



Lutheran School of
Theology *at* Chicago

CALLED INTO THE WORLD

2023–2024
Theological Education for
Emerging Ministries (TEEM)
Program *Coursework*
***Based* Manual**

The 2023–24 TEEM Coursework Based Manual and the information it contains supersedes and replaces any earlier manual versions.



"I cannot say enough great things about the TEEM Program at LSTC. I am a newly appointed Synodical Authorized Minister serving as a Pastor in the ELCA. At the same time, I have a full-time career that has high demands on my time. The TEEM Program was God sent as I was looking for ways to balance both my desire to be obedient to God's calling and manage my demanding career. The program has been flexible enough that classes fit around my schedule at the church and work."

- Sean Ramsey, current LSTC TEEM student and Synodically Authorized Minister at Bethany Evangelical Lutheran Church in Chicago, IL.

The following information is from the 2021 Candidacy Manual, pages 49–52.

Theological Education for Emerging Ministries

Theological Education for Emerging Ministries (TEEM) is a leadership formation process in the ELCA designed for those who meet the established criteria. Authorized in the ELCA Constitution (7.31.04) and described in the Study of Ministry (2003), the Study of Theological Education (1993; 1995), and the ELCA's Plan for Mission adopted at the 2003 Churchwide Assembly, the TEEM process responds to ministry needs of the ELCA.

TEEM candidates do not self-identify. Consideration for admittance into the TEEM process begins with the granting of Entrance by a candidacy committee, followed by a recommendation from a synod bishop (section 5.1.3). The director for candidacy in the Christian Community and Leadership home area then grants acceptance of a candidate into the TEEM process, when the criteria for acceptance listed below are met.

5.1.1 Criteria for Acceptance into TEEM

A person seeking to complete all the academic and practical requirements for Word and Sacrament ministry through the TEEM process will demonstrate the identified characteristics (section 2.1). Every candidate participating in the TEEM process must be serving in an emerging ministry site identified by a synod bishop.

5.1.2 Emerging Ministries

Emerging ministries are Word and Sacrament communities that meet one or more of the following criteria:

1. ethnic-specific, multicultural, or recent immigrant ministries;
2. small membership rural or urban congregations where a synod bishop has had difficulty identifying and placing a candidate for call;
3. new mission starts authorized through normal ELCA processes;
4. congregational renewal ministries authorized through normal ELCA processes;
and
5. ministries with people who are differently abled.

5.1.3 The TEEM Process

TEEM candidates will complete all the steps in the candidacy process outlined in this manual. A candidate's admittance into TEEM will occur only after the steps listed below have been completed.

1. A synod bishop provides a letter recommending a candidate for admission into the TEEM process. The bishop's letter of recommendation must identify a specific ministry site where the candidate will serve. The same ministry site will serve as both the candidate's teaching parish experience and the location of a supervised internship.
2. The director for candidacy acts to accept the candidate into the TEEM process following the granting of Entrance.

After TEEM candidates complete the academic and practical ministry requirements and are granted Approval by a candidacy committee, they will normally serve their first call in the ministry site originally identified by the synodical bishop. Following first call, the opportunities for mobility will be the same as for all ELCA rostered ministers.

5.1.4 Steps in Candidacy for TEEM

Candidates for the TEEM process must be granted Entrance by a candidacy committee. In preparation for an Entrance interview, the following are required:

1. Candidacy Application form, Entrance essay, and Entrance Information form;
2. Congregational Registration form;
3. background check (section 3.2);
4. psychological evaluation (Appendix B);
5. personal financial worksheet;
6. personal health assessment;
7. transcripts, licenses, and certificates;
8. when appropriate, evidence of payment of the application fee; and
9. A consent form to release student information under the Family Educational Rights and Privacy Act (FERPA) must be completed by the candidate, at each step of the candidacy process, and shared with the seminary. The form authorizes the seminary to share information with the candidacy committee.

Following the granting of Entrance, a candidacy committee will send the following documentation to the director for candidacy:

1. the Entrance decision form,
2. the Entrance essay, and
3. a bishop's letter of recommendation identifying the ministry site where a candidate will be serving.

After review of the documentation, the director for candidacy will send the synodical bishop and the candidacy committee a written notification of acceptance or rejection into TEEM with copies to the candidacy leadership manager. Candidates not accepted into TEEM may continue the candidacy process by

applying for admission into a Master of Divinity program at an accredited seminary.

5.1.4.1 TEEM Competency Assessment Panel (CAP)

Following notification of a candidate's acceptance into the TEEM process, a member of the DM candidacy staff will normally convene a Competency Assessment Panel (CAP) with faculty from a seminary that offers a TEEM curriculum. When a CAP is convened in a synod, the synod will be responsible for travel costs for seminary faculty asked to serve on the panel. A synod may request the candidacy leadership manager to convene a CAP using electronic technology. The primary responsibility of a CAP is to assess the candidate's knowledge and leadership abilities in each of the competency areas (section 5.1.6). In conversation with a candidate, a CAP will identify the academic work or other training needed to strengthen the candidate's ministry skills and make a recommendation to the candidacy committee. The panel does not have authority to reverse a candidacy committee's Entrance decision. A CAP normally includes:

1. the seminary TEEM director and, when possible, an additional seminary faculty person
2. a synodical bishop or designee;
3. a member of the candidacy committee;
4. a DM candidacy staff person;
5. a member of the appropriate ethnic community; and,
6. when the candidate is an approved lay-mission developer, the synod's director for evangelical mission.

The seminary TEEM director will normally serve as the candidate's faculty adviser, accompanying the candidate through completion of the candidacy process.

The number of CAP meetings with a candidate will vary depending on synod and seminary expectations. Normally, a CAP will meet with the candidate at the beginning of the process, at Endorsement, and again prior to Approval. Communication technologies, such as conference calls and online meetings, may be used to facilitate CAP meetings.

5.1.4.2 Competencies

A Competency Assessment Panel (CAP) assesses the candidate's understanding of Lutheran confessional theology and identifies additional resources and coursework that will strengthen the candidate's ability to integrate Lutheran theological understandings with the praxis of ministry. A CAP assesses the following:

1. Bible — skills for understanding and interpreting Scripture through a Lutheran hermeneutic.
2. Theology and ethics — an ability to reflect critically through Lutheran theological and ethical lenses.
3. Lutheran Confessions — an ability to articulate and integrate into ministry the foundational teachings of the Lutheran church.
4. Church history — a basic understanding of the history of Lutheranism in the United States.
5. Worship — an ability to lead worship, preach, and serve as a spiritual leader.
6. Teaching — an ability to teach the Christian faith to others.
7. Evangelical mission and stewardship — skills and knowledge for leading and developing communities of faith in responding to God's mission through outreach and the practice of holistic stewardship.
8. ELCA structure and polity — an understanding of the interrelationship among all expressions of the church.
9. Administration — basic church administrative skills.
10. Service — a commitment to justice and skills for addressing hunger and poverty.
11. Pastoral care — knowledge, skill, and experience in providing basic pastoral care to people in various life circumstances, as well as the ability to lead and prepare others to provide appropriate ministries of care.

5.1.4.3 Endorsement

At the approximate midpoint of the process, the TEEM candidate will participate in an Endorsement interview with a CAP, which serves as an Endorsement panel and makes a recommendation concerning Endorsement to the candidacy committee. Prior to the interview, a candidate will complete an Endorsement essay. The TEEM director, or in some cases the faculty adviser, will participate in the panel. Endorsement is an important point in the candidacy process because it provides the candidacy committee with an opportunity to assess the candidate's progress and readiness to complete candidacy. Based on a CAP recommendation, the candidacy committee will make an Endorsement decision.

5.1.4.4 Approval

When a candidate has successfully completed a program of study, a CAP will act on behalf of the seminary faculty and complete the Approval recommendation (form D). The candidacy committee will then follow the regular process for Approval, including an Approval essay and interview. The granting of Approval by a candidacy committee is required for completion of the TEEM process.

5.1.4.5 First Call

After being granted Approval and completing the necessary candidate First Call form and the Rostered Minister Profile (RMP). TEEM candidates will participate in the First Call process, which completes candidacy and marks in the churchwide records that the candidate is ready to be called to the ministry site at which they are serving. If a TEEM candidate is granted an Approval, but the ministry site where the candidate is serving is no longer able to extend a call, the candidate may enter the regular First Call process to seek a first call in another ministry site.

5.1.5 Seminary Experience

Seminary TEEM programs will provide:

1. a solid grounding in Lutheran theology and the Lutheran Confessions to enable a candidate to articulate a Lutheran theological perspective;
2. a firm understanding of ministry and mission in a Lutheran context, including the integrity and variety of Lutheran worship;
3. the opportunity for a candidate to participate in current theological conversations and establish relationships with future colleagues in ministry; and
4. participation in the seminary's boundary and safe-church workshops, or the equivalent offered by a synod.

5.1.6 Internship

Following Entrance and in the first year of ministry, TEEM candidates will receive supervision mutually agreed upon by the candidacy committee and the seminary in the site where they are presently serving. Supervision provides a TEEM candidate with an opportunity to receive structured feedback from an experienced pastor. The seminary internship evaluations or other structured feedback forms are normally completed during a candidate's second year of service in a ministry site and sent to the appropriate candidacy committee and the seminary TEEM director.

5.1.7 Supervised Clinical Ministry

Clinical Pastoral Education (CPE) is important for the development of pastoral care skills. The CPE program must be selected with sensitivity to and understanding of a candidate's culture and ministry responsibilities. When a ministry setting would be negatively affected by a candidate's prolonged absence, or when a regular CPE program is not available, a candidacy committee may recommend an alternative contextualized CPE program in consultation with a CAP.

The following information provides further information about the Coursework based TEEM experience at LSTC, outside of the information from the candidacy manual.

WHAT DOES THE TEEM EXPERIENCE LOOK LIKE AT LSTC?

TEEM is founded on the principle that the church has ministry needs and often needs a multiplicity of paths for meeting those needs.

LSTC is committed to providing coursework, field education and mentorship in intense collaboration with synodical staff and TEEM procedures.

GETTING STARTED

As stated in 5.1.3 of the Candidacy Manual, this process only begins when “a synod bishop provides a letter recommending a candidate for admission into the TEEM process.” This letter will specify the specific site where the TEEM candidate will be placed and where the TEEM candidate will serve.

Once the candidate is entranced, conversations with LSTC can begin concerning the best steps forward for that candidate. The starting date for the program will vary, depending on which version of the TEEM program at LSTC the candidate takes.

Note that LSTC also offers a more traditional three-year intensive based TEEM program which has its own manual.

COURSEWORK BASED TEEM PROGRAM EXPERIENCE

This program takes advantage of the expertise of LSTC faculty and their coursework on key competencies outlined in the ELCA Candidacy Manual. All of these courses can be accessed either on campus or via ZOOM.

This is a cohort program, which means students that enter the program will proceed through the coursework together. True to LSTC’s commitment to community-centered and contextual learning, each TEEM cohort will actively supported by academic mentors, as outlined in this TEEM manual.

All coursework will be taken for credit (pass/fail is perfectly acceptable), so all of this coursework can be used later on for a degree program if so desired.

This TEEM program is based on six courses taught at LSTC that cover the competencies listed in the TEEM manual. The competencies that are not covered via coursework will be addressed through workshops.

All students who complete the six required courses and the seven workshops are eligible to receive their certificate and walk at graduation.

Coursework Based Certificate Program

| Year | Fall Semester | J-Term | Spring Semester |
|--------|---|--|---|
| Year 1 | Genesis – Revelation (Bible Survey) Orientation to TEEM (workshop) | Grace Incarnate (Lutheran Confessions) | Sacramental Landscape (Worship/Liturgy) Boundaries (workshop) Leadership/Stewardship (workshop) |
| Year 2 | Preaching Pastoral Care (workshop) ELCA Structure/Polity (workshop) | The Church’s Witness: Introduction to Church History | Public Church I Christian Education (workshop) Administration (workshop) |

*due the fact that each TEEM candidate brings different experiences to the program, students can petition to adjust this program of coursework (for example, an advanced preaching course)

ACADEMIC MENTORS and FACULTY ADVISORS (appointed by LSTC)

For TEEM students the relationship with an academic mentor and a faculty advisor is essential.

TEEM candidates will be taking masters level courses and it will be important that they have access to both a faculty advisor and an academic mentor (if needed). While faculty advisors meet with TEEM students regularly to advise them on their overall movement through the program, the academic mentor works closely with them on the work required for each course. LSTC will provide academic mentors to TEEM students; depending on the size of the cohort, some academic mentors will

work with multiple TEEM students. (For the upcoming 2023–24 academic year, Scott Chalmers will continue to serve in the role of faculty advisor.)

Academic mentors will be available weekly, both before and after class, to assist TEEM candidates in the academic challenges of the courses they are taking. The primary times academic mentors are available are before and after classes. At times, academic mentors may be available to sit in during the course as well.

This academic mentor will be able to:

- Discuss readings
- Provide editing assistance for written assignments
- Help TEEM candidates navigate the classroom experience
- Serve as an advocate for the student with the LSTC professor
- Work closely with the student to make connections between the academic pursuit and real live ministry experience
- If necessary, provide language instruction (in particular for Spanish speaking TEEM students)

Internship

According to section 5.1.2 of the ELCA Candidacy Manual, the TEEM candidate's identified ministry site will serve as both the candidate's teaching parish as well as the location of a twelve-month supervised internship. Ideally these internship sites will start in summer so TEEM students can move together through the experience and be prepared to graduate in May of their second year.

Following Entrance and in the first year of ministry, TEEM candidates should receive supervision mutually agreed upon by the candidacy committee and the seminary in the site where they are presently serving. (5.1.6) Supervision provides a TEEM candidate with an opportunity to receive structured feedback from an experienced pastor. They will also receive feedback from within the congregation through a group of members called a Lay Committee.

Timing for when the internship starts depends on which certificate the candidate is completing along with the speed at which they are carrying out the requirements. At the beginning of the internship, the candidate will create a Learning Covenant and, during the year, all parties involved (Intern, Supervisor, Lay Committee) will complete the quarterly ELCA Word and Sacrament Evaluations.

https://drive.google.com/drive/folders/1623bv26SH4Lc0AKXyAjuiaJjaLhk_sE?usp=sharing

Clinical Pastoral Education (CPE)

TEEM students are required to have CPE, an experience recommended and arranged by the seminary and the Synod. When available and practically possible for students, a hospital based CPE for three months full-time or six months part-time is encouraged. Again, the Candidacy Committee and the CAP recommend the specifics of timing, content, and location for a particular candidate's fulfilling of CPE. For information and directory needs, visit: www.acpe.edu. Upon completion, the student should request the CPE Supervisor to send a report to the LSTC Contextual Education office and the student's synod office.

Important Note: While the coursework and the workshops are designed to be completed in two years, the entire program may take longer depending on the timing of the TEEM student's internship and CPE requirements.

TUITION AND FINANCIAL AID

TEEM candidates, like all students, are eligible for financial aid. One of the unique elements of this TEEM program is that it enables students to take advantage of our coursework on their path to ordination. We have had multiple students receive their ordination via TEEM and then continue on with coursework to also receive an MDiv degree. They have taken six courses for credit as TEEM students and then continue to take the rest of the required coursework as traditional degree-seeking students.

Students are encouraged to seek financial assistance from their home congregations and their respective synods. Financial aid is also available for TEEM candidates through LSTC. The synod, the congregation and LSTC will come to financial aid decisions based on the unique needs of each candidate. *In 2023-24 there is a generous offer from the ELCA Fund for Leaders to provide financial aid for all TEEM students, so be in touch with your synod or with LSTC.*

For the 2023/24 academic year, a masters course costs \$2,000.

Workshops: free
Student Association fee: \$180/year
Technology fee: \$180/year
Graduation fee: \$350

For more information about the LSTC TEEM program, please contact Scott Chalmers at schalmers@lstc.edu or 773-575-2437.



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