

Job Placements of CPBC Scholars of the College of Theology, Central Philippine University

By Carla Gay Agus Romarate-Knipel
and Excelyn Celeste Landero

ABSTRACT

The study aimed to determine the number and percentage of CPBC scholars who are currently serving CPBC churches or related institutions, the number and percentage of CPBC scholars who have not consistently served CPBC churches and institutions after graduation, the number and percentage of CPBC scholars who have not served CPBC churches/institutions after graduation, the present/current job placements of CPBC scholars who are not serving CPBC churches or related institutions, and the reasons of CPBC scholars who are not serving CPBC churches/related institutions for choosing to stay in their current job.

The result showed that the majority of those surveyed were serving CPBC churches and related institutions. Among those who are currently serving CPBC churches and related institutions, over a fourth have served CPBC churches in the past but have not done so at present. Reasons cited for not serving CPBC churches and related institutions were personal, failure to receive invitations from churches, financial, preferences for male/ordained minister by churches and conflicts in interpersonal relationships.

INTRODUCTION

Background and Rationale

The importance of training people for Christian ministry cannot be overemphasized. The College of Theology, also referred to as the CPU Seminary, has been involved in this very significant aspect of Christian ministry since Jaro Industrial School (which later became Central Philippine University) opened in 1905. Today, many of those who were trained in the College of Theology have become ministers, church leaders and Christian educators and administrators in many of the local churches and institutions of the Convention of Philippine Baptist Churches (CPBC). The work of training men and women for Christian ministry continues and there is a great need to support this work financially, as many of the students in the College of Theology are in need of scholarships and grants in order to finish their seminary education. In campaigning for funds to support the College of Theology, there is also a need to see how this support translates to actual service of Theology graduates among CPBC churches and institutions. Thus, a study of its scholar-graduates is necessary. In knowing the job placements of these graduates, a greater sense of accountability and stewardship can be emphasized and strengthened between the seminary, the CPBC churches, related institutions and supporters.

As of the present, there has been no updated study to show how many of the CPBC scholars who graduated from the CPU College of Theology have served and how many have not served CPBC churches/institutions after graduation CPBC churches/institutions.

Objectives

This study was conducted to find out the job placements of CPBC scholars who graduated from the College of Theology, Central Philippine University, Jaro, Iloilo City, Philippines.

The specific objectives of this study were:

1. to determine the current employment of CPBC scholars;

2. to determine the number and percentage of CPBC scholars who are currently serving CPBC churches or related institutions;
3. to determine the number and percentage of CPBC scholars who have served CPBC churches/institutions after graduation but have not consistently done so up to the present; and
4. to determine the reasons of CPBC scholars for choosing to stay in their current job.

METHODOLOGY

The study utilized a one shot survey design with a target population of 395 CPBC scholars from 1951 to 1998. The actual number of respondents who filled up and returned the tracer questionnaires were 237 or 60 percent of the target population. The questionnaires prepared by the researchers were sent to the respondents through personal delivery, mail and e-mail. The data provided by the respondents were encoded in the computer and were processed using the Statistical Package for Social Sciences (SPSS) for Windows version 6.0.

RESULTS AND DISCUSSIONS

Profile of Respondents and Reasons for Studying Theology

Results of the study in Table 1 show that the majority of the respondents are B.Th. Graduates (74.3 percent); are between 31-40 years old (27.8 percent); are female (53.2 percent); are married (75.9 percent); and are residents of Panay Island (65 percent).

Table 1. Distribution of Respondents According to Course, Age, Sex, Civil Status and Home Address (N=237)

Characteristics	Frequency	Percent
Course:		
BTh	176	74.3
BSRE	33	13.9
BD	10	4.2
ABRel.	10	4.2
MDiv./ MTh	9	3.8
BMTS/ Dip. In Theol.	3	1.3
TOTAL	237	100
Age:		
21-30 years old	21	8.9
31-40	66	27.8
41-50	54	22.8
51-60	24	10.1
61-70	57	24.1
71 and above	15	6.3
TOTAL	237	100
Sex:		
Male	111	46.8
Female	126	53.2
TOTAL	237	100
Civil Status:		
Single	44	18.6
Married	180	75.9
Widower	11	4.6
Separated	1	.4
No. Information	1	.4
TOTAL	237	100
Home Address:		
Panay Island	154	65.0
Other Part of the Phils.	72	30.4
Overseas	10	4.2
No Information	1	.4
TOTAL	237	100

As to the reason why they took up Theology, the majority (91.1 percent) of respondents claimed that it is in response to the call of God, while about one-fourth (26.2 percent) reasoned that it is for the fulfillment of their promise to God. About one-third (30 percent) of those surveyed also shared that they would like to develop their gifts/talents (Table 2).

Table 2. Distribution of Respondents According to Reasons for Taking up Theology (N = 237)

Reason for Taking Up Theology	Frequency	Percent
To respond to the call of God	216	91.1
To fulfill my promise to God	62	26.2
I was sent by my local church	13	5.5
To develop my gifts/talents	71	30.0
Other Reasons	31	13.1
TOTAL	237	100

Current Employment

Results also show that the majority (26.6 percent) of respondents are CPBC pastors. More than one-fifth (16.9 percent) are already retired pensioners while more than one-tenth (12.7 percent) are private school teachers (Table 3).

When asked whether they are currently serving CPBC churches/related institutions, results of the study in Table 4 show that the majority (69.2 percent) of respondents are currently serving CPBC churches/related institutions while the remaining (30.8 percent) are not currently serving CPBC churches/related institutions.

Table 3. Distribution of Respondents According to Current Employment (N = 237)

Characteristics	Frequency	Percent
CPBC Pastor	63	26.6
Non- CPBC Pastor	9	3.8
Private Sch. Teacher	30	12.7
Public Sch. Teacher	9	3.8
Sem. / Bible Sch. / Institution	8	3.4
Chaplain	3	1.3
CPBC Staff	4	1.7
Church Based Kinder	15	6.3
NGO Staff	1	.4
Bus. Man/Woman	2	.8
Admin./Pres./Div./Dean/Supervisor	17	7.2
Homemaker	3	1.3
CE Director	7	3.0
Govt. Employee	6	2.5
Farmer	5	2.1
Retired Pensioner	40	16.9
Military Service	2	.8
No Information	13	5.5
TOTAL	237	100

Table 4. Distribution of Respondents According to Whether or Not They Are Serving CPBC Churches/Related Institutions (N = 237)

Currently Serving CPBC Church/Related Institutions	Frequency	Percent
Serving	164	69.2
Not-serving	73	30.8
TOTAL	237	100

Service to CPBC Churches and Related Institution

Of the respondents who have served CPBC churches and related institutions, most (40.8 percent) have served between three to four churches/institutions (Table 5). The majority (78.7 percent) also claimed that they consistently serve these institutions as a commitment to the calling of God. As shown in Table 6, a considerable number of respondents shared that they served CPBC churches/related institution just to fulfill the requirement (23 or 14 percent) and because of other reasons related to their scholarship (9 or 5.5 percent).

Table 5. Distribution of Respondents According to the Number of CPBC Churches/Institution Served (N = 164)

Number of CPBC Churches/Related Institution Respondents Served Since Graduation	Frequency	Percent
1	12	7.3
2	28	17.1
3	32	19.5
4	35	21.3
5	22	13.4
6	21	12.8
7	6	3.6
8	6	3.6
9	2	1.2
TOTAL	164	100

Table 6. Distribution of Respondents According to Reasons for Consistently Serving CPBC Churches/Related Institutions (Multiple Response, N=164)

Reasons for Consistently Serving CPBC Churches/Related Institution	Frequency	Percent
CPBC/Related Inst'n called to serve	91	55.5
Commitment to the calling of God	129	78.7
Loyalty to CPBC	85	51.8
In Fulfillment of the Requirement	23	14.0
Others reasons for scholarship	9	5.5

Respondents Who Are Not Currently Serving CPBC Churches/Institutions

When respondents were categorized as to those who are not currently serving CPBC churches/related institution but have served in the past, the data in Table 7 show that the majority (94.6 percent) of respondents have also served CPBC churches/related institution in the past. Among these respondents, about one-fourth (24.7 percent) have served 3 CPBC churches/Institutions and a similar proportion (24.6 percent) have served at least 1 to 2 CPBC Churches/related institutions.

Table 7. Distribution of Respondents Who Are Not Currently Serving CPBC Churches/ Institutions But Have Served in the Past (N = 73)

Categories	Frequency	Percent
Have served any CPBC Churches/Related Institution in the Past		
Have Served	69	94.6
Have Not Served	2	2.7
No Information	2	2.7
TOTAL	73	100.0
No. of CPBC Churches/Related Institution Served		
1	9	12.3
2	9	12.3
3	18	24.7
4	9	12.3
5	8	10.9
6	5	6.8
7	6	8.2
9	4	5.5
11	1	1.4
No Information	4	5.5
TOTAL	73	100.0

As to the reason for not serving CPBC Churches/related institution, the data in Table 8 show that the majority (43.8 percent) of respondents cited personal reasons. About one-third (32.9 percent) reasoned that they have not received any call from CPBC churches while nearly one-fifth (17.8 percent) said that financial assistance of churches could not support their family.

Table 8. Distribution of Respondents According to Reasons for Not Serving CPBC Churches/Related Institutions (Multiple Response, N=73)

Reasons for Not Serving CPBC Churches/Related Institution	Frequency	Percent
Have not received any call from CPBC	24	32.9
Financial assistance cannot support family	13	17.8
Churches prefer male/ordained minister	3	4.1
Conflicts in interpersonal relationship	2	2.7
Personal reasons	32	43.8

Reasons for Staying in Current Job

On the other hand, data in Table 9 reveal that the majority of respondents (79.3 percent) stay in their current job because it is the most meaningful expression of their calling. Almost half (49.8 percent) cited opportunity for personal and professional growth while a third (33.33 percent) stayed in their job out of loyalty.

Table 9. Distribution of Respondents According to Reasons for Staying in their Current Job (Multiple Response, N=237)

Reasons for Staying in Their Current Job	Frequency	Percent
Most meaningful expression of calling	188	79.3
Contributes to the well-being of the family	86	36.3
Opportunity for personal and professional growth	118	49.8
Loyalty	79	33.3
Others	49	20.7

CONCLUSION AND RECOMMENDATIONS

The results of this job placement study show that the majority of CPBC scholars of the College of Theology are currently serving CPBC churches and other related institutions. This shows that the College of Theology graduates who have enjoyed scholarships as students have given their services to the CPBC churches and related institutions and continue to do so. However, only 26.6 percent of these graduates are fulltime-CPBC pastors. Thus, the current problem of pastorless CPBC churches has not yet been fully addressed as confirmed by the low percentage of graduates doing full-time local church ministry. There is therefore a great challenge for the institution concerned and the graduates to review and evaluate existing programs and policies in order to increase the number of graduates who can be encouraged to serve as full-time pastors in CPBC local churches.

Based on the results of the study, the following recommendations are suggested by the researchers:

1. For easy access and communication, the College of Theology needs to have a Directory of Graduates and have it updated every five years. The directory will include the year the student graduated, course, home address, current employment and other pertinent data for filing and record purposes.

2. The College of Theology needs to consistently monitor graduates who have received scholarships. The graduates should be reminded and encouraged to serve CPBC churches according to the number of years in their scholarship contracts and even beyond the requirement. They should be made to understand before the beginning of the program of study that failure to do so will require them to pay back in full the scholarship they have received so that the money can be used instead by students who are committed to serve CPBC churches and related institutions after graduation.

3. CPBC scholars and graduates can be encouraged to serve CPBC churches if after their graduation, the College of Theology has a placement program to assist them in having immediate job placements in CPBC local churches and institutions.

4. There is a need for the College of Theology and the Convention of Philippine Baptist Churches, Inc. and the Theology Alumni Association to strengthen their networking so that graduates will not only find job placements in CPBC churches or institutions but will be able to receive assistance in terms of spiritual and professional development as well as financial support if needed.

5. The College of Theology and the CPBC can develop ways by which they could provide incentives and benefits for pastors and workers who are consistently serving CPBC churches and institutions.

6. Pastorless churches should be encouraged by the College of Theology and the CPBC to call CPU College of Theology graduates for job placements; as well as continue church-seminary conferences in order to gain feedback from the churches on how to enrich and improve seminary training that will help train seminary students in their pastoral and other church-related ministries.

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