of new jobs: **3,200**
    - Growth rate: **2 percent (Slower than average)**
    - Click here for additional projections detail
- Education and training:
    - Typical entry-level education: **Bachelor's degree**
    - Work experience in a related occupation: **Less than 5 years**
    - Typical on-the-job training: **None**
- O*NET links:
    - 21-2021.00 - Directors, Religious Activities and Education
- CareerOneStop videos for this occupation:
    - 21-2021.00 - Directors, Religious Activities and Education

Religious workers, all other

All religious workers not listed separately.

- 2020 employment: **66,300**
- May 2021 median annual wage: **$37,500**

The overall job outlook for **Clergy careers** has been positive since 2004. Vacancies for this career have increased by 46.05 percent nationwide in that time, with an average growth of 2.88 percent per year. Demand for Clergies is expected to go up, with an expected 201,330 new jobs filled by 2029. This represents an annual increase of 42.80 percent over the next few years. (https://www.recruiter.com/careers/clergies/outlook/)

Equal Educational Opportunity

Lancaster Bible College | Capital Seminary & Graduate School is an equal opportunity institution that does not discriminate on the basis of race, color, sex (except where sex is a bona fide occupational qualification), ancestry, national origin, age, disability, veteran status, or genetic information. This policy applies to all terms and conditions of employment, admission to, and enrollment with the College.

Regional or Statewide Need and the Maryland State Plan for Postsecondary Education

Increasingly, protestant denominational and non-denominational churches and organizations expect ministry leaders to hold graduate-level degrees. This is no less true in the Washington, DC area than in other parts of the US and the world.

Graduates from the MAM program are prepared to serve their local communities at a high level of excellence and meet human needs from the individual level to the societal level in a variety of ministry and non-profit leadership positions.

What makes our seminary program different? We offer our program in a format that blends online studies with in-person residencies so students can interact with professors and peers on a personal level. This way, they stay connected to their current ministry or job while earning their graduate degree without sacrificing that crucial face-to-face, life-on-life component of learning.

Larry Hogan
Governor

Boyd K. Rutherford
Lt. Governor

Mary Pat Seurkamp, Ph.D.
Chair

James D. Fielder, Jr., Ph. D.
Secretary

August 17, 2021

Dr. Thomas L. Kiedis
President
Lancaster Bible College | Capital Seminary and Graduate School
901 Eden Rd.
Lancaster, PA 17601

Delivered electronically to: tkiedis@lbc.edu

Dear President Kiedis:

The Maryland Higher Education Commission has received a request from Lancaster Bible College, Capital Seminary to offer a new area of concentration in Theology within its previously approved Master of Arts in Biblical Studies, at the approved site located at 7852 Walker Drive, Suite 100, Greenbelt, MD, 20770. I am pleased to inform you that Lancaster Bible College, Capital Seminary is authorized to offer the programs as listed below until August 31, 2024, in accordance with COMAR 13B.02.01.08I. This decision is based on an analysis of the program proposal in conjunction with the law and regulations governing academic program approval, in particular, Code of Maryland Regulations (COMAR) 13B.02.01. As required by COMAR, the Commission circulated the program proposal to the Maryland higher education community for comment and objection. No objections were received during the 30-day circulation period.

Please note that this approval supersedes the previous approval granted June 17, 2019, for the programs as listed below. Please note there are conditions on this approval.

Approved programs:
1. Concentrated Bible (Lower Division Certificate)
2. Associate of Arts (A.A.) in Biblical Studies (Formerly A.S. in General Studies)
3. Bachelor of Arts (B.A) in Biblical Studies (Formerly B.S. in Bible)
4. Bachelor of Science (B.S.) in General Studies
5. Bachelor of Science (B.S.) in Business Administration
6. Master of Arts (M.A.) in Biblical Studies, with areas of concentration in:
   - Bible Exposition
   - Christian Apologetics
   - Cultural Engagement
   - Theology
7. Master of Arts (M.A.) in Ministry, with areas of concentration in:
   - Leadership Studies
   - Pastoral Studies
8. Master of Arts (M.A.) in Christian Care
9. Master of Divinity (M.Div.), with areas of concentration in:
   - Bible Exposition

- Christian Apologetics
- Christian Care
- Cultural Engagement
- Leadership Studies
- Pastoral Studies

10. Master of Arts (M.A.) in Professional Counseling
11. Doctor of Ministry (D.Min.)
12. Doctor of Philosophy (Ph.D.) in Biblical Studies

The following conditions apply to this approval:

1) Lancaster Bible College must submit documentation annually demonstrating that the institution meets the faculty requirements of COMAR 13B.02.01.16. The institution must submit the faculty compliance report by September 1st each year for the upcoming academic year.

2) Lancaster Bible College must submit annually the enrollment data required by COMAR 13B.02.01.08B(4)(q). The institution must submit the student enrollment data report by September 1st each year for the preceding academic year.

An electronic renewal form and the regulations for out-of-state institutions are available on the Commission's website under "Academic Approval Process" at www.mhec.maryland.gov. In order to operate the program in Maryland after the stated expiration date, the renewal application should be completed and submitted to this office no later than five months before the institution proposes to commence operation for the academic year 2024-2025. If applicable, the use of VA benefits for these programs should be coordinated through Everette Jackson, Associate Director of Veterans Affairs. He can be reached at everetted.jackson@maryland.gov.

Please keep us informed of any changes contemplated in your offerings in Maryland. We look forward to continuing the cooperative relationship developed between your institution and the Maryland Higher Education Commission.

Sincerely,

Dr. James D. Fielder
Secretary

C: Michael Black, Site Director, Lancaster Bible College, mblack@lbc.edu
Dawn Brandt, Compliance Coordinator, Lancaster Bible College, DBrandt@lbc.edu
File: OOS 21006