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Handbook

SOUTH PACIFIC ASSOCIATION
OF THEOLOGICAL SCHOOLS

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South Pacific Association of Theological Schools (SPATS)
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A French translation of the Diploma Standards, Curriculum Guidelines and Guidelines to Self-Assessment section of this Handbook is available on request. For more information please contact the publishers.

Les sections de ce manuel concernant les Programmes de Diplomes, les Directives relatives au Programme d'Etude et les Directives pour l'Auto-évaluation sont disponibles en traduction française. Pour des informations supplémentaires s'adresser à l'éditeur

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TABLE OF CONTENTS

Page No.

1.	Preface	3
2.	Introduction to SPATS	6
3.	Historical Note	8
4.	Directory of Member Schools	
	* Banmatmat Bible College (South Pentecost, Vanuatu)	12
	* Bishop Patterson Theological College (Kohimarama, Solomon Is.)	13
	* Ecole Pastorale de Bethanie (Lifou, New Caledonia)	14
	* Ecole Pastorale de Faiere-Hermon (Papeete, Tahiti)	15
	* Fiji College of Theology & Evangelism (Lautoka, Fiji)	16
	* Fulton College (Nadi, Fiji)	17
	* Kanana-Fou Theological Seminary (Pago Pago, American Samoa)	18
	* Malua Theological College (Apia, Samoa)	19
	* Marshall Island Theological College (Majuro, Marshall Is.)	20
	* Methodist Davuilevu Theological College (Nausori, Fiji)	21
	* Methodist Deaconess Training Centre (Suva, Fiji)	22
	* Moamoa Theological College (Apia, Samoa)	23
	* Pacific Regional Seminary (Suva, Fiji)	24
	* Pacific Theological College (Suva, Fiji)	25
	* Piula Theological College (Apia, Samoa)	26
	* School/Department of Theology, UOA (Auckland, New Zealand)	27
	* Seghe Theological Seminary (Western Province, Solomon Is.)	28
	* Sia'atoutai Theological College (Nuku'alofa, Tonga)	29
	* South Pacific Nazarene Theological College (Suva, Fiji)	30
	* St. John the Baptist Theological College (Suva, Fiji)	31
	* Takamoa Theological College (Rarotonga, Cook Is.)	32
	* Talua Ministry Training Centre (Santo, Vanuatu)	33
	* Tangintebu Theological College (Tarawa, Kiribati)	34
	* United Theological College (Sydney, Australia)	35

5. The Constitution

Article I	Name	36
Article II	Registered Office	36
Article III	Seal of Association	36
Article IV	Mission Statement	36
Article V	Membership	38
Article VI	The SPATS Council	38
Article VII	Duties of the Council	39
Article VIII	Meeting of the Council	39
Article IX	Officers	39
Article X	Trustees	40
Article XI	The Executive Committee	40
Article XII	Relationship with other Associations	41
Article XIII	Finance	41
Article XIV	Amendments to the Constitution	41
Article XV	Dissolution of the Association	42

6. By-Laws

Article I	Membership Application	43
Article II	Membership Fees	43
Article III	Seminars/Workshops	43
Article IV	Responsibilities of Officers	44
Article V	Employment of Staff	45
Article VI	Appointment & Tenure of Programmes	45
Article VII	Accreditation	46
Article VIII	The Pacific Journal of Theology	50
Article IX	Weavers	51
Article X	Amendments to the By-Laws	52

7. Theological Education 53

8. Accreditation 61

9. Pacific Journal of Theology 63

10. Weavers Programme 66

11. Institutional Strengthening 73

12. Application for Membership 73

13. Staff Employment Policies 74

Preface to 1989 Edition

The publication of the first Handbook of the South Pacific Association of Theological Schools (SPATS) marks a further welcome step in the growth of the Association. The Handbook provides general background information on the Association, brings together its basic documents, and includes a Directory of Member Schools. Besides serving as a ready reference for the convenience of everyone involved with, or interested in SPATS, it is hoped that the Handbook will strengthen the bond of unity between member schools, and lead to more effective service by the Association.

L. Hannan, President

June 1989

Preface to 1994 Revision

This revision of the Handbook of the South Pacific Association of Theological Schools (SPATS) comes to us through the hard work of the Accreditation Committee of SPATS. I am particularly grateful for the painstaking efforts of Rev. Dr. David Esterline, Chairperson of the Accreditation Committee and Rev. Father Kerry Prenderville. The growing membership, the number of schools being accredited, and the additional full time personnel working for SPATS have warranted the revision of the Constitution, By-Laws and other documents. The revision of the SPATS' Handbook reflects the continuing development of our work.

J.I. Meo, President

June 1994

Preface to the 2000 Revision

The present revision of the Handbook is without the Accreditation Manual. Amongst other important information the Handbook contains the Constitution and By-Laws of the Association. Thanks must be expressed to the Review Committee's Chairperson, Tessa and members in Lisa Meo, Morven Sidal and Tevita Banivanua. The Executive Committee through Dr. Nemani Tausere and the passage through the Council through the Rev. Dr. Jovili Meo must be congratulated for their hard work. One of the aims of the present revision was to make the Association more efficient and accountable in its theological education services to all member schools and partners.

Paulo Koria, President

November 2000

Preface to 2008 Revision

I am pleased to add this comment to the Preface as a way of acknowledging the hard work of the Review Committee in the continuing development and management of the high standard of our handbook. Our current profile theme: Pacific Theological Hermeneutics is both timely and urgent. I am therefore proposing poetry as a metaphor in the development and articulation of a Pacific theological hermeneutics. Poetry is pristine language imaging the rudimentary promptings of the soul. It is thus the very archaic and original status of yet an evanescent invisible reality, essence, which is at best "imaged" by the visible reality existence. Poetry is that poor evasive attempt to "transform" essence into existence. As such poetry is fundamentally a metaphor, it stands for and on behalf of the other someone or something. However, it is more



than just standing or acting for the other. It is the presentation of the unseen and the unrepresentable in the form of the “seen and the presentable.” Poetry thus, is the other use of language. It is often said that poetry is the language of the heart, *kardia*, seat of *passio*, the generative embryo of *theoria*.

Tevita Tonga Mohenoa Puloka,

President, 2008

The South Pacific Association of Theological Schools is deeply grateful to the World Council of Churches, Evangelisches Missionswerk (Germany), the Anglican Church of Canada, the Uniting Church of the Netherlands, Missio (Aachen, Germany), the United Methodist Church (USA), the Methodist Church (Great Britain), Fellowship of the Least Coin, the Society for Promoting Christian Knowledge, World Association of Christian Communication, the Presbyterian Church of Aotearoa New Zealand, the Trinity Episcopal Church in Florence, Alabama (USA), the Sisters of Mercy in Aotearoa New Zealand, United Church in Canada, Evangelical Lutheran Church in Bavaria and many others for their partnership in previous and recent years in the work of SPATS.

Introduction to SPATS

The South Pacific Association of Theological Schools is an administrative and facilitating body comprised of theological schools of the (South) Pacific, excluding Papua New Guinea, which is served by the Melanesian Association of Theological Schools (MATS).

The member schools of SPATS are scattered across the Pacific, 8,000 km from end to end, from Tahiti in the east to the Solomon Islands in the west, from the Marshall Islands in the north to the Aotearoa in the south. The area straddles both the Equator and the 180 degree meridian. It encompasses the three major geographic regions of the Pacific: Micronesia, Melanesia and Polynesia. Its countries are made up of small clusters of islands, joined together by vast expanses of ocean, or the moana covering 90,000 sq.km. The total population of the Pacific is less than two and a half million.

The schools of SPATS are national institutions except for three, the Pacific Theological College, the Pacific Regional Seminary and Fulton College, serve the entire region. The member colleges are tertiary institutions giving attention to post-secondary education in preparation for Christian ministry. (The terms 'college' and 'school' are used interchangeably through the Handbook). As of early 2008, there are 29 member institutions.

The main objectives of SPATS are the strengthening of the theological education of the churches in the region by developing and maintaining high standards, and the promotion of co-operation and mutual consultation among the schools for theological research relating to the ministry and mission of the churches in the region.



The Association publishes the Pacific Journal of Theology, provides accreditation services, promotes faculty development, ecumenical learning, theological renewal and contextualization, and conducts programmes designed to meet the needs of theological education in the Pacific region.

The Pacific Journal of Theology is published twice yearly. It seeks to stimulate theological thinking and writing by Christians living in or familiar with the South Pacific, and to share these reflections with church and theological education communities, and with all who want to be challenged to reflect critically on their faith in changing times.

The Weavers Committee of SPATS has a mandate to advocate theological education for women. Weavers affirm the dignity of women as created in God's image and therefore partners with men in church and society. Weavers affirm both men and women should assert their equal responsibility and partnership as God's people. Weavers promote theological education of women for full recognition and participation in all aspects of church and community life.

The governing body of SPATS is a Council made up of representatives of member schools, the officers of SPATS, the General Secretary of the Pacific Conference of Churches, and co-opted members. The council meets every two years. Representatives of the member churches of the Pacific Conference of Churches, secular educators and other interested persons may attend but do not vote. Between Council meetings, SPATS affairs are conducted by an executive committee elected by the Council.

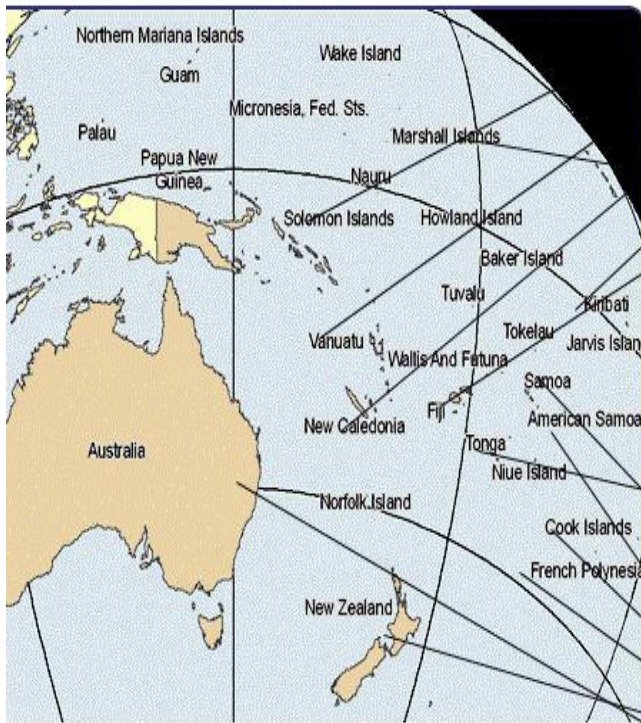
HISTORICAL NOTE

The Association was established in 1969

1969 – 1975	President : Rev. Dr. George Knight of Pacific Theological College
1975 – 1978	President : Rev. John Foliaki of Pacific Regional Seminary
1978 – 1981	The Association was in abeyance
1981 – 1983	President : Rev. Dr. Salesi Havea of Pacific Theological College
1983 – 1985	President : Rev. Faitala Talapusi of Pacific Theological College
1986 – 1989	President : Rev. Laurence Hannan of Pacific Regional Seminary
1989 – 1994	President : Rev. Dr. Jovili Meo of Pacific Theological College
1996 – 1997	President : Rev. Dr. Ulisese Sala of Kanana-Fou Theological Seminary



1998 – 2000	Acting President: Dr. Nemani Tausere of Fulton College
2000 – 2002	President: Rev. Dr. Paulo Korua of Malua Theological College
mid 2002	Acting President: Rev. Doug Akehurst of Pacific Regional Seminary
2002 – 2004	President: Rev. Tuikilakila Waqairatu of Methodist Davuilevu Theological College
2004 – 2006	President: Rev. Veremo Dovarua of Pacific Regional Seminary
2006 – 2010	President: Rev. Dr. Tevita Tonga Mohenoa Puloka of Sia'atoutai Theological College
2010 – 2014	President: Rev. Dr. Feleterika Nokise of Pacific Theological College
2014 – 2016	Father, Michael O' Connor
2016- 2019	President: Rev Amy C Chambers
2019 - 2022	Rev. Dr. Moreli J Niutoa



- Solomon Islands Bishop Patterson Theological College
- Seghe Theological Seminary
- Vanuatu Talua Ministry Training Centre
- Banmatmat Theological College
- New Caledonia Ecole Pastorale de Bethania
- Marshall Islands Marshall Is. Theological College
- Kiribati Tangintebu Theological College
- Fiji Fiji College of Theology & Evangelism
- Fulton College
- Methodist Davuilevu Theo. College
- Methodist Deaconess Training Centre
- Pacific Regional Seminary
- Pacific Theological College
- St. John the Baptist Theological College
- Sth. Pacific Nazarene Theo. College
- Sia'atoutai Theological College
- Malua Theological College
- Moamoamo Theological College
- Piula Theological College
- American Samoa Kanana-Fou Theological Seminary
- Cook Islands Takamoamo Theological College
- French Polynesia Ecole Pastorale de Faiere-Hermon
- New Zealand Auckland School of Theology, UOA
- Australia United Theological College

Directory of Member Schools

BANMATMAT BIBLE COLLEGE

South Pentecost, VANUATU
P.O. Box 13, Pentecost, Vanuatu
Telephone and Fax (678) 36 633

Year Founded:	1965
Sponsored by:	Conference of Churches of Christ in Vanuatu
Language of Instruction:	English and Bislama
Principal:	
Vice Principal:	
Dean of Studies:	
Total No. of Students:	
<i>a) Single</i>	
<i>b) Married</i>	
Total No. of Faculty Staff:	
Levels of Study:	Certificate
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate in Theology
6. <i>Diploma</i>	
7. <i>Degree (BD., BTh. B.Min, etc.)</i>	
8. <i>Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 3 years
7. <i>Diploma</i>	
8. <i>Degree (BD., BTh. B.Min, etc.)</i>	
9. <i>Masters</i>	
Library Resources & publication:	
Approved/Accredited Degrees:	

BISHOP PATTESON THEOLOGICAL COLLEGE

Kohimarama, P.O. Box 19 Honiara, Solomon Islands

Telephone (677) 29-124 or 29-122

Email: bptckohimarama@gmail.com/aramoroi@bptc.org

Year Founded:	1920
Sponsored by:	Church of Melanesia (Anglican)
Language of Instruction:	English
Principal:	Rev. John S. Hinge
Vice Principal:	
Dean of Studies:	
Total No. of Students:	
<i>a) Single</i>	
<i>b) Married</i>	
Total No. of Faculty Staff:	
Levels of Study:	Certificate (in Women Studies) Diploma and Bachelor of Theology
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate (in Women Studies)
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc.)</i>	Bachelor of Theology
<i>d) Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma - 3 years + 1 year denominational training
<i>c) Degree (BD., BTh. B.Min, etc.)</i>	BTh. 3 years.
<i>d) Masters</i>	
Library Resources & publication:	20,000+ volumes and journals Diploma in Theology - 2011-2015
Approved/Accredited Degrees:	Bachelor of Divinity – 2011 - 2013

ECOLE PASTORALE DE BETHANIA

(Centre de Formation Pastorale et Théologique de
Béthanie) Xepeneche, Lifou, New Caledonia
Telephone& Fax (687) 45 16 34; Email: varkaemo@loyaute.net

Year Founded:	1858-1862
Sponsored by:	Eglise Evangelique en Nouvelle Caledonie et aux Illes Loyaute
Language of Instruction:	French
Principal:	V. Kaemo
Vice Principal:	
Dean of Studies:	Mme Marie-Claire Kaemo
Total No. of Students:	
<i>a) Single</i>	9
<i>b) Married</i>	10
Total No. of Faculty Staff:	5 Lecturers
Levels of Study:	Certificate
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate in Theology
<i>b) Diploma</i>	Diploma
<i>c) Degree (BD., BTh. B.Min, etc.)</i>	
<i>d) Masters</i>	

Years of Instruction/study:

<i>a) Certificate</i>	Certificate - 2 years
<i>b) Diploma</i>	Diploma - 4 years
<i>c) Degree (BD., BTh. B.Min, etc.)</i>	
<i>d) Masters</i>	

Library Resources & publication: 2000 (network with Berneheim Library-
Government.)

Approved/Accredited Degrees: Certificate in Theology
and Diploma in Theology



TEREREATAU THEOLOGICAL AND PASTORIAL SCHOOL

P.O. Box 112, Haamene Tahaa 98734, French Polynesia

Telephone (689) 40 65 67 47; Fax (689) 40 65 67 46

Email: taaroanuimaraea50@gmail.com or terereatau.infor@gmail.com

Year Founded:	1810s - 1840s in Moorea - Tahiti 1850s - 1880s in Tahaa-Raiātea 1890s - 2000s in Moorea - Tahiti
Sponsored by:	Église Protestante Māòhi
Language of Instruction:	Māòhi, French and English
Principal:	Rev. Taaroanui Maraëa
Vice Principal:	Rev. Henri, Manaëna Tupaia
Dean of Studies:	Rev. Antonino Tihiri Lucas (PhD Candidate)
Total No. of Students:	21 (8 second year & 12 fourth year & 1 BD)
<i>a) Single</i>	(mostly married - 4 second year couples &
<i>b) Married</i>	6 fourth year couples)
Total No. of Faculty Staff:	21 (7 females & 14 males); All Locals. 3 Full time (3 males) 3 Half time (3 females) 15 Part time (4 females/11 males)
Levels of Study:	Diploma in Theology SPATS Terereatau
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate in Theology Diploma in Theology;
<i>b) Diploma</i>	Bachelor in Theology Terereatau MPC
Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 2 years' studies without project writing
<i>b) Diploma</i>	Diploma - 2 years' studies with project writing
<i>c) Bachelor</i>	-Bachelor 3 years with these
Library Resources & publication:	14,000
Approved/Accredited Degrees:	Diploma in Theology - 2017 to 2020 (mid-term visit in 2020.)

FIJI COLLEGE OF THEOLOGY AND EVANGELISM

Buabua Road, Lautoka; P.O. Box 315, Lautoka, Fiji
Telephone (679)628 6356, 4502346 or 628 3805; Cell
(679) 8619 605 Fax (679) 666 5470; Website:
www.afcfiji.com Email: admin@afcfiji.com

Year Founded:	1974
Sponsored by: Language of Instruction:	Ambassadors for Christ South Pacific English
Principal:	Rev. Dr. Narayan Nair Mr. Premendran Choy
Vice Principal:	Mr. Jonathan S.D.
Dean of Studies: Total No. of Students:	Sharma 65 33 32
<i>a) Single</i>	
<i>b) Married</i>	16 (5 Expats; 11 Locals)
Total No. of Faculty Staff:	Level 3 to Level 9
Levels of Study:	
Diploma/Degree offered:	Certificate in Theology Diploma in Theology & Diploma in Biblical Studies Bachelor of Divinity Bachelor of Arts in Christian Education Bachelor of Arts in Biblical Studies Master of Arts in Biblical Studies
<i>a) Certificate</i>	
<i>b) Diploma</i>	
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	
Years of Instruction/study:	Certificate - 1 year Diploma - 2 years Bachelor Degree - 5 years Master's Degree - 4 years
<i>a) Certificate</i>	
<i>b) Diploma</i>	
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	
Library Resources & publication:	18,970 including reference books and journals.
Approved/Accredited Degrees:	

FULTON ADVENTIST UNIVERSITY COLLEGE

Sabeto Road, Nadi.. Private Mail Bag, Nadi Airport, Fiji

Telephone (679) 400 0500 or 999 3118/4005111/

7767094/ 9279391;

Email: mcoulson@fulton.ac.fj; info@fulton.ac.fj

Year Founded:	1905
Sponsored by: Language of Instruction:	Seventh-Day Adventist Church English
Principal:	Pastor Malcolm Coulson
Dean of Studies:	Johnie Tango
Registrar:	Ms.Nellie.Manuca
Total No. of Students:	80
<i>a) Single</i>	
<i>b) Married</i>	
Total No. of Faculty	7 (6 full-time; 1 part-
Staff: Levels of Study:	time) Tertiary
Diploma/Degree offered:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Theology
<i>d) Post-Graduate Studies</i>	Bachelor of Theology Honours to commence in 2015
Years of Instruction/study:	3 years
<i>a) Certificate</i>	
<i>b) Diploma</i>	
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	
Library Resources & publication:	
Approved/Accredited Degrees:	Bachelor of Theology with Honors/Cert of Theology accredited for 6 years from 2020 to 2025

KANANA-FOU THEOLOGICAL SEMINARY

2 Kanana Fou Street

P.O. Box 456, Pago Pago, American Samoa 96799

Telephone (684) 699 4322; Cell (684) 2581129;

Email: admin@ktfseminary.org,

Year Founded:	1983
Sponsored by:	Congregational Christian Church of American Samoa
Language of Instruction:	English and Samoan (Bilingual)
Principal:	Rev. Dr. Moreli J. Niuaotoa
Vice Principal:	
Dean of Studies:	Elekosi Lafitaga
Total No. of Students:	52
<i>a) Single</i>	12
<i>b) Married</i>	40
Total No. of Faculty Staff:	12 (11 local and 1
Levels of Study:	expatriate) Baccalaureate
Diploma/Degree offered:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Certificate of Ministry Studies (previously Diploma of Theology)
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Divinity
<i>d) Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Certificate - 2 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	BD - 4 years
<i>d) Masters</i>	
Library Resources & publication:	Bert W. Tofaeono Alumni Library
Approved/Accredited Degrees:	Diploma in Theology & Bachelor of Divinity (from 2016 - 2021)

MALUA THEOLOGICAL COLLEGE

Private Bag, Apia, Samoa

Telephone (685) 42 303; Fax (685) 42 301

Email: mtc@malua.edu.ws OR auli@malua.edu.ws

Year Founded:	1844
Sponsored by:	Congregational Christian Church of Samoa
Language of Instruction:	English and Samoan
Principal:	Rev. Dr. Ma'afala Lima
Vice Principal:	
Dean of Studies:	
Total No. of Students:	75
<i>a) Single</i>	26
<i>b) Married</i>	49
Total No. of Faculty Staff:	13
Levels of Study:	Bachelor of Divinity & Bachelor of Theology
Diploma/Degree offered:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Divinity & Bachelor of Theology
<i>d) Masters</i>	

Years of Instruction/study:

<i>a) Certificate</i>	
<i>b) Diploma</i>	Dip.Th. (Foundation) - + 3 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	BD. (Foundation) - + 3 years; BTh. (Foundation) + 3 years
<i>d) Masters</i>	

Library Resources & publication: 17,201 Books, Journals and Mags.

Approved/Accredited Degrees: Diploma in Theology- TBC
& Bachelor of Divinity- 2019- 2024/ BD. Honors (L7 to upgrade to L8)

MARSHALL ISLANDS THEOLOGICAL COLLEGE

P.O. Box 765, Majuro, Marshall Islands

Telephone (692) 625 3931; Fax (692) 625 5246 (Church Office)

Year Founded:

Sponsored by:

Language of Instruction:

Principal:

Vice Principal:

Dean of Studies:

Total No. of Students:

- a) Single*
- b) Married*

Total No. of Faculty Staff:

Levels of Study:

Diploma/Degree offered:

- a) Certificate*
- b) Diploma*
- c) Degree (BD., BTh. B.Min, etc)*
- d) Masters*

Years of Instruction/study:

- a) Certificate*
- b) Diploma*
- c) Degree (BD., BTh. B.Min, etc)*
- d) Masters*

Library Resources & publication:

Approved/Accredited Degrees:

METHODIST DAVUILEVU THEOLOGICAL COLLEGE

P.O. Box 146, Nausori, Fiji
Telephone (679) 340 0018; Fax (679) 3485400;
MLTC (679)3477706

Email: dtcollege@connect.com.fj or jsedra@hotmail.com

Year Founded:	1908
Sponsored by:	Methodist Church in Fiji
Language of Instruction:	English
Principal:	Rev. Dr. Jolame Lasawa Sedra
Vice Principal:	
Dean of Studies:	
Total No. of Students:	76
<i>a) Single</i>	46
<i>b) Married</i>	30
Total No. of Faculty Staff:	10
Levels of Study:	Dip.Th., BD., B.Min.
Diploma/Degree offered:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Divinity; Bachelor of Ministry
<i>d) Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma - 3 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	3 years (BD); 4 years (B.Min)
<i>d) Masters</i>	
Library Resources & publication:	Rev. William Beviatt Library -15,000 + Books, Journals and magazines
Approved/Accredited Degrees:	Diploma in Theology (2019 to 2025) Bachelor of Divinity (2019 to 2025) (Re-accreditation due in 2024)

METHODIST DEACONESS TRAINING CENTRE

29 Moala St., Samabula, Suva, Fiji
P.O. Box 3757, Samabula Post Office, Fiji
Telephone (679) 338 2641; Fax (679) 330 3771 (Church
Office)
Email: tamalesisoro27@gmail.com

Year Founded:	1967
Sponsored by:	Methodist Church in Fiji
Language of Instruction:	English & iTaukei
Administrator	Deaconess Tamalesi Soro
Tutor:	Deaconess Litiana Dau
Senior Deaconess:	Deaconess Filiji Suka
Total No. of Students:	
<i>a) Single</i>	9 (single women)
<i>b) Married</i>	
Total No. of Faculty Staff:	3 locals
Levels of Study:	
Diploma/Degree offered:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	

Years of Instruction/study:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma - 3 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	

Library Resources & publication: Pauline Campbell Library

Approved/Accredited Degrees:

MOAMOA THEOLOGICAL COLLEGE

P.O. Box 9226, Apia, Samoa

Telephone (685) 21 079; Fax (685) 25 718

Email: sdb.moamoa@ipasifika.net

Year Founded:

Sponsored by:

Language of Instruction:

Principal:

Vice Principal:

Dean of Studies:

Total No. of Students:

a) Single

b) Married

Total No. of Faculty Staff:

Levels of Study:

Diploma/Degree offered:

a) Certificate

b) Diploma

c) Degree (BD., BTh. B.Min, etc)

d) Masters

Years of Instruction/study:

a) Certificate

b) Diploma

c) Degree (BD., BTh. B.Min, etc)

d) Masters

Library Resources & publication:

Approved/Accredited Degrees:

PACIFIC REGIONAL SEMINARY

461 Queen Elizabeth Drive, Private Mail Bag, Suva
Telephone (679) 330 2224, 330 2614; Fax (679) 330
3882 Email: prs@connect.com.fj

Year Founded:	1972
Sponsored by:	Catholic Bishops of the Pacific (CEPAC)
Language of Instruction:	English
Principal:	Father Simon Mani
Vice Principal:	Rev. Taukei'aho Tuli
Dean of Studies:	Dr. Mika Paunga,sm
Total No. of Students:	
<i>a) Single</i>	129 (unmarried men)
<i>b) Married</i>	
Total No. of Faculty Staff:	17 full time; 6 part time (4 outside Pacific Is./19 various Pacific Is.)
Levels of Study:	Diploma and Bachelor
Diploma/Degree offered:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma of Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Divinity
<i>d) Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma - 3 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	3 years for BD (after Diploma)
<i>d) Masters</i>	
Library Resources & publication:	19,000+ Titles; 55 Journals Dip.Th. & BD Accredited for 6 yrs. (from 2019 to 2024)
Approved/Accredited Degrees:	



PACIFIC THEOLOGICAL COLLEGE

Corner of Vuya Road, Nasese & Queen Elizabeth Drive, Veiuoto, Suva
 Private Mail Bag, Suva, Fiji
 Telephone (679) 331 1100; Fax (679) 330 1728;
 Email: ulvaai@ptc.ac.fj / ulvaai@yahoo.com

Year Founded:	1965
Sponsored by:	20 Pacific Churches
Language of Instruction:	English
Principal:	Rev. Dr. Professor Upolu Vaái
Dean of Studies:	Rev. Dr. D Cosden
Total No. of Students:	65
<i>a) Single</i>	5
<i>b) Married</i>	60
Total No. of Faculty Staff:	10 plus 5 who will arrive at different times in 2014; (1 Local/14 Expats) Tertiary
Levels of Study:	
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate
<i>b) Diploma</i>	Diploma
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Divinity
<i>d) Post-Graduate Diploma</i>	Post -Graduate Diploma in Theology
<i>e) Masters</i>	Master of Theology
<i>f) D.Min or PhD</i>	Doctor of Philosophy
Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 2 years
<i>b) Diploma</i>	Diploma - 3 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Degree - 3 years
<i>d) Post-Graduate Diploma (Theology)</i>	Post-Graduate Diploma - 1 year
<i>e) Masters</i>	Masters - 2 years
<i>f) Doctor of Philosophy</i>	PhD. - 3-4 years
Library Resources & publication:	
Approved/Accredited Degrees:	Certificates and Diploma Programs.

PIULA THEOLOGICAL COLLEGE

Lufilufi, Apia, Samoa

P.O. Box 2284, Apia, Samoa

Telephone (685) 40 195 Landline 840 40195; (Fax (685) 40 196; Email:

mosemailo@yahoo.com OR piulaprincipal@samoasonline.ws

Year Founded:	1868
Sponsored by:	Samoa Methodist
Language of Instruction:	English & Samoan
Principal:	Rev. Dr. Mosese Mailo
Registrar:	
Total No. of Students:	59
<i>a) Single</i>	25
<i>b) Married</i>	34
Total No. of Faculty Staff:	11 (10 full time; 1 part time)
Levels of Study:	Diploma and Degree
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate in Theology
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Divinity & Bachelor of Theology
<i>d) Masters</i>	

Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 4 years
<i>b) Diploma</i>	Diploma - 4 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Degree - BD - 3 years; BTh. 2 years
<i>d) Masters</i>	

Library Resources & publication: Over 15,000 volumes

Approved/Accredited Degrees: Diploma in Theology & Bachelor of Divinity
(2018 to 2023) BD Honors TBC

WITHDRAWN – NO LONGER A MEMBER.

SCHOOL/DEPARTMENT OF THEOLOGY

University of Auckland

Private Bag 92019, Auckland 1142, New Zealand Telephone

(649)373 7599 - Ext. 86676; Email: theology@auckland.ac.nz

Year Founded:

Sponsored by:

Language of Instruction:

English

Principal:

Professor Elaine Wainwright

Vice Principal:

Dean of Studies:

PGrad: Dr. Nicholas Thompson

U'Grad: Dr. Caroline Blyth

Total No. of Students:

120 EFTS

a) Single

b) Married

Total No. of Faculty Staff:

6

Levels of Study:

Up to PhD

Diploma/Degree offered:

a) Degree (BD., BTh., B.Min. etc)

BTheol, GradDip Theol

PGradDip Theol

BTheolHons

b) Masters

MTheol

c) D.Min., PhD.

PhD

Years of Instruction/study:

a) Certificate

b) Diploma

c) Degree (BD., BTh. B.Min, etc)

d) Masters

Library Resources & publication: University Library Resources

Approved/Accredited Degrees: TEC Approved Degrees

SEGHE THEOLOGICAL SEMINARY

Seghe Postal Agency
Marovo Lagoon, New Georgia, Western Province, Solomon Islands
Telephone (677) 61 125; Fax (677) 61 125;
Email: wkurepitu@gmail.com

Year Founded:	1970
Sponsored by:	United Church in Solomon Islands
Language of Instruction:	English
Principal:	Rev. Wilfred Kurepitu
Vice Principal:	Mr. Mike Visara
Dean of Studies:	Rev. Ashley Ngrira
Total No. of Students:	40 students
<i>a) Single</i>	14 single
<i>b) Married</i>	26 married
Total No. of Faculty Staff:	6 (all locals)
Levels of Study:	Certificate and Diploma
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate in Theology
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	

Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 2 years
<i>b) Diploma</i>	Diploma - 3 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	

Library Resources & publication: 8000 volumes

Approved/Accredited Degrees:

SIA'ATOUTAI THEOLOGICAL COLLEGE

Nafualu, Nuku'alofa, Tonga

P.O. Box 44, Nuku'alofa, Tonga

Telephone (676) 22 580 or 22 581; Fax (676) 25 191;

Email: taliain@yahoo.co.uk or otualogy@gmail.com

Year Founded:	1948
Sponsored by:	Free Wesleyan Church of Tonga
Language of Instruction:	Tongan on Certificate Level English on Diploma and Degree
Principal:	Rev. Dr. Heneli Taliai
Vice Principal:	Niumeitolu
Dean of Studies:	Rev. Dr. S. Vaipulu
Total No. of Students:	145
<i>a) Single</i>	70
<i>b) Married</i>	75
Total No. of Faculty	21 (Local staff)
Staff: Levels of Study:	Certificate/Diploma/Degree
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate in Theology and Pastoral Ministry
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Divinity
<i>d) Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 3 years
<i>b) Diploma</i>	Diploma - 3 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	BD - 4 years
<i>d) Masters</i>	
Library Resources & publication:	10,000+ volumes
Approved/Accredited Degrees:	Diploma in Theology & Bachelor of Divinity (from 2012 to 2014)
	TBC

SOUTH PACIFIC NAZARENE THEOLOGICAL COLLEGE

GPO Box 16973, Suva, Fiji Islands

Telephone (679) 339 8692/ 9086416;

Email: Principal_fiji@spntc.org OR chancellor@spntc.org

Year Founded:	1974
Sponsored by:	International Church of the Nazarene
Language of Instruction:	English, Samoan, Bislama, Pidjin, Fijian
Principal:	(Chancellor) Rev. David Kerr
Vice Principal:	(Academic Dean) Rev. Faranisisi
Dean of Studies:	Asiata
Total No. of Students:	85 (mostly married students)
<i>a) Single</i>	
<i>b) Married</i>	
Total No. of Faculty Staff:	16 (7 Expatriates)
Levels of Study:	Bachelor, Diploma and Certificate
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate in Ministry
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor of Theology
<i>d) Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 3 years (English or Vernacular)
<i>b) Diploma</i>	Diploma - 3 years (English)
<i>c) Degree (BD., BTh. B.Min, etc)</i>	BTh. - 4 years
<i>d) Masters</i>	
Library Resources & publication:	www.spntc.org Samoa has a physical Library Tablets used for over 6,000 resources available as virtual Library
Approved/Accredited Degrees:	

ST. JOHN THE BAPTIST THEOLOGICAL COLLEGE

7-11 Des Vouex Road (5 minutes walk from centre of Suva

City) P.O. Box 35, Suva, Fiji

Telephone (679) 3304705/ 773 4705/331 6700 Landline

7734261 Ext 1025 Mobile 8008701/ 5099222; Fax (679) 330
2152

Email: stjohn@connect.com.fj or jjlakepa@gmail.com or

theoadmin@dioceseofpolynesia.org or

sione_principal@dioceseofpolynesia.org

Year Founded:	1952
Sponsored by:	Anglican Diocese of Polynesia
Language of Instruction:	English
Principal:	Rev. Sione Uluilakepa
Vice Principal:	Rev. Miliakere Oli
Dean of Studies:	Archbishop Feremi Cama
Total No. of Students:	13 (12 Men + 1 Women)
<i>a) Single</i>	
<i>b) Married</i>	
Total No. of Faculty Staff:	3 Guest Lecturers 5permanent/2 part-time / 2 Online
(4 Locals/3 Expat)	
Levels of Study:	Certificate
Diploma/Degree offered:	
<i>a) Certificate</i>	
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 2 years
<i>b) Diploma</i>	Diploma – 2 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	

Library Resources & publication: 3,000 (on shelves) E-Books & E-Journals

Approved/Accredited Degrees:

TBC

TAKAMOA THEOLOGICAL COLLEGE

Avarua, Rarotonga
P.O. Box 93, Avarua, Rarotonga, Cook Islands
Telephone (682) 26472 Mobile (682) 75865;
Email: teremarsters2016@gmail.com

Year Founded:	1839
Sponsored by:	Cook Is. Christian Church
Language of Instruction:	English and Maori
Principal:	Rev. Tere Akaraanga Marsters
Registrar:	Mrs. Yvonne Te Akaraanga Marsters
Dean of Studies:	
Total No. of Students:	24
<i>a) Single</i>	12 married couples
<i>b) Married</i>	
Total No. of Faculty Staff:	15 (5 volunteers (local), 1 full time, 6 part-time, 8 guest lecturers)
Levels of Study:	Cert., Diploma, Bachelor
Diploma/Degree offered:	
<i>a) Certificate</i>	Cert. in Biblical Studies &
<i>b) Diploma</i>	Cert. in Youth Ministries,
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Diploma in Theology
<i>d) Masters</i>	Bachelor of Theology (to start 2014)
Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 1 year
<i>b) Diploma</i>	Diploma - 2 years
<i>c) Degree (BD., BTh. B.Min, etc)</i>	Bachelor Degree – 3- 4 years
<i>d) Masters</i>	Masters - 6 years (to seek Accreditation 2022)
Library Resources & publication:	10,000 +- Volume 500 - 1000 books
Approved/Accredited Degrees:	Certificate in Biblical Studies & Diploma in Theology from 2020 - 2023 and a midterm visit in 2023. Full accreditation from 2023 to 2025 subject to satisfactory compliance to the recommendations



TALUA MINISTRY TRAINING CENTRE

P.O. Box 242, Luganville, South Santo, Vanuatu

Telephone/Fax (678) 541-6505

Email: talua.office@gmail.com

Year Founded: 24 August, 1988
Sponsored by: Presbyterian Church of Vanuatu
Language of Instruction: English & Bislama
Principal: Pastor Philip Baniuri

Vice Principal: Pastor Michel Selerik
Dean of Studies: Rev.Dr. Andrew Williamson
Total No. of Students: 64
a) Single 39
b) Married 25
Total No. of Faculty 14 (6 Expatriates, 8 Locals)
Staff: Levels of Study: Diploma in Theology & B.Min
Diploma/Degree offered:
a) Certificate Certificate in Theology
b) Diploma Diploma in Theology
c) Degree (BD., BTh. B.Min, etc) Bachelor in Ministry
d) Masters

Years of Instruction/study:
a) Certificate Certificate - 2 years
b) Diploma Diploma - 3 years
c) Degree (BD., BTh. B.Min, etc) Degree - 4 years
d) Masters

Library Resources & publication: 16,000 volumes

Approved/Accredited Degrees: Diploma in Theology
 (from 2009 to 2014)
 TBC

TANGINTEBU THEOLOGICAL COLLEGE

Bikenibeu, Tarawa, Kiribati

P.O. box 264, Bikenibeu, Tarawa, Kiribati

Telephone (686) 28 342; Email: tioiti@tangintebu.edu.ki
or smtioti@gmail.com, Website: www.tangintebu.edu.ki

Year Founded:	1961
Sponsored by:	Kiribati Protestant Church
Language of Instruction:	English/Kiribati
Principal:	Rev. Dr. Tioti Timon
Vice Principal:	
Dean of Studies:	
Total No. of Students:	86 To be confirmed
<i>a) Single</i>	64
<i>b) Married</i>	22
Total No. of Faculty Staff:	10
Levels of Study:	Diploma in Theology
Diploma/Degree offered:	
<i>a) Certificate</i>	Certificate in Theological Studies
<i>b) Diploma</i>	Diploma in Theology
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	
Years of Instruction/study:	
<i>a) Certificate</i>	Certificate - 1 year
<i>b) Diploma</i>	Diploma - 2 years (1 year for Ministerial Formation)
<i>c) Degree (BD., BTh. B.Min, etc)</i>	
<i>d) Masters</i>	
Library Resources & publication:	Between 5,000 - 10,000
Approved/Accredited Degrees:	Diploma in Theology (2018 – 2020]

UNITED THEOLOGICAL COLLEGE

16 Masons Drive, North Parramatta, NSW 2151, Australia

Telephone (612) 8838 8914; Fax (612) 9683 6617

Email: utc@nsw.uca.org.au or carolynt@nsw.uca.org.au

Year Founded:	1977 - the coming together of the Presbyterian, Congregational and Methodist Churches.
Sponsored by:	Uniting Church in Australia
Language of Instruction:	English
Principal:	Rev. Dr. Peter Walker
Vice Principal:	
Dean of Studies:	
Total No. of Students:	140
Total No. of Faculty Staff:	Six full-time Faculty (one of these leads integration and formation)
Levels of Study:	Bachelor, Bachelor Honours Master, Master Honours Doctor of Ministry Doctor of Philosophy
Diploma/Degree offered:	As above
Years of Instruction/study:	
<i>a) Bachelor</i>	Bachelor Degree - 3 years
<i>b) Masters</i>	Master's Degree - 1 year
<i>c) Doctor of Ministry</i>	D.Min - 2 years
<i>d) Doctor of Philosophy</i>	PhD. - 3 years
Library Resources & publication:	Camden Library
Approved/Accredited Degrees:	

THE CONSTITUTION

(2012 Revision)

Article I : Name

The organization shall be called the South Pacific Association of Theological Schools (hereinafter referred to as SPATS).

Article II: Registered Office

The registered office and headquarters of the Association shall be situated at : 30 Gardiner Road, Nasese, Suva, Fiji, or such other place as may be designated by the SPATS Council from time to time.

Article III: Seal of the Association

As a religious and non-charitable association all legal documents pertaining to the work of the Association shall be affixed with the official seal of the Association with the following wording clearly visible: SOUTH PACIFIC ASSOCIATION OF THEOLOGICAL SCHOOLS, SUVA.

Article IV: Mission Statement

The South Pacific Association of Theological Schools (SPATS) is a Christian ecumenical partnership serving theological education in the Pacific.

9. Aims and Objectives

The aims of the Association are:

To consult on, and to establish, maintain and improve the standards of theological education.

To provide:

Accreditation as an instrument for encouraging quality theological education through its member schools in the Pacific islands.

Advocacy for women in theological education as in Weavers.

The advocacy of equal opportunities for both men and women, clergy and laity in theological education in church ministry.

A medium to stimulate theological thinking and writing through contributions published by the Pacific Journal of Theology.

Capacity building for all member schools.

Other services to member institutions.

To promote ecumenical fellowship and collaboration among the member institutions to further the mission of the church in the Pacific.

To foster research in fields related to theological education in the Pacific.

To act as liaison with:

The churches of the region

Other associations of theological schools

Educational bodies

Other agencies engaged in theological education

Other ecumenical institutions

Partners

10. None of the above purposes is to be interpreted or implemented in such a way as to contravene the autonomy of the member institutions.

Article V: Membership

10. The Council of SPATS has the sole authority to decide on the membership of the Association.
11. Membership of the SPATS shall fall under the following categories:
 - Full membership
Full membership of the South Pacific Association of Theological Schools shall consist of those institutions engaged in theological education, training for Christian ministry in the Pacific and payment of the full membership fees.
 - Associate membership
Associate members are schools and other organizations interested in tertiary theological education in the South Pacific, which wish to be linked informally to SPATS and are approved by Council.
Associate members are entitled to Observer status at Council provided their membership fees have been paid. New members will be welcomed on the basis of their acceptance of this Constitution, subject to the approval of the SPATS Council.

Article VI : The SPATS Council

- e) The governing body of the Association is the Council consisting of:
 - One representative selected by each of the full member institutions.
 - The Officers of SPATS (see Article IX)
 - The Chairperson or a representative of each SPATS' programme.
 - The Coordinator of the Weavers Programme.
 - The General Secretary of Pacific Conference of Churches or nominee.The tenure of membership shall normally be between Council meetings.

Article VII: Duties of the Council

- e) To determine the general policies of the Association within the mission statement, aims and objectives as defined in this Constitution.
- f) To receive the minutes and resolutions of Executive meetings held in between council meetings.
- g) To receive and discuss reports from the officers of the different programmes of the Association.
- h) To elect office bearers of the Association for the next two years.

Article VIII: Meeting of the Council

- c) The Council shall meet once every two years, or as determined by the Council.
- d) Associate members may attend Council as observers. (as stated in Article V.2.ii)
- e) The Executive Committee may call extraordinary meetings of the Council as necessary.
- f) The quorum shall consist of one-third of the total representatives of full member institutions.
- g) The Executive Committee may invite Church leaders/representatives, and others to council meetings.

Article IX : Officers

- e) The Association shall have the following Officers:
 - President
 - Vice President
 - General Secretary
 - Treasurer/Financial Advisor
- f) The President and Vice-President shall be elected by the Council during the Council meeting.
- g) The President and Vice-President must be a faculty member

- of a SPATS member school.
- e) The Executive Committee shall have the power to elect a President and Vice-President to act in the above roles, should the need arise between Council meetings.
- f) The General Secretary and Treasurer/Financial Advisor shall be appointed by the Executive Committee, subject to endorsement at the next Council meeting.

Article X : Trustees

- c) The Council appoints and terminates the members of the Board of Trustees. Members serve for a period of four years, which may be renewed.
- d) The Board of Trustees consists of:
 - Principals of three member theological schools
 - The President of SPATS
 - The Treasurer/Financial Advisor

Article XI : The Executive Committee

- e) The Executive Committee shall consist of:
 - The Officers
 - A representative of the Pacific Conference of Churches
 - The Chairpersons or representatives of the SPATS' programmes
 - The Weavers' Coordinator
 - A member each from the Pacific Theological College, and the Pacific Regional Seminary.
 - Three other faculty members elected by the Council, one of whom to be a woman and two of whom shall be elected from schools outside Fiji.
 - The immediate past President to be an ex-officio in between councils.
- f) The appointment of members shall normally be between Council meetings, and the Council elects on rotation basis, to allow fair institutional representation.

- e) The Executive Committee has power to fill any vacancies that may occur between Council meetings.
- f) The Executive Committee is responsible for:
 - Convening meetings of the Council
 - Executing Council decisions
 - Appointing chairs of programme committees
 - Raising funds for the Association
- g) The Executive Committee shall meet at least twice a year.
- h) The Quorum shall consist of six (6) members, of whom at least two (2) shall be Officers, and one (1) an overseas member.
- i) There shall be a Suva-based Executive Committee to meet when necessary.
- j) The Quorum for the Suva-based Executive Committee shall consist of six (6) members, of whom at least two (2) shall be Officers.

Article XII: Relationship with other Association

- c) The Association shall not formally affiliate with or enter into membership with any other organization without the two third majority decision of the Council which may be sought through postal ballot.

Article XIII : Finance

- e) All member institutions shall pay such membership and other fees as may from time to time be agreed upon by the Council of SPATS.
- f) Audited statements of accounts shall be circulated to Council members and donor partners annually.

Article XIV : Amendments to the Constitution

Amendments to the Constitution shall require an affirmative vote by two-thirds of the members of the SPATS Council. These amendments shall be given to Council members at least three months in advance before the meeting of the Biennial Council.

Article XV : Dissolution of the Association

Dissolution of SPATS can take place only with the approval of the Council and after three months' notice. In the event of dissolution the assets shall be realized and all liabilities settled. Surplus funds shall be disposed of in pursuance of the objectives of SPATS or in such manner as the Council may decide.

BY-LAWS

(amended at the 2012 Council)

Article I: Membership Application

- e) Institutions seeking full or associate membership shall complete the application form and forward it to the Executive Committee through the General Secretary.
- f) Membership shall commence from the day of approval by the Council.
- g) The Council retains the right to cancel membership.

Article II : Membership Fees

- e) The annual fees for full and associate membership shall be determined by each Council meeting.
- f) Failure to pay membership fees may result in penalties determined by the Council.

Article III : Seminars/Workshops

- c) Workshops/seminars shall be conducted from time to time, on subjects to be approved by Executive Committee/ Council.
- d) Registration fees for workshops and seminars shall be determined by the Executive Committee/Council.

Article IV : Responsibilities of Officers

- e) The President shall:
- e) Preside at all meetings of the Council and of its Executive Committee.
- f) Represent SPATS in forums at which the Association does not have standing representation, and on ceremonial occasions.
- g) Resolve any internal tensions that may arise in the operation of the Association which are not readily resolved by the General Secretary.
- h) If based in Suva, act as a cheque signatory on SPATS' bank accounts.

- B. The Vice-President shall:
 - 1. Assume any or all of the responsibilities of the president in the absence of the President.
 - 2. Undertake such duties as delegated by the President.

- C. The General Secretary shall:
 - e) Be responsible for administering the affairs of the Association under the direction of the Executive Committee.
 - f) Liaise with the principals of member schools and their church leaders.
 - g) Communicate on a regular basis with the President, Treasurer/ Financial Advisor concerning SPATS' activities and financial affairs.
 - h) Interact with the various SPATS programmes through the chairs of committees and salaried programme staff.
 - i) Supervise the Association's secretariat staff.
 - j) Be ex-officio on all programmers' committees.
 - k) Represent SPATS in forums at which the Association has standing representation.
 - l) Seek funding for SPATS' activities and sustain links with Partners.
 - m) Foster and sustain links with other associations of theological schools and other related institutions.
 - n) Act as a cheque signatory on SPATS' bank accounts.

- e) The Treasurer/Financial Advisor shall:
- e) Administer the financial affairs of the Association under the direction of the Executive Committee, including:
 - Executing payment of SPATS' accounts and sign cheques.
 - Delegating the above authorization to the appropriate SPATS' officer in absentia.
 - Advising on the keeping of accurate records of all financial transactions.
 - Presenting regular financial reports to the Executive Committee.
 - Advising on the preparation of administration and programme budgets.
 - Executing payment of all non-budget and over-budgeted expenditure and expenditure under the SPATS travel advance policy.
 - Advising on the investment of surplus and endowment funds.

Article V : Employment of Staff

- e) Salaried staff shall be employed under individual employment contracts and shall abide by the terms and conditions of the SPATS' Employment Policy.
- f) Non-salaried staff shall abide by the terms and conditions of the SPATS' Employment Policy.
- g) The contract of a salaried staff member may be renewed by the Executive Committee at the end of the contract period, subject to endorsement at the next Council meeting.

Article VI : Appointment and Tenure of Programmes

- c) Chairpersons:
- e) A chairperson shall be nominated among members of a programme committee and shall be approved by SPATS Executive Committee.
- f) The tenure of a chairperson shall be for three years.
This is renewable.

- e) Responsibilities of Chairpersons shall be:
- c) To convene programme committee meetings in consultation with the Secretariat.
- d) To chair meetings of the committee or delegate that responsibility to another member of the committee.
- e) To guide the committee in directions that promote the aims of the programme and the overall aims of SPATS.

Article VII : Accreditation

- g) Commission
- g) The affairs of the Association pertaining to accreditation are conducted by the Accreditation Commission.
- h) The Accreditation Commission is appointed by the Council and consists of:
 - The Chairperson, elected by the Council
 - The following ex-officio persons with full voting rights:
 - the General Secretary
 - a representative of Weavers
 - a representative of the Pacific Journal of Theology
 - Four External Commissioners with expertise deemed necessary to the Commission's tasks.
 - One Representative from each of the Sub- Regions
 - Two members from the accredited theological schools in Fiji.
- i) The Quorum is six (6) of whom at least two (2) must be external commissioners.
- j) The Commission shall meet at least once in each year.
- k) The members of the Commission are appointed for 4 years. Any vacancy occurring between meetings of the SPATS Council shall be filled by the Executive Committee and be endorsed at the next Council meeting.

e) The Commission's Terms of Reference

The Commission is responsible for the accreditation of the member institutions of SPATS. In the discharge of its duties, the Commission shall:

- e) Set standards for accreditation and notations.
- f) Appoint members of Accreditation Teams (Visiting Teams).
- g) Co-opt members to the Sub-Regional Accreditation Teams as necessary.
- h) Receive and evaluate applications for accreditation of programmes of theological education from member schools.
- i) Receive and assess accreditation reports from Accreditation Teams.
- j) Receive and evaluate annual progress reports from member schools regarding the implementation of recommendations made by the Commission.
- k) 'Accredit', 'suspend', 'withdraw', and 're-accredit' theological institutions and/or their programmes.
- l) Advise member institutions on ways in which their theological teaching may be improved, providing assistance within its means to this end.
- m) Carry out any other tasks within its remit deemed necessary.
- n) Prepare and present to Council, reports on its work.
- o) Establish sub-committees as needed.
- p) To authorise the sub-regional committees (groups) with the task and responsibilities that they are to do.
- q) Co-opt two members to the Accreditation Commission from the Suva-based schools.
- r) The Commission appoints its own Secretary.

e) Standards

The Association shall set minimum academic requirements for the accreditation of the following programmes in SPATS member schools:

- e) Doctoral Degrees
- f) Master of Theology
- g) Bachelor of Divinity

Bachelor of Theology
Diploma in Theology
Certificate in Theology

- c) Application Procedures for Accreditation Application for accreditation shall be made to the Accreditation Commission through the Secretariat of SPATS.
- d) Accreditation Fee
The Commission charges the schools to be visited an accreditation fee to help meet the costs involved. The fees are as follows:-
- \$F200.00 for one programme;
 - \$F300.00 for two programmes;
 - \$F500.00 for three programmes; and
 - \$F600.00 for four programmes
- e) Honorarium
An honorarium for the accreditation visiting members shall be determined by the Executive Committee of SPATS.
- f) Sub-Regional Groups
The Sub-Regional Groups & Colleges are:
- First Group - Fiji & Tonga Sub-Region
 - Pacific Theological College
 - Fulton College
 - Pacific Regional Seminary
 - Davuilevu Theological College
 - Sia'atoutai Theological College
 - Methodist Deaconess Training Centre
 - St. John the Baptist Theological College
 - Fiji College of Theology and Evangelism
 - St. Athanasius Coptic Orthodox Theological College

Second Group - Samoa, American Samoa, Cook Islands,
Maohi Nui (Tahiti), & New Zealand Sub-Region

Ecole Pastorale de Hermon
Piula Theological College
Malua Theological College
Kanana-Fou Theological Seminary
Takamoa Theological College
Moamoa Theological College
The College of the Diocese of Polynesia
University of Auckland School of Theology

Third Group - Solomon Islands, New Caledonia, Vanuatu,
Kiribati, Marshall Islands & Australia Sub-Region

Bishop Patteson Theological College
Ecole Pastorale de Bethania
Talua Ministry Training Centre
Seghe Theological Seminary
Tangintebu Theological College
Marshall Islands Theological College
United Theological College

- e) Membership of Sub-Regional Groups & Tasks
- c) Each of the colleges in a Sub-Region selects a representative to their Sub-Regional Accreditation Team. These names are to be made available to the Commission, which in the light of schools requesting a visit, the Commission can name the Visiting Team members.
 - d) Each Sub-Regional Accreditation Team are to name one representative to represent them on the Accreditation Commission.
 - e) The Sub-Regional Accreditation Team are only available to do accrediting work for the Accreditation Commission.
 - f) Representatives of non-accredited schools can also be part of the Visiting Teams in order to familiarise themselves with the system and the processes involved.

- e) A Visiting Team should consist of 2 (from the Sub-Regional Accreditation Team) plus 1 Commissioner (from the Accreditation Commission); preferably the Commissioner representing the particular Sub-Region.
- f) As for Sub-Regional Accreditation Team No. 2 their representation to the Accreditation Commission will be rotated on a yearly basis beginning with Tahiti (in 2007).
- g) The Accreditation Commission is given the power to call meetings of Sub-Regional Accreditation Teams since the Commission is to meet at a minimum of once a year.
- h) Self-Assessment papers should be prepared and sent to the Secretariat 2 weeks before the visit is to take place.

Article VIII : The Pacific Journal of Theology

- e) The editorial policy of the Pacific Journal of Theology is to seek to stimulate theological thinking and writing by Christians living in or familiar with the Pacific region, and to share such reflections with church and theological education communities.
- f) The affairs of the Association in relation to the publication of the Pacific Journal of Theology shall normally be conducted by an Editorial Board.
- g) The Board shall consist of:
 - The Chair, appointed by the Executive Committee.
 - The General Secretary of SPATS
 - Members of SPATS' Fiji-based schools
 - The Editor of the Pacific Journal of Theology
 - Representative of Weavers' Programme
 - Representative of other related institutions
 - The Board has power to co-opt additional members.
- h) The Board shall be responsible for:
 - The publication of the Pacific Journal of Theology
 - The preparation of financial budgets for its activities as required by the Executive Committee, and the administration of such funds as raised and allocated by the Executive Committee and received by way of subscriptions, sales and grants.

- e) An Author's Agreement : The Editorial Board will protect the interests of SPATS by obtaining a signed Author's Agreement from a contributor before publication of his/ her article in the Pacific Journal of Theology, giving legal protection and copyright to SPATS.
- f) Publication of each issue must include the following disclaimer :
Opinions and claims made by contributors to the Journal are solely those of the authors, and do not necessarily reflect those of the Editorial Board or the South Pacific Association of Theological Schools.

Article IX : Weavers

The affairs of the Association in relation to the work of the Weavers Programme shall normally be conducted by the Weavers Committee through the Co-ordinator. The Weavers Committee shall consist of the following:

- e) A Chairperson
- f) The Co-ordinator appointed by the Executive Committee
- g) The General Secretary of SPATS
- h) One representative of the Pacific Conference of Churches
- i) One representative of the Fiji Council of Churches
- j) Two members of the Pacific Theological College faculty
- k) One representative of Pacific Regional Seminary
- l) One representative of St. John the Baptist Theological College
- m) One representative of Salvation Army School for Officer Training
- n) One representative of Methodist Deaconess Training School
- o) One representative of Davuilevu Methodist Theological College
- p) One representative of Fulton College
- q) Three representatives of PTC students

The Committee has the power to co-opt new members.

- c) A quorum shall be one-third of members of the committee.
- d) The Weavers Committee shall be responsible for the promotion of opportunities for women in theological education throughout member schools. This includes:
 - Shaping objectives of advocacy for women in theological education.
 - Providing strategic planning for future direction.
 - Encouraging member schools to recruit qualified women lecturers and theological educators.
 - Advising member schools on the incorporation of women's perspective and issues into their curricula.
 - Providing information on scholarships available for women.
 - Providing support for women students.
 - Developing study themes towards Pacific Island women's theologies through seminars, workshops, consultations and other means.
 - Establishing a regional resource centre for study and research on women's theologies and issues.
 - Making recommendations to the Executive Committee regarding the Weavers mandate.
 - Representing SPATS on women's matters of academic dialogue and negotiation with organizations and institutions.
 - Carrying out other related responsibilities that SPATS or its Executive Committee may from time to time delegate to this Committee.
- e) The Co-ordinator shall execute all the Weavers Committee's resolutions and activities that have been endorsed by the Executive Committee of SPATS.

Article X : Amendments to the By-Laws

Amendment to the By-Laws shall require an affirmative vote by two-thirds of the members of the Council.



THEOLOGICAL EDUCATION AND ACCREDITATION

11. Preamble

Theological schools in the Pacific have two main and complementary functions. These are the provision of academic theological education and the formation of the students. Both are vitally important. The SPATS Accreditation Commission is concerned primarily with the former function and this document deals only with academic matters. These are the focus of the accreditation process. This does not imply the Commission's belief that the academic programme is more important than the other. It is rather that the Commission perceives academic matters to be more susceptible to objective evaluation and therefore to the application of relatively easily agreed criteria. In terms of the relative value of awards/qualifications gained in these institutions, it is the academic performance of the students, which is of the essence.

12. Aims of Accreditation

The SPATS accreditation process is designed to help theological schools of the Pacific islands to achieve, maintain, and improve the quality of theological education. SPATS accreditation provides a means for monitoring the comparability of academic standards achieved by graduates of the various awards programme offered by the accredited theological institutions.

C. SPATS accreditation also allows for comparison of the individual awards given by the accredited theological institutions with those of non- theological institutions. It is realized that some SPATS colleges may wish SPATS to provide evaluation of their programme(s) and awards on the basis of the colleges' own perceived needs, aims and objectives. This is a service offered by such evaluation but may not lead to accreditation of those programmes. However, initiatives should come from the schools. The academic component of theological programmes has much that is common to most, if not all, institutions. The SPATS accreditation process calls for the clear enunciation of the aims and objectives of this component as an essential aid to the construction and maintenance of a sound curriculum. The standards that follow are an attempt to set out these basic aims and essential contents of accreditable programmes. Beyond these essentials there is room for flexible application of the standards expected within the accreditation process.

i) General Comments

Member colleges may offer more than one academic programme. They may offer awards not accredited by SPATS but should avoid terminology used for the titles of awards accredited by SPATS. Colleges should have adequate provision for dealing with the language needs of the students. Ministry requires fluency in the indigenous languages and academic proficiency requires competence in English or French for study and communication to be uninhibited. With regard to the curriculum of their theological institutions, churches should bear in mind the ecumenical dimensions of theological education and be open to lay participation. Schools should welcome into their

- programmes contribution from other institutions and students who are not preparing for ordained ministry.
- h) Experiential/'field' education should be an integral and integrated element of the curriculum providing as it does for the practice of skills, the exploration of an individual's knowledge and skill needs through self evaluation and the opportunity for applied studies.
 - i) The sharing of resources (e.g. library and staff), the cross registration of courses, and even the forming of a consortium of theological colleges are encouraged and would be assisted by SPATS.

IV. Procedures for Accreditation

- h) When a member school decide to seek accreditation, the principal of the institution should write to the General Secretary of SPATS with a statement indicating the intention to begin the accreditation process.
- i) The General Secretary will pass the information to the Accreditation Commission which will contact the College in order to:
 - provide all necessary information and forms; and
 - to offer assistance through correspondence and in person through a preliminary visit to the college by an Accreditation Commission member or Accreditation Commissioner.
- j) The staff of the college will then undertake a self-study of every aspect of the life of the college. The guidelines for self-assessment, published in the Handbook for each academic level, provide the outline of the self-study. This self-study is essential to accreditation. The guidelines are directly related to the standards for each academic level and follow the same numbering sequence, so that the college staff can easily consider each item in the guidelines in light of the related standards. Please see the Attached "Accreditation Evaluation Format" to help in this guide.

- D.1 Before responses are prepared for each item in the guidelines, consideration should be given to the overall mission of the institution and a mission statement written or the existing one reviewed. This statement should cover the entire life of the institution, indicate how the school is related to the sponsoring churches and set out the overall aim of the institution as a whole. The statement should encompass all the programmes of the school, at all academic levels.
- D.2 The institutional mission statement is separate from the statement of purpose (item Number One in Standards and Guidelines) which is needed for each academic programme. The statement of purpose is much more specific as it deals with objectives of individual programmes. Thus if a school that offers separate certificate and diploma level programmes applies for accreditation, a mission statement will be needed for the institution as a whole, and two statements of purpose, one for the certificate programme and one for the diploma programme.
- g) Each of the items in the Guidelines for Self-Assessment for the academic level at which accreditation is being sought should be considered carefully and complete responses prepared. A Committee made up of staff members and other members of the college community, possibly including students, graduates and members of the governing body, should do this work.
- h) In addition to the written responses to each of the items in the guidelines, various pieces of information and documents are also needed. These include information on staffing and teaching load forms for each teaching member of staff, copies of curriculum, budgets and college handbook, if there is one. Each of these terms specified in the related section of the guidelines.
- i) A representative sample of work done by students and assessed by staff must also be provided. These samples

should include at least the main areas of study, representing good, average and poor work.

A copy of the examinations and questions and instructions and explanation of the system of marking are also needed. In areas of study which are not examined in writing, as in some practical areas of ministry training, a description of the method of assessment and a sample of the results should be provided.

- e) When the report of the self-study (consisting of written responses to the items in the guidelines and the various supporting documents) is received, members of the Accreditation Commission will review it. An accreditation visit will then be planned – a visitation team mutually acceptable to the Commission and the college nominated, and a time convenient to both the college and the team agreed on.
- f) The accreditation visit by the team to the college will normally last two or three days. A written report will be prepared by the team and discussed with the principal and staff of the college. The report will then be submitted to the Accreditation Commission.
- g) On the basis of the various submissions from the college, and the report prepared by the visitation team, the Accreditation Commission will recommend accreditation or postponement of accreditation to the Executive. The recommendation will include details of the programmes to be accredited and the exact dates of accreditation. Accreditation is normally granted for a period of six (6) years with an interim visit recommended after three (3) years.
- h) Either the Executive Committee or the Council of SPATS will take the final action on the recommendation of the Accreditation Commission.
- i) If it is not possible to arrange for a visit at the time the written material is submitted, the Accreditation

Commission may make a provisional recommendation to the Executive on the basis of written materials. A final recommendation would then follow when the visitation was carried out, which must be within two years of the Accreditation Commission's provisional recommendations.

g) Visitation

The visit of the accreditation visitation team to the college applying for accreditation is an important aspect of the process, but it should not be thought of as the central or most important part. The essential part of the accreditation process is the self-study that is done by the college itself. These visitations share in the life and work of the school over a period of time in order to assess its effectiveness in training students for a ministry equipped and competent to meet the current needs of a particular church and community. In order to do this it is necessary to:

- see the aim of the institution in context;
- evaluate the capacity of teachers and the effectiveness of the educational process as a whole;
- assess the eligibility of students for a particular programme;
- see how the course of study relates to the context of continuing regional and global issues; involves students in the Christian community and its way of life, and requires them to reflect on its significance;
- involves students in and provides resources for understanding it and for the opportunity for service within it; encourages the growth of the whole person, and develops skills of immediate use in the Christian community;
- meet with the governing board to review policies and plan for development if possible;
- meet with the staff regarding methods of assessment, methods of education and use of resources;

- k) meet with the students or their representatives in order to receive their perception of the academic programmes.

VI. Maintenance and Renewal of Accreditation

- d) Three years after the initial accreditation (or renewal), schools will receive an interim visit from at least one qualified person on behalf of the Accreditation Commission to assess with the school the level of theological education and to discuss changes since the last visit. In preparation of the interim visit, the school identifying any changes that have taken place in the areas covered by the original self-study report should prepare a brief report.
- e) The process of renewal of accreditation is essentially the same as that of initial accreditation. Much of the material submitted in the first report may still be relevant; though it should be reviewed and changed as necessary. The same guidelines for self-assessment at each academic level should be followed.

VII. Introduction to the Curriculum Guidelines

Curriculum guidelines are provided for each academic level and are included in the Handbook between the Standards and the Guidelines for Self-Assessment. The curriculum guidelines are proposals only and are meant to be used in a flexible manner; each college should develop its own curriculum in a way that will meet the needs of its specific content. The guidelines provided here should help the colleges review their existing curricula, make appropriate revisions where necessary, and establish and maintain standards of theological education that are comparable to those of other institutions in the region.

VIII. General Notes

- a. The curriculum provided at each of the different levels should be such that candidates can upgrade their levels of
-

education without unnecessary repetition of courses and avoid excessively long periods of institutional study. Only students with a good record of performance in one level should be encouraged to proceed to higher level. Students should not normally go directly from diploma to master's level though it is possible under exceptional circumstances.

- h) At every level, the programme should include some introductory or orientation courses and the means by which students can continually improve their study and language skills.
- i) In order to achieve an integrated curriculum, it is highly desirable that colleges require members of the teaching staff to provide a detailed course specification for each course they teach and submit them for interdisciplinary scrutiny, both when the syllabus is first prepared and whenever it is revised. The aim of this process is unity and integration among the different disciplines of theological study as well as mutual learning from one another.
- j) It is hoped that these Guidelines will lead to greater co-operation and exchange in the national schools and between these schools and the regional schools within a global fellowship.



ACCREDITATION

Standards

SPATS accreditation is a process designed to encourage theological education institutions to carry out the churches' mission of preparing the whole people of God for ministry. We understand accreditation not as simply gathering data and passing judgment on individual academic programmes, but rather as the enabling of institutional self-study that will lead to stronger, broader preparation for ministry.

The SPATS Accreditation Commission has established sets of standards relating to the several aspects of theological education at each of four academic levels: certificate in theology, diploma in theology, bachelor of divinity, and master of theology. In the self-evaluation/accreditation process, member schools are encouraged to achieve, maintain, and improve on the established standards with regard to faculty, entrance levels, and involvement of women, library facilities, curricula, governing structures, and finance.

Evaluation

Our standards play an important, frequently critical, role in evaluating academic programmes. Our major issue to be considered in any evaluation is how the mission of the church is being served by the school in question. The 1999 SPATS Handbook stated: 'the primary question in regard to the quality

of theological education offered in an academic programme is this: *Is the programme adequate to meet the needs of the church and its community?* However, SPATS now sees academic formation as equal in importance to spiritual formation. A new direction in accreditation standards was approved by the 2000 SPATS Council to place increased emphasis on the former.

It is the task of churches to determine their theological and ministerial needs and to devise means to meet those needs. The accreditation process begins with the recognition that its task is a service to the churches and it must respect the aims of the educational programme it is asked to examine. Our standards must be applied flexibly, with sensitivity to the specific aim of the programme. The basic question of any assessor should not be, *Have the standards been met?* but, *Is the programme fulfilling its aim?*

Priorities

The priorities of the Commission are set out in the by-laws of the Association:

The Accreditation Commission shall be responsible in general for the promotion of the levels of theological education in the member schools. It shall creatively develop and use all means to encourage and advise the schools to offer good quality theological education and ministerial formation to its students. More specifically its responsibilities are:

1. Setting the standards of accreditation for the Association.
2. Accrediting institutions on the basis of the standards of accreditation, subject to the approval of the Council or its Executive.
3. Establishing approved procedures for the maintenance of accreditation.



THE PACIFIC JOURNAL OF THEOLOGY

Policy Statement

History

The Pacific Journal of Theology was first published in Samoa in December 1962. For twelve years it regularly published articles on the theological foundations of life, witness and current problems of the church in the Pacific. In 1989 the SPATS Council commissioned Series II of the Journal and defined its vision as being to stimulate theological thinking and writing by Christians living in the Pacific. The Journal has continued to act as a forum for the exchange of ideas and to record and preserve for future generations what is still largely an oral tradition of cultural and religious faith.

The Pacific Journal of Theology is published twice yearly.

Topics

Over the past years the Pacific Journal of Theology has featured articles on many topics of interest including:

1. Emerging Pacific theologies
2. Women in Pacific culture, church and theological education
3. Conflict in the Pacific, including the war in Bougainville, nuclear testing

4. Arts and Music in Pacific Christian liturgy
5. A focus on Samoa
6. The life and work of Roman Catholic Bishop Patelisio Finau
7. New Religious Movements in the Pacific
8. The Celebration of 200 years of the work of the London Missionary Society in the Pacific
9. Contextual Pacific theology
10. Pacific Women's theology
11. Uprooted People
12. Ministry in the Pacific
13. Tongan Theology
14. Globalization
15. Indigenous Issues
16. Contextualization and Inculturation
17. HIV and AIDS / Religion and Science in Post Modernity
18. Violence Against Women and Children
19. Melanesian Contextual Theology
20. Tongan Contextual Theology
21. Conservation and Theology

Issues may have a strong thematic emphasis, or may be a collection of unrelated articles on issues of current importance to Pacific churches.

Contributions

The Editorial Board welcomes various kinds of writing which express an emerging Pacific theology. These may include:

- a. Original articles in the theological disciplines
- b. Articles relating theological thinking to Pacific cultures, contemporary issues and other academic disciplines
- c. Helpful material for pastors and church workers (liturgical, pastoral, educational);
- d. Artistic expressions of the Christian faith (poetry, visual art, music);
- e. Notes and reviews of books which are relevant for Pacific Christians;
- f. Information about ongoing research in the theological disciplines in the Pacific.

SPATS member schools are encouraged to submit student's work for evaluation by the Editorial Board. Faculty members at our theological schools are invited to allow the Journal to publish their work and share their Pacific theological reflection with the wider world.

The Editorial Board will consider for publication all manuscripts of scholarly standard and in keeping with the overall policy of this journal. Poetry, photographs, black and white drawings are also welcome. Articles should be clearly typed in double spacing on one side of the paper only. Any sources quoted or paraphrased should be listed in endnotes and a bibliography at the end of the article, including author, title, city, and publisher.

Subscribers

The Pacific Journal of Theology subscription list includes theological libraries in all parts of the world as it is the only journal of its kind produced in the Pacific region by those directly involved in Pacific theological education and discussion.

WEAVERS PROGRAMME

Weavers establishment as a programme of the South Pacific Association of Theological Schools (SPATS) was the result of a consultation on Women and Ministry in the Pacific held in Tonga in 1989, attended by delegates from SPATS' member schools. The consultation was co-sponsored by SPATS and the Pacific Conference of Churches (PCC).

Women involved with theological education in Suva, Fiji formed a committee with a mandate from SPATS Executive to promote theological education for women. The name 'Weavers' was adopted to emphasize the communal and participatory nature of the act of weaving. Weavers encourages women to weave together a distinctively Pacific way of doing theology.

In 1994 a full-time Coordinator was appointed to the SPATS' Secretariat to coordinate the programme and liaise with church leaders and principals of theological schools to promote theological education for women. The twenty members of the current committee were invited according to their sub-regional and denominational affiliations, and their interest and support for theological education for women.

God's mission in Jesus Christ is very clear; Jesus came to give life and more meaningful life. SPATS promote quality theological education for Pacific Island church leaders and laity. Weavers advocates for women to be fully

involved in theological education throughout the Pacific churches to give life and more meaningful life to the Body of Christ.

Weavers' goal is to seek equal opportunities for both women and men, clergy and laity in theological education and in church ministry.

Weavers objectives are to:

1. Promote opportunities for women to fully participate in the study programmes of theological schools
2. Encourage theological schools to incorporate women's theological perspective into their curricula
3. Encourage theological schools to recruit women as members of faculty
4. Develop study themes towards a Pacific Island women's theology through seminars, workshops, consultations and other means
5. Develop a regional resource centre for study and research on women's theologies and issues
6. Seek scholarship opportunities for women in theological education
7. Advocate to church leaders for opportunities for women in church ministries.

Focus on Weavers' Activities

The committee meets each alternative month for business, fellowship and discussion on various topics of interest. Besides monthly activities, three public forums on relevant theological topics are scheduled each year. The initial focus on advocating theological education for women is visiting theological training institutions and women's fellowship groups.

Objectives for visits to schools are:

1. To foster a working relationship with church leaders and principals of theological schools
2. To share the Weavers' mandate of advocacy for women in theological education
3. To liaise and consult with schools' principals and church leaders concerning opportunities for women in theological schools and church ministry.

Objectives of visiting women's groups are as follows:

- a. to raise awareness of the Weavers' mandate, aims and objectives
- b. to encourage women to raise and monitor their own scholarship funds for theological education
- c. to initiate and foster support groups for women in ministry, and to encourage seminars, workshops, consultations, and bible study groups in order to develop a Pacific women's theology
- d. to encourage and build up networking among women in the region

Weavers continues to collaborate in consultation with the Pacific Conference of Churches. Weavers enjoys and appreciates the support of the PCC as a cooperative effort to seek opportunities for women in theological education and in church ministry. Over the last few years we have worked together through exchanging and sharing of personnel and material resources in seminars, consultations and other meetings of women in the region.

In 1995 Weavers' initiated a scholarship programme as an incentive to women who wished to pursue theological studies. The main purpose of creating this scholarship was to encourage women students by providing financial assistance, as women are often forgotten and/or overlooked in the allocation of the churches' scholarship funds. Lack of scholarship funding has been one of the greatest obstacles hindering many women from pursuing formal theological education.

More than fifty women in the Pacific have already graduated with theological degrees. Only a few are employed in the Pacific churches, while the remainders serve as spouses of clergies or in different voluntary capacities.

Weavers is now phasing down this scholarship programme, but sees the importance of raising awareness among women's groups to raise their own scholarship funds. We also seek to identify scholarships from donor partners and church organizations within and outside the Pacific region which are available for women.



The uncertain future of women in the ministry is an ongoing issue that churches need to address urgently. Churches are yet to recognize women's potential gifts, knowledge and skills, and to consider seriously some practical and constructive ways of utilizing those gifts in the church ministry.

Ordination for women remains a controversial issue for the majority of churches in the islands. Weavers acknowledges with appreciation the few denominations that ordain women. Weavers also respects the right of those denominations who do not yet ordain women. We anticipate God's *kairos* (timing) to take place in the church where partnership of men and women will be the norm for the extension of Jesus' mission into the world.

Weavers promotes the inclusion and integration of women's theological perspectives in theological education curricula, working closely with the Accreditation Committee in an effort to incorporate women's perspectives into theological studies as in the SPATS' Handbook Curriculum Guidelines.

Weavers promotes the recruitment of women faculty and teachers, and encourages principals of member schools and church leaders to include women candidates in their faculty development scheme.

Weavers develops study themes towards a Pacific women's theology. The participants at the Weavers 1995 Consultation on Women's Theology: Pacific Perspective, recommended the following emerging themes:

- j) Gospel and Culture, the implication they have on identity, self-esteem, and challenging patriarchal social structures.
- k) Theological Education (formal and non-formal) as a means of consciousness-raising and empowerment for fuller participation of women in the church.
- l) Partnership among women, between women and men, between adult and children and between clergy and laity to foster understanding and bring about positive changes.
- m) Developing theologies based on own life experiences and/or realities.

A motivation workshop for writers is a project to prioritize these themes, then identify capable writers to deal with each theme. Members of Weavers are also encouraged to write on any particular theme they intend to explore. A number of feminist theological and biblical books, and other material resources by local and international women are in the Co-ordinator's office, and are available for any members who do research in those areas.

Weavers encourages to establish net-working with women's groups and organizations such as the Pacific Concerns Resource Centre, the Women's Crisis Centre, Women's Rights office, the Young Women's Christian Association, the National Ministry of Women and Culture and other Non-Governmental Organizations or NGOs for the following purposes:

- j) to be knowledgeable of what other women's groups are doing;
- k) to be informative of the issues that are affecting the lives of the people in the region and especially women;
- l) to find out how we can work together for the good of women and people in the region;
- m) to share and exchange material resources and other means of information;
- n) to build up support and encouragement between and among each other.

Weavers' affiliation and liaison with our global sisters provides us with support, advice, solidarity and educational experiences. Our global link facilitates sharing of information on issues of interest, for example, information on scholarship, advocacy for theological education, women in ministry, women's experiences of struggles, and so on; sharing and exchanging personnel and material resources. To maintain this ongoing link with our global sisters, we continue to send delegates to international meetings whenever possible. The support of our global sisters is a sources of encouragement in our advocacy role.



INSTITUTIONAL STRENGTHENING

Introduction

One of the recommendations of the Strategic Planning Exercise of SPATS Commission in 1996 was the creation of a new programme – Institutional Strengthening. As its name suggests, it aims at helping, developing and enhancing the member institutions belonging to SPATS. The name of Roger Landbeck has been associated with it from the programme's inception.

Origins

Roger, a retired Director of the Centre for Enhancement and Learning at the University of the South Pacific (USP) has been offering his services to SPATS in helping faculty of theological colleges and seminaries with teaching skills for the past four years. He has a plan to continue in the coming years and to do more teaching methods and skills.

Future

The other areas included in this programme are directed more on the area of 'capacity building' for our member schools' teaching staff and principals. SPATS believes that its member schools are like the 'theological laboratory' of the Pacific region. New events and ideas are surfacing and affecting lives of the Pacific people and churches, needing proper research and reflection. Issues like globalization and partnership in theological education, financial management and leadership are issues that

will help our member schools face the new world we find ourselves in today.

Aims

The Committee draws up long term project proposals from time to time, and aims at addressing or targeting areas in our member colleges that need continuing support from friends and partners. In SPATS' dealing with its friends and partners, it has been made aware that most, if not all of them, are committed to seeing talents of the Pacific people fully developed, especially in theological education.

SPATS continues to aim to be instrumental in offering higher quality theological education in this region



APPLICATION FOR MEMBERSHIP OF THE SOUTH PACIFIC ASSOCIATION OF THEOLOGICAL SCHOOLS (SPATS)

Institutions seeking membership in the association should apply in writing to the General Secretary of the Association and membership will commence from the day of approval by the Council.

Before the approval is given and in response to the membership application letter a member of the Executive Committee will visit the school for fact finding and his/her recommendations be presented to the council. (SPATS Constitution Article III, 2).

Below are some of the facts that needed to be established by the Executive Committee member visiting:

5. History of the school/institution, denominational affiliation, financial and administrative stability and annual budget.
6. Levels of study, research, and other programmes; curriculum and courses of study available.
7. Students and faculty.
8. Library resources.
9. Letter of approval from Governing Body or Board of School/ Institution for membership in SPATS
10. An undertaking to abide by the aims and regulations of SPATS and to pay annual membership due (\$F1800.00).

STAFF EMPLOYMENT POLICIES

Introduction

The South Pacific Association of Theological Schools (SPATS) is a consultative body comprised of 26 theological schools of the South Pacific. The Association seeks to strengthen theological education among the churches in the region through its four programmes, Accreditation, the Pacific Journal of Theology, Weavers and Institutional Strengthening. SPATS is a member of the World Conference of Associations of Theological Institutions (WOCATI).

It is the role of SPATS staff to facilitate the life and ministry of the Association.

Employment Policies

While these policies deal with the usual employer-employee questions, it is hoped that all SPATS staff members will see themselves as a significant, direct part of Christian mission. These policies are not as extensive or detailed as those followed by government bodies and companies. This is because a high level of motivation, trust and goodwill is assumed on the part of those concerned.

These policies apply to all staff appointed to SPATS, but do not apply to casual and temporary staff or where other conditions apply by individual and mutual agreement in writing.

These policies will be in four parts:

Part A General staff policies, or policies which apply to all appointed staff.

Part B Policies relating to locally recruited general office staff. These policies apply to the positions such as Administrative Assistance, Financial Assistance and regular appointed general office help, bookkeepers, and information officer. Their terms of service are covered by a letter of appointment.

Part C Policies relating to Executive Staff. These policies apply to the administrative and programme staff recruited to give leadership in implementing the mandates of the Association. Their terms of service are covered by a Contract.

Part D Salaries and Allowances.

In matters of conditions of employment, elected officers working full time for SPATS, (the General Secretary) will be classified with the Executive staff. Their duties and accountability are covered by the SPATS Constitution and By-Laws.

If any part of these policies become contrary to the laws of the country in which the staff, persons concerned are based, or where these policies are silent, the provisions of appropriate laws will apply.

SPATS recognises that it has neither the power to require its employees to join or to prohibit its employees from joining a Worker's Union.

PART A – GENERAL STAFF POLICIES

Appointments

4. Power of Appointment

The power of appointment rests with the General Secretary (for general office staff) and the Executive Committee (for executive staff).

5. Medical Examination

All candidates for SPATS' appointments must provide a thorough medical examination report by an approved medical practitioner.

6. Effective Date of Appointment

The appointment of a staff member will take effect and salary payment will commence from the date on which he/she assumes the regular duties associated with the appointment.

7. Terms of Service

The contract for Executive staff will specify the length of the term of service. General office staff whose appointment is not for a specified term of service will serve on a 'probation' status for six months, with a review of salary level at the end of this period. The General Secretary may at his/her discretion extend this period. On confirmation of employment, however, the staff member's service is deemed to have begun from the first date of employment.

8. Conditions of Employment

Salaries, allowances and benefits will be determined according to the current approved schedule.

9. Office Hours

Normal office hours are:

Monday to Friday – 8.30 – 1.00 and 2.00 – 5.00p.m. Making a total of 37.5 hours per week.

10. Holidays

SPATS will close its offices on December 21st and will resume on the first working day of the New Year. It will observe the regular gazette holidays.

11. Personal Records

Records of attendance, leaves and other personnel matters will be kept by a staff member specifically named to that task.

12. Leaves

a. Annual Leave

- i. Annual Leave may not be accumulated from one year to the next.
 - ii. Annual Leave may be taken all at once or in smaller units.
 - iii) Annual Leave becomes due on the anniversary of the staff member's date of appointment.
- i. As a general rule, Annual leave may not be taken before it is due.
 - ii. Applications for Annual Leave should be made in advance to the General Secretary, preferably 30 days in advance of the proposed leave.
 - iii. SPATS will not pay salary in lieu of Annual Leave.

n) *Compassionate Leave*

Application for Leave on compassionate grounds will be sympathetically considered by the General Secretary. Such leave will not exceed 3 working days or 5 working days if travel is required outside the country where the office is located.

9.3 *Sick Leave*

- i) To qualify for paid sick leave, a staff member must notify the General Secretary immediately, if possible on the first day of absence. To qualify for sick leave of more than two days, a certificate from an approved medical practitioner is required.
- ii) Paid sick leave is normally available at the rate of 10 working days in each year. The General Secretary may authorize up to 10 additional days paid sick leave in unusual cases.

9.4 *Maternity Leave*

A woman staff member who has served continuously for one year at the anticipated time of confinement will be allowed 84 days maternity leave with full pay. If additional maternity leave is required for medical reasons, sick leave will apply. Additional maternity leave will be without pay.

9.5 *Leave without Pay*

Leave without pay may be approved by the General Secretary for a maximum period of three months. The question of office efficiency will be a prime consideration in such cases.

9.6 *Non-Leave Earning Period*

Absence from work due to extensive sick leave, maternity leave, or other approved leave shall not be counted in the term of service.

o) Insurance

SPATS staff members who are required to travel away from the city or town of their office by any form of transport on official business are insured for injury or loss of life under

a private insurance policy from the time they leave home until the time they return. SPATS staff and their families covered by a Contract of Employment are likewise to be covered for injury or loss of life under a private insurance policy when travelling to and returning home from their place of appointment.

All SPATS staff members are covered with Personal Accident Insurance during working hours only.

Insurance for personal effects in homes and for staff members and their families when travelling locally is the responsibility of staff members themselves.

j) Medical Expenses

SPATS staff members shall have a medical expenses allowances as specified in the current salary and allowances schedule.

k) Loans and/or Salary Advances

SPATS will not make loans or salary advances to its staff members.

l) Superannuation

SPATS staff members will contribute to the appropriate National Provident Fund in the country of the office, with a matching contribution from SPATS in accordance with the provisions of the fund.

Members of the staff who are not citizens in the country where the office is located will have two options provided they have obtained exemption from making contributions to the appropriate National Provident Fund:

They may have the equivalent amount of their contribution deducted and kept, together with the SPATS matching contribution, to be returned to them upon request; or They may have an amount up to the equivalent of the local Provident Fund paid to the National Provident Fund in the staff member's own country. It is the

responsibility of the staff person concerned to see that arrangements are made according to his/her preferences.

j) Overtime

SPATS does not normally pay overtime. If urgent work require service at other than office hours, an attempt should be made to compensate by giving a corresponding amount of time off. In unusual cases paid overtime work may be arranged with the approval of the supervising person (as specified in the letter of appointment).

k) Retirement

The normal retirement age for SPATS staff shall be 60 years. Not less than 3 months' notice should be given by an employee who wishes to retire. SPATS may, at its discretion, retain the services of a staff member who is beyond the retirement age.

PART B – POLICIES RELATING TO GENERAL OFFICE STAFF

- h) Appointment**
The power to appoint SPATS general office staff rests with the General Secretary.
- i) Letter of Appointment**
All appointed general office staff would be given a written letter of appointment to be signed by the General Secretary and the employee.
- j) Allowances**
SPATS staff members recruited locally as general office staff are entitled to medical allowances.
- k) Housing**
Locally recruited general office staff are provided with neither housing nor a housing allowance.
- l) Salaries**
Office staff salaries will be determined according to the current approved schedule, which will provide the appropriate categories and steps.
Starting salaries and promotions will be determined by the General Secretary in consultation with the Executive Committee.

The question of salary increases will normally be dealt with at the time of budget review.

Cost of living increases will be administered by the

Financial Assistant according to the approved formulae.

f) Leave

SPATS office staffs are eligible for 15 working days for annual leave, plus the gazette holidays and the period between Christmas and the New Year.

g) Termination

Employment may be terminated by either SPATS or the staff member by either party giving to the other one month's notice in writing.

Employment may also be terminated without notice by either SPATS or the staff member by payment to the other a sum equal to the amount of salary which would normally be payable for the required period of service.

h) Staff development

As an encouragement and a way of improving staff members' contribution to SPATS, General Office staff are entitled to staff development funds of up to \$500 annually. Staff development allocation is not a salary, and therefore it is not taxable nor the staff members' by right. Staff members should apply to the General Secretary one month before commencing study stating necessary details and how the study will help SPATS.

PART C – POLICIES RELATING TO EXECUTIVE STAFF

g) Recruitment

When SPATS recruits executive staff, it is free to consider lay as well as clergy leadership, and persons currently working for non-church employers as well as those working for churches or church-related organizations. Normally, however, SPATS recruits executive staff in consultation with its member bodies, and after circularizing the needs among them. It is intended that there be close consultation between SPATS and the school/church to which the person being recruited belongs, so as to ensure that the appointment has the approval and endorsement of the school/church concerned, and so that if the person is Church-employed, the Church will be willing to take the person back into employment after his/her period of recruitment with SPATS. In addition it is recognized that in giving their endorsements to an appointment, a church will honour the secondment for the full period stipulated in the contract.

If the person is working for a National Christian Council, there should be consultation with the Council as well as with the church to which the person belongs.

Other SPATS member schools/churches and the National Christian Council in the country of origin should be consulted as to the person's suitability for employment with SPATS. While negotiating with the member organizations or with other employers during the recruitment

period, SPATS requests that they reconsider the re-employment of the person once the contract with SPATS is completed, if that is the wish of the person concerned.

When the contract is prepared, the date of commencement and termination of employment should take into consideration the arrangements of the individual churches or organizations for paying salaries so that an individual is not left without adequate financial provision.

k) Appointment

Power to appoint executive staff rests with the Executive Committee. The Executive Committee may wish to delegate certain functions in the recruitment and screening process to the General Secretary, but all appointments of executive staff must be confirmed by the Executive Committee. Where programme staffs are to be appointed there must be consultation with the specified programme advisory committee.

g) Contracts

All executive staff will enter into a written contract with SPATS to cover the conditions of their employment.

h) Allowances

Executive staff allowances will be determined according to the current approved schedule and are subject to change from time to time.

i) Salaries

Salaries will be paid twice a month on the 14th and 28th day of the month. The salaries, allowances and benefits will be received once per annum.

j) Leaves

SPATS executive staff are entitled to 15 working days annual leave, plus the gazette holidays and the period between Christmas and New Year.

e) **Leave at End of Contract**

A SPATS executive staff is entitled to an additional 15 working days leave at the end of the contract period provided his/her contract is renewed. This is to allow time for refresh before he/she continues with the contract.

f) **Termination**

Employment of SPATS executive staff will normally finish at the end of the effective contract.

Should circumstances warrant, a contract between SPATS and executive staff may be terminated by either party after a written notice of one month.

g) **Staff Development**

As an encouragement and a way of improving staff members contribution to SPATS, Executive staff are entitled to staff development funds of up to \$500 annually. Staff development allocation is not a salary, and therefore it is not taxable nor the staff members' by right.

Staff members should apply to the General Secretary one month before commencing study stating necessary details and how the study will help SPATS.

PART D – SALARIES AND ALLOWANCES

Base salary will be adjusted yearly, effective from 1st January for cost of living changes on the basis of movements in the Consumer Price Index over the previous year.

f) For Executive Staff

The basic annual salary for executive staff shall be as determined by the Executive Committee.

- i) *Medical Allowance:* Medical (including optical) and dental expenses at a public hospital or approved medical or dental practitioner and purchase of drugs and eyeglasses prescribed by a doctor will be refunded to a maximum of \$500 per annum.

- ii) *An executive staff member recruited by SPATS* to be based in a country other than the country in which that staff member is normally resident, shall be eligible for travel costs for the staff member and immediate family members at the commencement of the contract period and at the end of the contract period.

If the contract is to be renewed, then 15 days for home leave is to be allowed before the commencement of the next contract.

Should a contract be broken by an employee or their endorsing church, the terminating party shall be responsible for relocation costs of the staff member and their family.

- o) *Housing Allowance:* An allowance of \$300 per month is to be provided.
- p) *Daily Expense Allowance for SPATS Official Travel:* SPATS will reimburse against receipts for all expenses on official travel, including economy class tickets, visas and airport taxes.
- q) *A Note Concerning Spouse's Travel:* When a member of the executive staff wishes to be accompanied by his/ her spouse on a trip, and when SPATS' funds are involved for travel, food and/or accommodations; then permission must be sought from the General Secretary.
- f) *Staff Development:*
 - As an encouragement and a way of improving staff members' contribution to SPATS, executive staff are entitled to staff development funds of up to \$500 annually.
 - Staff development allocation is not a salary, and therefore it is not taxable nor the executive staff members' by right.
 - Staff members should apply to the General Secretary one month before commencing study stating necessary details and how the study will help SPATS.

