TEEM

Theological Education for Emerging Ministries

WARTBURG THEOLOGICAL SEMINARY

TEEM Classic Program Guide
General Information

Wartburg
THEOLOGICAL SEMINARY

Website:
www.wartburgseminary.edu

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ACRONYMS USED IN THIS HANDBOOK

ELCA	Evangelical Lutheran Church in America
CSM	Congregational and Synodical Mission Unit
WTS	Wartburg Theological Seminary
LSPS	Lutheran Seminary Program of the Southwest
CPE	Clinical Pastoral Education (Also, CPW – Wartburg's Version of CPE)
TEEM	Theological Education for Emerging Ministries
CAP	Competency Assessment Panel

Friends,

Welcome to the Theological Education for Emerging Ministries (TEEM) Program at Wartburg Theological Seminary (WTS). The TEEM program is academic, intensive, practical, and interactive. The Evangelical Lutheran Church in America designed the TEEM program as a vital option for theological education for this church's servant leaders and ministry settings in need of leaders. WTS has a strong commitment to the program and to you. This TEEM Program Guide is designed to offer detailed information to students, mentors, supervisors, and leaders in the congregations, other ministries, and synods who are partners in TEEM.

We are excited to have you in our TEEM program – a program designed to provide you with theological education and to be in close partnership with the ELCA candidacy process through your synod. WTS is justifiably proud of this program and of the TEEM alumni who are valued leaders for the church and the world. We are grateful for the mentors and supervisors who have committed to serve as examples and guides, to the congregations and other ministries that are offering you the opportunity to serve as you learn and learn as you serve, and to the synod leaders who invited you into this program and accompany you through it.

You will find the TEEM academic and professional program to be challenging, enriching, and rewarding. We trust that you will experience and profit from our commitment to be a worship-centered community of learning. We intend that the academic parts of the TEEM program should integrate smoothly and supportively with your ongoing ministry work. Your TEEM advisor and professors want to be supportive to you in the course work itself, during intensives and in the time in between. They welcome communication with you at any time. Wartburg learning is collaborative. You will be engaged with classmates, mentors, supervisors, academic advisors, faculty, synod staff, and others.

May God richly bless you in your learning and your service. We are looking forward to a continuing partnership with you.

In Christ,

Craig L. Nessan   DeWayne Teig
Academic Dean   *Instructor in the Pastoral Arts and Advisor*
                                                                   for TEEM

Theological Education for Emerging Ministries

Theological Education for Emerging Ministries (TEEM) is a program by which the Evangelical Lutheran Church in America responds to the missional needs of the church. The program takes into consideration the leadership gifts, ministry skills, cultural learning styles/experiences, and/or age of a candidate when establishing expectations and requirements for preparation as an ordained minister in this church as well as the needs of their ministry setting.

TEEM candidates are people who have completed the Candidacy Application Process, received a positive Entrance Decision from their synod Candidacy Committee, have been recommended by their synod bishop, and have been accepted into the program by the ELCA Director of Candidacy. As the church accompanies TEEM candidates through their preparation process, regular and open communication among partners is encouraged. TEEM candidates must also complete the admissions application process through a seminary.

Candidates accepted into the TEEM program will prepare to meet the opportunities for ministry in the 21st century in emerging ministries, including those ministry settings that are without ordained pastoral leadership. All steps of the Candidacy Process must be completed (Entrance, Endorsement, and Approval) by every candidate accepted into the TEEM program.

Identifying TEEM Settings and Candidates

The Role of the Synod
Synod bishops have primary responsibility for recommending people who may be suitable for the TEEM program, as well as providing ongoing oversight of any TEEM candidate's preparation process. The recommendation describes the specific ministry site where the individual will serve.

An ethnic community or churchwide unit may assist the bishop in identifying a person who meets the criteria established for TEEM ministry. Those identified may include a lay mission developer already employed by the church, a person serving in an emerging ministry, or a person able to serve in a ministry setting without ordained pastoral leadership.

Settings for Ministry
The synodical bishop will be aware of ministry needs in emerging ministries and ministry settings without ordained pastoral leadership. A TEEM prepared candidate may serve an emerging ministry, a new ministry start-up, or a re-development site that responds to the multicultural and evangelical outreach opportunities in the synod. A congregation that has been without ordained pastoral leadership for an extended time may also be an appropriate setting for a TEEM-prepared candidate. These ministry settings include ethnic specific, multicultural, rural, inner city, and ministry with deaf communities.

Criteria for Candidates

A person recommended for TEEM must be an active member of an ELCA congregation for a minimum of one year. The following criteria are to be considered for acceptance into the TEEM program:

- discernment of a call to ordained ministry within an ethnic specific, multicultural, deaf, urban or rural ministry setting
- prior ministry experience and a passion for mission within the context of the ELCA
- exceptional leadership skills
- normally, age 40 or older

TEEM Program Steps in Candidacy

Candidacy Resources are available on the ELCA website here.

A TEEM candidate is encouraged to explore ELCA Seminary TEEM options and begin the admissions application at their seminary of choice.

Candidates for the TEEM process must be granted Entrance by a Candidacy Committee and recommended for TEEM by the synodical bishop.

1. Acceptance into TEEM by the ELCA Congregational and Synodical Mission Unit

After review of the documentation, the director for candidacy sends a 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.

2. Competency Assessment Panel (CAP)

Following notification of a candidate's acceptance into the TEEM process, a member of the DM candidacy staff normally convenes a Competency Assessment Panel (CAP) with faculty from a seminary that offers a TEEM curriculum.

Members of the Panel include:

- The TEEM candidate
- The appointed seminary Academic Advisor and another ELCA seminary partner
- The bishop's designated staff person and/or a member of the synod Candidacy Committee
- A Regional Candidacy and Leadership Manager
- A representative from the candidate's ethnic community, or for lay mission developers contracted by the synod, the area Mission Director.

The Competency Assessment Panel will explore with the candidate their understanding of Lutheran theology and commitment to the teachings of this church. Based on this assessment, a plan of study will be developed that strengthens the basic competencies needed for ministry and mission in this church.

Competencies for Ministry and Mission Examined by the CAP
The Competency Assessment Panel's evaluation of a candidate's competency for rostered ministry includes assessment of an understanding of Lutheran identity as witnessed within the candidate's context, as well as an ability to integrate the basic competencies necessary for rostered service in the ELCA. Those include:
1. biblical knowledge and understanding
2. basic understanding of theology/ethics
3. knowledge of Christianity in the United States
4. ability to understand and communicate the teachings of the Lutheran church
5. evangelism/stewardship/worship
6. pastoral care skills
7. knowledge of ELCA church polity and ecclesiology

The Competency Assessment Panel may consult with other partners to assist the candidate in identifying existing programs and resources available for meeting the requirements established by the panel. The program selected for the candidate will embrace the literary and religious contributions from the candidate's own culture as well as reflect the rich diversity that exists in the church today. With seminary approval, some courses may provide advanced standing to be applied later towards a seminary degree program.

3. **Supervised Clinical Ministry**

Clinical Pastoral Education (CPE) continues to be an important model for the development of pastoral care skills for ministry and is expected of all candidates seeking rostered ministry. When the ministry being served would be negatively affected by the candidate's absence, the Candidacy Committee may explore alternative programs that provide for the development of these pastoral care skills. Any alternative program must meet the criteria and be approved by the synod and seminary program.

CPE is a method of theological education whereby a student learns pastoral skills under the direct supervision of a certified chaplain and in a process of group reflection. CPE provides a learning environment for the development of sensitivity to theological and psychological concerns of persons in crisis and offers a nurturing milieu for growth in self-understanding and pastoral identity on the part of the student. The primary learning group usually consists of five to seven students and one trained chaplain supervisor who is an ACPE Certified Educator.

Typically, CPE occurs in a clinical setting, such as a general medical hospital, psychiatric hospital or correctional institution. Some congregational-based or virtual programs are also available. Many CPE programs require full-time involvement (five days a week, eight hours a day, for eleven weeks) plus on-call duty. Some part-time, extended programs are also available, which allow TEEM candidates to combine clinical experience and parish service. Extended units often provide the best fit for TEEM candidates.

TEEM candidates are expected to locate and enroll in a certified CPE program in proximity to their own ministry setting. Assistance is generally available through synodical candidacy committees, and information is available on the CPE website at www.acpe.edu or check [Wartburg's TEEM Clinical Program](#) – CPW (Clinical Program of Wartburg) information.

Wartburg Theological Seminary does offer an alternative clinical program called the Clinical Program of Wartburg (CPW). This alternative program is by application only, with a limited number of students selected each time. This program is guided by ACPE standards, but adopted for this format as education that Wartburg is using in lieu of accredited CPE, for persons in special situations with permission of the candidate's candidacy committee. All clinical experience will be done through visits made by the students in their local community, with weekly group interactions through interactive technology. The unit will begin with a mandatory formation retreat and end with a mandatory evaluation retreat. This program through Wartburg is not ACPE Accredited but is led by an ACPE accredited CPE supervisor. The CPW program typically goes for about 11 weeks.

4. Endorsement
At the appropriate time, the Candidacy Committee will schedule an Endorsement Interview with the candidate and their academic advisor. This is typically scheduled at about halfway through the preparation process. This may also be in the form of a second CAP. Normally, the Endorsement will follow CPE. The candidate will prepare the Endorsement essay and provide this to a synod candidacy committee and seminary academic advisor.

5. Internship
The Candidacy Committee and ELCA seminary, in agreement with the candidate's Competency Assessment Panel, will determine the timing and nature of the internship. Typically, an internship is a supervised learning opportunity at the candidate's ministry site. All internship supervisors should receive appropriate supervisory training from the seminary.

The Contextual Education office has prepared a separate TEEM Internship Guide which should be accessed before a student begins planning for internship, since this section about internship provides just a brief overview. The TEEM Internship Guide is available on the Seminary website as a PDF or on MYWTS at: Internship Handbooks.

Internship timing for TEEM students is generally determined at the initial CAP.

The purpose of internship is to aid the formation of the candidate for ordained ministry through an intentional process of reflection and evaluation focused on particular learning goals identified in the internship *Learning Service Agreement* (LSA). While interns provide important leadership for the mission of the congregations in which they serve, the primary focus of internship is an intentional action-reflection model of learning on the part of the intern. Thus, congregations that serve as internship sites undertake a ministry of teaching, collaborating with synods and seminaries in the formation of a candidate for ordained ministry in the Church.

Because TEEM candidates provide pastoral ministry of Word and Sacrament within congregational ministry sites for which their candidacy is intended, TEEM internships normally occur within those same sites. When and where this happens, all parties involved—candidates, congregations, supervisors, synods, candidacy committees, and the

seminary—must be very intentional to ensure that the integrity of the internship as a learning process for the candidate is realized. The period of internship requires a different character of relationship between a candidate and congregation(s) than that which will have become familiar prior to internship. TEEM candidates fulfill a pastoral role within the congregations they serve; during internship, congregations must learn to exercise a critical teaching role in relation to the candidate they have already come to regard as their pastor. The spiritual gifts affirmed in baptism—including wisdom, understanding, counsel and knowledge—are necessary on the part of congregational members as they undertake to help prepare their intern for ordained pastoral leadership and ministry.

In some cases, sound judgment on the part of all parties involved may determine that a supplemental or alternative internship site be established in order better to help the candidate achieve desired learning goals. In such cases, the candidate's ongoing ministry site will be provided with pastoral care during times of the candidate's absence.

TEEM internships will normally extend over a period of nine-twelve months. Formal evaluations are conducted and completed at midterm and at the end of the internship.

Wartburg Seminary strongly recommends that the internship supervisor shall be someone other than the TEEM pastor mentor.

6. Approval and First Call Process
Upon successful completion of the candidate's program of study, the Competency Assessment Panel may act on behalf of the seminary faculty in making an Approval recommendation to the Candidacy Committee. The candidate's CAP reconvenes, meets with the candidate, and makes a recommendation to the Candidacy Committee, or the seminary faculty meet with the student and make an Approval recommendation to the candidacy committee. The candidate will provide completed internship evaluations and the Approval essay to the synod candidacy committee and seminary academic advisor. The Candidacy Committee follows the regular First Call Process. Forms and guidelines are available at: https://www.elca.org/Our-Work/Leadership/Vocation-Become-a-Leader/First-Call.

7.   Seminary Residency
TEEM is an action-reflection educational model that requires a candidate to serve in a ministry site during the program of preparation. The residency component of the program is completed through on-campus and virtually based intensives.

TEEM Application Requirements

1) Application – "Apply Now" link on right side of the WTS Admissions site:
   http://www.wartburgseminary.edu/admissions/
2) Official transcripts from all institutions of higher education (if applicable)
3) A copy of the letter from applicant's bishop recommending the candidate to the TEEM program (which is also forwarded to the ELCA Director of Candidacy)
4) A copy of the letter from the ELCA Director of Candidacy accepting the bishop's recommendation
5) A copy of the applicant's positive Entrance decision
6) Two references:
   a) Applicant's pastor
   b) Lay member from applicant's congregation
7) Autobiography/Candidacy Essay

For more information or questions, please contact the Admissions office at WTS:
admissions@wartburgseminary.edu or 563-589-0203

WTS TEEM Curriculum

The WTS TEEM curriculum is designed for completion in three years but may be accelerated or extended according to the needs, preferences and circumstances of TEEM candidates. An extended program should normally not exceed seven years for completion from start to finish, unless specific action is taken by the faculty and student's synod candidacy committee to extend this for a student. Typically, one to two online courses are taken each semester (fall and spring) and two to four intensive courses during January, Fall, and the summer (taken in residence at WTS). Some of the course requirements may be met through previous graduate level education and/or experience, as determined by the Academic Dean. Candidates requesting consideration of previous coursework to meet TEEM requirements should submit to the Academic Dean copies of course syllabi, all written assignments with grades and evaluation included, and transcripts if applicable.

All courses in the WTS TEEM curriculum are non-degree, certificate courses, for which students receive either Full Credit, Participant Credit, or No Credit instead of a letter grade. To meet a TEEM requirement, students must receive a Full Credit for their courses. If another grade is received, the student will need to retake the course. *TEEM candidates interested in completing a Masters degree following TEEM certification and ordination may opt to take degree courses to fulfill their TEEM requirements in order to ensure advance standing in a subsequent degree program.*

TEEM candidates are normally required to complete **sixteen** course requirements, one from each of the following areas:

Hebrew Bible 1	Lutheran Ethics
Hebrew Bible 2	Lutheran Leadership, Ecclesiology & Polity
New Testament 1	Preaching 1
New Testament 2	Preaching 2
Church History	Lutheran Worship
Lutheran Confessions & Mission	Educational Ministry
Systematic Theology 1	Pastoral Care
Systematic Theology 2	Contextual Ministry

The course descriptions include which TEEM requirement the course meets and whether the course is offered only online or only during intensives. A requirement checklist is included in Appendix B to help students plan their courses and keep track of successful completion of the courses.

Wartburg Theological Seminary offers its courses - that fulfill the full course requirements - on a one-year, predictable scheduling pattern. Students are encouraged, however, to take normally only five or six courses a year. Please see the latest course offerings on the seminary website or through the MyWTS web portal.

In addition to the full course requirements for either roster, Wartburg's TEEM curriculum includes:
- Mentoring in partnership with home synod
- One unit of Clinical Pastoral Education (CPE)

- Internship
- Boundary Training (most often completed in your home synod)

Recommended Sequence for WTS TEEM Courses

Recommended for <u>EARLY</u> in the program:
- New Testament 1 & 2 *(need not be taken in sequence)*
- Lutheran Worship
- Church History

Recommended in a second "tier" of courses:
- Systematic Theology 1 & 2 *(recommended, but not required, to be taken in sequence)*
- Lutheran Confessions and Mission
- Preaching 1 & 2 *(**must be taken in sequence**; a Bible course or a Theology course is <u>required</u> prior to or concurrent with Preaching 1; both a Bible and Theology course and Preaching 1 <u>required prior</u> to Preaching 2)*
- Hebrew Bible 1 & 2 *(<u>recommended</u>, **but not required**, to be taken in sequence)*

To be taken at any point in the program:
- Lutheran Ethics
- Lutheran Leadership, Ecclesiology, and Church Polity
- Educational Ministry
- Pastoral Care *(recommended, but not required, prior to CPE)*
- Contextual Ministry (see the various options available for meeting this requirement under the course descriptions in [Appendix A](#))

Additional Recommendations/Information:
- CPE typically precedes synodical Endorsement & Internship (normally 9-12 months of internship)
- It is possible for TEEM students to arrange with their academic advisor to take courses through the *Journey Together* (LSPS-based) Program.
- Boundary Training (most often completed in your home synod)

WTS TEEM Intensives

What is an intensive?

An intensive course is designed to provide 12-14 contact hours with a professor and student peers in a single week or weekend. Typically, much of the required coursework (e.g., reading) is assigned for completion prior to the intensive period, and the remainder of the coursework (e.g., a final paper) is assigned for completion upon a due date (determined

by the professor) after the intensive period. Students will be informed about pre-intensive assignments prior to coming to campus.

Intensives are offered several times annually, two weekends in the fall, one week in January, two weeks in June, and one week in July. Students may take a single course during a weekend intensive and may take one or two courses during the week-long intensives.

Room and Meals for Intensives:

On-campus housing is available on a first-come, first-served basis. All rooms have a private bath; linens and towels are provided. Meals are available a la carte. Details regarding reservations are provided prior to the intensive.

Students are encouraged to bring a jacket or sweater for use in classrooms they may find to be uncomfortably cool.

What about computers?

Wireless internet access is available on-campus, including in residential rooms. Students bringing their own computers should also bring their own necessary cables. Students may also access computers in the library, during library hours indicated on the schedule for each intensive.

The library staff will provide instructions, the current password, and any other assistance necessary.

WTS TEEM Online Courses

What equipment do I need to take an online course?

All students will need to have computer (laptop strongly preferred) purchased in the last three years. For additional systems requirements, see "Recommendations for Educational Technology at Wartburg Seminary – TEEM Program" (Appendix E).

How do I take courses online?

All WTS online courses are hosted on *Castle Commons*, the seminary's web-based platform located at: https://wartburgseminary.brightspace.com/d2l/home. During the registration process all students will be enrolled automatically into individual course sites. There you can find everything you will need to participate in the online course. All currently enrolled courses are displayed on a student's homepage once they've logged in using their *Castle Commons* account.

If you have any questions about online courses or access through *Castle Commons,* please contact the Helpdesk at helpdesk@wartburgseminary.edu.

What if I don't know much about technology, computers, or online learning?

WTS provides a variety of resources and support. For online courses, the first person to ask is always your instructor. If needed, they can always refer you to Helpdesk, we're here to help! Our staff is willing to provide one-on-one tutorial support on all our resources and platforms.

TEEM Pastor Mentoring

Integral to the entire TEEM candidacy process is the role of the pastor mentor. We recommend that pastor mentors assigned to TEEM candidates arrange to meet with their TEEM candidates for one hour each week throughout the duration of the TEEM candidacy process, including internship. We have prepared resources to help explain the TEEM pastor mentor role and provide considerations about how to fulfill that role.

Synodical bishops and candidacy committees are in the best position to ascertain the needs of their TEEM candidates and to appoint wise and experienced pastors to serve as TEEM pastor mentors.

Pastor mentors relate to TEEM candidates throughout the candidacy process for purposes of ongoing prayer, reflection, discernment, and the cultivation of pastoral identity and commitment. They also help candidates to integrate theological study and ministry experience. In many respects, the role of the pastor mentor is similar to that of the internship supervisor, but the two roles remain distinct despite common areas of interest and concern.

Pastor Mentor	**Internship Supervisor**
--Relates to candidate throughout process	--Relates to candidate during internship
--Formal evaluation not part of the role	--Formal evaluation essential to the role
--Shapes the *being* of the pastor*	--Shapes the *doing* of the pastor*

* Obviously, pastoral *being* and pastoral *doing* are integrally related, and both the pastor mentor and the internship supervisor will be concerned with both aspects of pastoral identity. The emphasis falls differently, however, between the role of the pastor mentor and the role of the internship supervisor. Pastor mentors will not ordinarily be helping to plan and direct the ministerial work of TEEM candidates in ways that internship supervisors necessarily do, nor will pastor mentors routinely accompany TEEM candidates in the conduct of their work in ways that internship supervisors frequently do.

Because of the distinctions between the roles of pastor mentor and internship supervisor, we strongly recommend that the two roles be filled by two different pastors—i.e., that a pastor mentor shall not also be the internship supervisor for the candidate he or she has been appointed to mentor. The pastoral formation of TEEM candidates is best served by involving a larger rather than smaller network of wise and experienced pastors in relationship with candidates.

When face-to-face meetings between the pastor mentor and the TEEM candidate are made difficult by conflicts in schedule, or where geographic distance makes weekly meetings difficult, WTS suggests that mentor-candidate meetings might occur by telephone or online—rather than be suspended or neglected.

We request that TEEM candidates provide the seminary (TEEM Advisor or Contextual Education office) with the names and contact information of their pastor mentors.

Included in this handbook, are the Twelve Pastoral-Diaconal Practices of Wartburg Theological Seminary ([Appendix C]), to which pastor mentors are encouraged to refer in meetings with their TEEM candidates, as well as a sample one-year agenda for mentor-candidate meetings ([Appendix D]). Both materials are supplied to WTS TEEM pastor mentors, along with resources mentioned above. In addition, WTS can provide a complimentary hard copy of *Mentors As Instruments of God's Call: Biblical Reflections,* by Justo L. González, to all pastor mentors upon request.

Mentors and TEEM students may also utilize the Oct 2011 volume of *Currents in Theology & Mission* to guide their conversations about the [Twelve Pastoral Practices.] Copies are available from *Currents* at 1100 East 55th Street, Chicago, Illinois 60615.

Tuition and Financial Aid Information

What are the tuition and fees for the WTS TEEM program?

Please see Tuition and Fees at: [Tuition and Fees 2022-2023 - Wartburg Seminary].

Are there any other costs?

Each course will include expenses for the purchase of required books and/or other material. Additional costs pertaining to the TEEM program include transportation, food, and lodging expenses incurred through enrollment in on-campus intensives. CPE may require additional tuition/fees payable to the host institution or program.

How is payment made?

All payments for both programs are made through the WTS Business Office. WTS accepts payment of all types, including online payments via the MyWTS student portal. For tax purposes, WTS establishes an account for each TEEM student, into which all payments are deposited and from which all debits are drawn. Financial aid from synods, congregations, and scholarships are also deposited into the account of the student on whose behalf the aid is given.

Is financial aid available?

Because the TEEM curriculum is a non-degree certificate program pursued on a part-time, self-directed basis, TEEM students are not eligible for federal or Wartburg Seminary (institutional) financial aid and are therefore *not* required to complete financial aid forms. TEEM candidates are therefore encouraged to seek financial aid from synods, congregations, and other partners in their candidacy process.

Appendices

Appendix A: WTS TEEM Course Descriptions

TM011 HEBREW BIBLE 1

This course provides a grounding and framework for understanding the Old Testament (Hebrew Bible). Introductory material will include the Lutheran understandings of the authority of Scripture, the development of the canon, the socio-historical context of the ancient Near Eastern world, and the narrative critical approach to reading and interpreting Scripture. Students will become acquainted with a wide variety of texts, themes and issues in the Pentateuch and Psalms and reflect on these texts and their implications for pastoral and congregational ministry. **[Normally available on-campus only]**

> Hebrew Bible 1 and 2 can be taken in any order. This course meets the Hebrew Bible 1 requirement for Wartburg's TEEM program; meets the Hebrew Bible requirement for Wartburg's Certificate Programs.

TM012 HEBREW BIBLE 2

This introductory course explores themes and traditions in the prophetic books and writings of the Hebrew Bible. The course will investigate the ongoing dialogue between specific texts, their socio-historical contexts and other biblical texts and how that dialogue informs interpretation and missional ministry. The course concludes with a discussion of the intertestamental period and how certain themes are carried into the New Testament. **[Normally available on-campus only]**

> Hebrew Bible 1 and 2 can be taken in any order. This course meets the Hebrew Bible 2 requirement for Wartburg's TEEM program; meets the Hebrew Bible requirement for Wartburg's Certificate Programs.

TM021 ENGAGING THE GOSPELS – PERSPECTIVES ON FOLLOWING JESUS

This course is designed to provide participants a basic introduction to the four Gospels and engage them in an informed reading of these important Christian writings. The course will focus on Mark, Matthew, and Luke—often designated as "the Synoptic Gospels" because of their similar portrayals of the Jesus story. Though telling the same basic story, each Gospel has its distinctive features, including how it portrays the figure of Jesus and what it means to be his disciple. The Synoptics hence offer three models of discipleship for contemporary Christians to ponder. The course will introduce the Fourth Gospel (John) to demonstrate its theological importance and how different it is from the other three. This course is ten-weeks long and also incorporates further study on Acts and Revelation. **[Online course]**

> This course meets the New Testament 1 requirement for Wartburg's TEEM program; meets New Testament requirement for Wartburg's Certificate Programs.

TM022 ENGAGING THE EPISTLES: PAUL & THE PASTORAL LETTERS

While all the letters in the New Testament canon bear witness to God's saving activity through the life, death, and resurrection of Jesus Christ, each author evidences distinct perspectives and emphases regarding such topics as Christology, ecclesiology, eschatology, soteriology, and Christian mission and praxis. This course seeks to discover the distinctive theological views and claims of the Apostle Paul in the seven letters whose Pauline authorship is without doubt. We will also introduce the other six letters that bear the Apostle's name but whose Pauline authorship is disputed. Our study of the Pastoral letters will concentrate on their contextual nature and their importance to the early Church's development and mission. This course is ten weeks long. **[Online course]**

> This course meets the New Testament 2 requirement for Wartburg's TEEM program;
> meets New Testament requirement for Wartburg's Certificate Programs.

TM030 INTRODUCTION TO THE HISTORY OF CHRISTIANITY

This course combines an introductory survey of the history of Christianity with a deeper examination of certain issues critical to the life and development of the Church. The basic text will be *Introduction to the History of Christianity: First Century to the Present Day* (Fortress Press, editor Tim Dowley), which offers an overview of Christian history. Lectures, presentations, and selections from primary source documents will complement the text by investigating key topics in greater depth (e.g., the development of Christian identity, the person of Jesus Christ, role of women, Luther's reformation, fundamentalism & pentecostalism, Lutherans in the United States). **[Online course]**

> This course meets the Church History requirement for Wartburg's TEEM program;
> meets the History requirement for Wartburg's Certificate Programs.

TM035 LUTHERAN CONFESSIONS

This course will introduce the Lutheran Confessions and then examine and analyze some important confessional themes in their historical and theological contexts. This course will include a reading of *The Book of Concord* and selected secondary sources. Participants will consider the extent to which confessional documents define Lutheran identity and discuss them with respect to parish ministry. **[Online course]**

> This course meets the Lutheran Confessions and Mission requirement for Wartburg's TEEM
> Program; meets the Confessions requirement for Wartburg's Certificate Programs.

TM041 SYSTEMATICS 1: FUNDAMENTALS OF CHRISTIAN THEOLOGY AND GOD'S MISSION IN THE 21ST CENTURY

This course will focus on the fundamentals of Christian theology and attend to the basic question of how the Church might faithfully respond to the call to bear witness to Jesus Christ. We will consider the context of God's mission in the twenty-first-century world of religious and non-religious diversity. The course will be structured around the meaning of the Nicene Creed for today. Students will be invited to share in both oral and written forms

what is at the heart of the Christian faith as they understand it, how they do theology, and what are their sources and influences. We will work at cultivating an atmosphere in the classroom of mutual respect and learning. This will be a course that takes seriously meeting people where they are. **[Normally available on-campus only]**

Systematics 1 and 2 can be taken in any order. This course meets the Systematic Theology 1 requirement for Wartburg's TEEM program; meets the Theology requirement for Wartburg's Certificate Programs.

TM042 SYSTEMATICS 2: GOD AND THE WORLD IN CHRIST: THE CHRISTIAN NARRATIVE

The Nicene Creed briefly summarizes the basic Christian narrative of God's engagement with the world. It runs from creation through redemption in Jesus Christ to the ultimate consummation of all things in the power of the Holy Spirit in the resurrection of the dead. This is the story of all creation it also is the story of each one of us. This course will examine this basic story and ways of bearing witness to God's engagement with the world in Jesus Christ. **[Online course]**

Systematics 1 and 2 can be taken in any order. It is highly recommended that a Bible course is taken as a prerequisite. This course meets the Systematic Theology 2 requirement for Wartburg's TEEM program; meets the Theology requirement for Wartburg's Certificate Programs.

TM051 LUTHERAN ETHICS

This course will offer an introduction to the field of Christian ethics, paying particular attention to distinctively Lutheran themes. Lectures and readings will examine how the Lutheran theological tradition shapes ethical reflection for the church in its mission today. How do the Word of God, law and gospel, sacraments, liturgy, reason, theology of the cross, Christian freedom, vocation and two kingdoms teaching shape and condition ethical deliberation? Together we will consider how to give constructive leadership in order that congregations become communities of moral deliberation. **[Normally available on-campus only]**

This course meets the Lutheran Ethics requirement for Wartburg's TEEM program; meets the Ethics requirement for Wartburg's Certificate Program.

TM055 LUTHERAN LEADERSHIP, ECCLESIOLOGY, AND CHURCH POLITY

This course contributes to the development of competency in the areas of Lutheran leadership, knowledge of ELCA polity, and ecclesiology. The course consists of three units: 1) ecclesiology, 2) ELCA polity and ecumenical affairs, and 3) Lutheran pastoral leadership. In the first unit, students will examine biblical images and theological marks of the church toward the formulation of a missional ecclesiology. In the second unit, students will reflect on the nature and leadership of Word and Sacrament communities in the Lutheran tradition. In the third unit, students will examine issues of missional leadership in congregations, pastoral authority, and boundaries. The course will introduce family systems theory from a theological perspective. **[Normally available on-campus only]**

This course meets the Lutheran Leadership, Ecclesiology, & Church Polity requirement for Wartburg's TEEM program; meets the Leadership and Faith Formation requirement for Wartburg's Certificate Program.

TM061 PREACHING 1

Preaching I will address the challenges of scriptural interpretation for preaching, explore the Lutheran law/gospel hermeneutic, and consider the texts and contexts that form and inform proclamation. The course time will be a combination of large group lecture/discussion and small group time. Prior to the on-campus intensive, students are expected to complete course readings and prepare one sermon to be delivered during the intensive. **[Normally available on-campus only]**

Prerequisites for Preaching 1 include at least 1 Bible course or 1 Theology course (can be taken concurrent with Preaching 1). Preaching 1 must be taken before Preaching 2. This course meets the Preaching 1 requirement for Wartburg's TEEM program; meets the Ministry Specialization requirement for Wartburg's Certificate Programs.

TM062 PREACHING 2

In Preaching 2, we will work toward a theological, sacramental understanding of preaching, rooted in Scripture and centered at the Cross. We will also consider contextual aspects of preaching – the sermon and Sunday, preaching and the liturgical calendar, and occasional preaching. Our time together will be a combination of large group lecture/discussion and small group time. Each student will preach once during the weekend. The course will also include reading to be completed prior to the weekend intensive. **[Normally available on-campus only]**

Students must have taken Preaching 1, including both 1 Bible course and 1 Theology course (taken prior to Preaching 2, not concurrent). This course meets the Preaching 2 requirement for Wartburg's TEEM program; meets the Ministry Specialization requirement for Wartburg's Certificate Programs

TM065 FOUNDATIONS OF LUTHERAN WORSHIP

An introductory study of the liturgical assembly focused on contemporary practice and the development of good liturgical leadership. Attention will be given to the biblical, theological, historical, and ritual foundations of Christian worship, the particular understanding and practice of worship within the Lutheran tradition, and the missional horizon of worship in the congregation. Class sessions will cover holy communion, baptism, church year, and the life passages of healing, funeral, and marriage. **[Normally available on-campus only]**

This course meets the Lutheran Worship requirement for Wartburg's TEEM program; meets the Worship requirement for Wartburg's Certificate Programs.

TM070 THE CHURCH AS LEARNING COMMUNITY

This is a comprehensive course studying the roles and relationships of teachers and learners and the theological task of education in the Christian learning community. The group will explore the importance of setting and maintaining trustworthy learning environments. Participants will think theologically about methods, expand their competence in using a variety of methods, and explore faith

development through the life cycle. How we teach teaches as powerfully as what we teach. The course will examine lifelong catechesis and the congregation as a confirming community. An important goal of this course is to aid in equipping other educators in our faith communities. Finally, the course will examine the connection between education and evangelism, explore ministry in daily life, and consider parish education in the public world. **[Normally available on-campus only]**

> This course meets the Educational Ministry requirement for Wartburg's TEEM program; meets the Education and Discipleship requirement for Wartburg's Certificate Programs.

TM081 AN INTRODUCTION TO PASTORAL CARE: CARING FOR THE SICK

Illness is a crisis that isolates us, scares us and makes us very vulnerable. How can we care for one another in Christian community when illness strikes? In this course we'll share experiences of care (or lack of care) during sickness. We will discuss a pastor's role in direct care and in coaching congregational care. This will give us the opportunity to explore some of the basics of pastoral care: how to listen, how to pray with someone in crisis, how to relate to children, how to live with not being able to "fix" everything. **[Normally available on-campus only]**

This course meets the Pastoral Care requirement for Wartburg's TEEM program and for Wartburg's Certificate Programs.

TM082 UNDERSTANDING LOSS AND GRIEF: PERSPECTIVES FOR EFFECTIVE MINISTRY

Loss is a pervasive human experience that comes in many shapes and sizes. We experience it in the death of a loved one as well as in the closing of a store on Main Street. We experience loss in social change as well as in the normal transitions of family life. With loss comes grief—certainly one of the most disorienting and painful experiences of which humans beings are capable. In this course we will learn to identify the wide range of losses that people experience, and to understand the grieving process. We will learn how to minister to grieving people in ways that are both theologically and psychologically sound. **[Normally available on-campus only]**

This course meets the Pastoral Care requirement for Wartburg's TEEM program and for Wartburg's Certificate Programs.

TM083 PASTORAL CARE IN CONTEXT

This course will provide a working framework for an integrated understanding of pastoral care in the life and ministry of a congregation. Students will be challenged to claim their own approach as a pastoral caregiver and identify the most salient principles and practices for effective pastoral care ministry. A variety of "contexts" for pastoral care will be considered (e.g., loss and grief, developmental and situational crises, illness, abuse, and addictions, inter alia). **[Normally available on-campus only]**

This course meets the Pastoral Care requirement for Wartburg's TEEM program and for Wartburg's Certificate Programs.

TM091 BEYOND MAINTENANCE TO MISSION

This course will provide the foundation for constructing a theology of the congregation. Special attention is given to the articulation of a congregation's identity and mission. Components of a proposed model include worship, education, fellowship, stewardship, evangelism, global connections, ecumenism and social ministry. Practical implications for congregational implementation are examined. **[Online course]**

This course meets the Contextual Ministry requirement for Wartburg's TEEM program, the Evangelism or Rural Ministry/Community Development requirement for the Certificate in Town & Country Church Leadership, or the Contextual Ministry requirement for the Certificate in Theology and Congregational Leadership.

TM092 BEST PRACTICES IN RURAL MINISTRY

This course examines the practice of ministry in rural congregations and their larger communities according to eight topics (one topic for each of the eight weeks of the course). The purpose of the course is to help students become familiar with a variety of ministry practices and to reflect upon criteria of excellence in rural ministry. **[Online course]**

This course meets the Contextual Ministry requirement for Wartburg's TEEM program; meets the Evangelism, Contextual Ministry, or Rural Ministry/Community Development requirement Wartburg's Certificate Programs.

TM093 IMAGINING RURAL MINISTRY

This course explores the character of rural communities within the context of American society, and the character of rural congregations within the context of rural communities. In the light of those explorations, this course considers implications for the public ministry of the gospel in rural settings. This course provides a variety of reading and writing assignments by which students will be required to reflect upon theological and sociological perspectives on the dynamics of rural communities and rural congregations. Students will be expected to integrate their own experiences and perspectives with those of the authors of assigned texts and of one another. All students in the course will share responsibility for teaching and learning as a shared class project. Students will participate in mutual teaching and learning by posting original essays in response to assigned questions or topics, and by reading and replying to each other's work. **[Online course]**

This course meets the Contextual Ministry requirement for Wartburg's TEEM program; meets the Evangelism, Contextual Ministry, or Rural Ministry/Community Development requirement Wartburg's Certificate Programs.

TM094 EMERGING MINISTRY: BEING CHURCH TODAY

What does it mean to be the church as we live - not as we think or remember or long for, but as we live God's mission today? What does it mean to ***be who we are, where we are*** as the people of God? The emerging church conversation will be "Exhibit A" in this course as

we respond to these and other important questions. Participants will explore evangelical listening and living in a radically contextual, communal way as seen in many emerging church communities. **[Online course]**

This course meets the Contextual Ministry requirement for Wartburg's TEEM program; meets the Evangelism or Contextual Ministry requirement for the Wartburg's Certificate Programs.

BOUNDARY TRAINING (TYPICALLY COMPLETED IN HOME SYNOD EVERY 3 YEARS)

Appendix B: WTS TEEM Curriculum Checklist

TEEM Requirement	Next Offered	Course Format	Completed
Hebrew Bible 1			
Hebrew Bible 2			
New Testament 1			
New Testament 2			
Church History			
Lutheran Confessions & Mission			
Systematic Theology 1			
Systematic Theology 2			
Lutheran Ethics			
Lutheran Leadership, Ecclesiology, & Church Polity			
Preaching 1			
Preaching 2			
Lutheran Worship			
Educational Ministry			
Pastoral Care			
Contextual Ministry			
Mentoring Info sent to TEEM Office			
CPE *(or CPW)*			
Internship *(normally 9-12 months)*			
Boundary Training			

Appendix C: Twelve Pastoral-Diaconal Practices:

EMBODYING WARTBURG SEMINARY'S MISSION STATEMENT

"Wartburg Theological Seminary..."   [Three overarching practices]

1) *Practice of Being Rooted in the Gospel:* Articulates the Gospel in a way that is heard as Gospel. Is publicly Lutheran and Gospel-centered.
2) *Practice of Missio Dei in Word and Sacrament:* Is grounded in Word and Sacrament as the means by which God creates faith in Christ and a community (koinonia) for God's mission (martyria and diakonia) in the world. Pastors exercise faithful worship preparation, evangelical preaching, and sacramental leadership. Diaconal ministers and deaconesses serve as a strategic bridge between church and world. Associates in ministry serve faithfully in their areas of call in relationship to the worshipping community. All the baptized are sent by the Spirit to employ their gifts in God's mission for the life of the world.
3) *Practice of Biblical and Theological Wisdom:* Interprets reality theologically and biblically as a habit. Has a core set of theological concepts that are interpreted with flexibility in different contexts.

"...serves Christ's church through the Evangelical Lutheran Church in America by being a worship-centered community of critical theological reflection where learning leads to mission and mission informs learning."

4) *Practice of Ecclesial Partnership:* Displays a healthy sense of connectedness with the whole church. Fosters partnership with the ELCA and ecumenical openness.
5) *Practice of Complex Analysis:* Demonstrates capacity to carefully examine complex social, economic, scientific, and religious issues without oversimplification. Sees relationships from a systems perspective, remaining spiritually centered in the face of ambiguity.
6) *Practice of Curiosity:* Is fundamentally curious, employing creativity in the use of language. Is open to grow beyond current perspectives and eager to pursue learning with intellectual depth.

"The community embodies God's mission by stewarding resources for engaging, equipping, and sending collaborative leaders..."

7) *Practice of Pastoral Concern:* Loves God's people with the compassion of Christ, demonstrating a generous spirit in relating to others, teaching and modeling stewardship. Maintains a clear sense of ministerial identity and desire for excellence in ministry.
8) *Practice of Personal Faith and Integrity:* Lives as person of faith, grounded in a life of prayer and study. Is self-aware in seeing the larger picture, proclaiming hope, leading courageously, and setting healthy boundaries.
9) *Practice of Collegiality:* Leads in a way that is responsive to the situation and promotes team building. Creates collegial groups within and beyond the church for promoting many forms of ministry.

"who interpret, proclaim and live the gospel of Jesus Christ for a world created for communion with God and in need of personal and social healing."

10) *Practice of Evangelical Listening and Speaking the Faith to Others:* Listens in a way that leads people to deeper faith questions. Engages in thoughtful witness to the Christian message, especially to youth and those outside the faith.
11) *Practice of Immersion in the Context:* Shows awareness of the context through listening to, dialogue with and involvement in the local community. Has ability to interpret texts and contexts with insight.
12) *Practice of Engagement with Cross-Cultural and Global Dimensions:* Engages multicultural issues and religious pluralism in the context of globalization. Understands the inclusive character of the Christian Gospel.

[Last revised October 2014]

Appendix D: Sample One-Year TEEM Pastor Mentoring Plan

Envisioned in this plan is an intentional one-hour weekly meeting between the TEEM candidate and the TEEM pastor mentor throughout the entire TEEM candidacy process.

Sample Weekly Agenda:

- Opening devotion (scripture reading and prayer); *c. 5 minutes*
- Guided discussion (see sample outline below); *c. 30 minutes*
- Conversation about candidate concerns, questions and experiences; *c. 20 minutes*
- Closing prayer (related to content of discussion and conversation); *c. 5 minutes*

Sample Outline for Weekly Guided Discussion:

January
- "Biblical knowledge and understanding" (ELCA Competencies); 1 week
- "Basic understanding of theology/ethics" (ELCA Competencies); 1 week
- "Being rooted in the gospel" (WTS Pastoral Practices); 2 weeks

February
- "Knowledge of Christianity in the U. S." (ELCA Competencies); 1 week
- "Understanding/communicating Lutheran teachings" (ELCA Competencies); 1 week
- "Missio Dei in Word and Sacrament" (WTS Pastoral Practices); 2 weeks

March
- "Evangelism/stewardship/worship" (ELCA Competencies); 2 weeks
- "Biblical and theological wisdom" (WTS Pastoral Practices); 2 weeks

April
- "Pastoral care skills" (ELCA Competencies); 1 week
- "Knowledge of ELCA polity and ecclesiology" (ELCA Competencies); 1 week
- "Ecclesial partnership" (WTS Pastoral Practices); 2 weeks

May
- *Address again the ELCA Competencies discussed in January*
- "Complex analysis" (WTS Pastoral Practices); 2 weeks

June
- *Address again the ELCA Competencies discussed in February*
- "Curiosity" (WTS Pastoral Practices); 2 weeks

July
- *Address again the ELCA Competencies discussed in March*
- "Pastoral concern" (WTS Pastoral Practices); 2 weeks

August
- *Address again the ELCA Competencies discussed in April*

- "Personal faith and integrity" (WTS Pastoral Practices); 2 weeks

September
- *Address again the ELCA Competencies discussed in January and May*
- "Collegiality" (WTS Pastoral Practices); 2 weeks

October
- *Address again the ELCA Competencies discussed in February and June*
- "Evangelical listening and speaking" (WTS Pastoral Practices); 2 weeks

November
- *Address again the ELCA Competencies discussed in March and July*
- "Immersion in context" (WTS Pastoral Practices); 2 weeks

December
- *Address again the ELCA Competencies discussed in April and August*
- "Cross-cultural and global dimensions" (WTS Pastoral Practices); 2 weeks

Appendix E: Recommendations for Educational Technology

Laptop/Desktop Computers

- Windows PC or Mac purchased in the last three years (laptop preferred)
- Processor Speed: Intel® Core i5™ Processor (Core i7™ strongly preferred)
- Memory (RAM): 16 GB or higher
- Hard Disk Drive: 500 GB hard drive or 256 GB Solid State Drive
- Wireless: Dual band 802.11n or 802.11ac / Optional: 10/100/1000 Ethernet Card. Broadband connection: 2 MBPS Down and Up. Visit www.speedtest.net to see if your connection meets our requirements.
- HDMI port for external monitor
- 2 USB 2.0/3.0 ports (minimum, 3+ preferred)
- Either built-in Webcam or External (see recommendations below)

Software

- Windows 10 strongly preferred
- Microsoft Office 365 (provided by the Seminary)
- Anti-virus software

Additional Suggestions

- The IT Department at the Seminary does not service student-owned computers. We will help you access IT resources required for our academic programs, but all maintenance is the responsibility of the student. We recommend you opt-in for a 3-4-year on-site service support with accidental coverage.
- If you are returning to the classroom after several years away, we strongly recommend that you reach out to our Technology Team. We're here to help and additional training is available to all students. Please contact helpdesk@wartburgseminary.edu.

Appendix F: Contact Information

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Reu Memorial Library
Email: library@wartburgseminary.edu

HelpDesk
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Synod of Candidacy (link)

ELCA Candidacy Resources (link)

Seminary Admissions Application (link)

Appendix G: Writing Style, Plagiarism, & Academic Life

<u>Wartburg Theological Seminary Style Sheet</u>

In preparing papers to be submitted to teachers or officials of the seminary, you are expected to follow certain conventional practices. Most of these practices apply not only to term papers but also to writing of any kind (sermons, theses, project reports, book reports, and so on). Papers may be rejected if they do not conform to standard conventions as here noted.

Please Note: Additional information can be found at the link immediately below this paragraph about details related to "Formatting…, etc." Also, you can refer more extensively to Turabian, Kate L. *A Manual for Writers of Research Papers, Theses, and Dissertations: Chicago Style for Students and Researchers.* Edited by Wayne C Booth, Gregory G Colomb, Joseph M Williams, Joseph Bizup, and William T FitzGerald. 9th ed. Chicago: University of Chicago Press, 2018. Chapters 15-17 specifically deal with citation styles (Notes-Bibliography Style). Also, familiarize yourself with the referencing methods on your computer in Word or in Zotero. If you are using Zotero, please use Turabian 8th edition Notes-Bibliography Style, since it does not have the 9th edition for that style.

See more additional details here about [Formatting, Bibliography, Works Cited, etc.](#)

<u>Academic Life</u>

TEEM students will be subject to all Wartburg Seminary policies as outlined in the most current ***Student and Community Life Handbook.*** In particular, students will need to be familiar with part 3.0 – Academic Life – that spells out various academic policies that apply to all TEEM students. For instance, every student should be aware of policies noted under 3.6 – Plagiarism…

3.6 Plagiarism

Members of the Wartburg Theological Seminary community are expected to conduct themselves responsibly and honestly in academic matters. We are part of an academic tradition that honors the wisdom received from others by the careful recognition and citation of sources. The seminary defines plagiarism as the copying or use of another person's work in any form without acknowledgement. [For a helpful discussion of how plagiarism is a form of theft and constructive examples of what to avoid, see Wayne C. Booth, Gregory C. Colomb and Joseph M. Williams. *The Craft of Research* (Chicago: University of Chicago press, 1995), pp. 166-170 and 257.]

The act of Plagiarism refers not only to the citation of books and articles but also to personal interviews, the Internet, and all other sources of information. Students shall neither represent the work of another as their own nor in any way misrepresents either their own work or the work of another. The use of any source, whether of idea or paraphrase, shall be properly acknowledged. Any quotation, even of phrase, shall be marked by quotation marks or cited as a block quotation. Misrepresentation shall be avoided.

Plagiarism is a serious offense. Should an instructor ascertain that plagiarism has been committed, the instructor will first consult with the student and the academic dean before making a determination of the penalty. The first offense of plagiarism will be penalized either by the failure of the assignment (in case of a minor assignment) or by the failure of the course (in the case of a major assignment). In addition, in the case of plagiarism on a major assignment, the failure of the course will also lead to the student being placed on academic probation for the next semester of study (not including Jterm) regardless of resulting grade point average (GPA). A second offense, fully proven, will be penalized by dismissal from the seminary.

In relation to completing course work, a student found to have bought an academic course paper from or sold one to another source (e.g., person or reseller) normally will be penalized by dismissal from the seminary.

Plagiarism: An Example
"It is trickier to define plagiarism when you summarize and paraphrase. They are not the same, but they blend so seamlessly that you may not even be aware when you are drifting from summary into plagiarism, even when you cite the source."

Booth, Colomb, and Williams, *The Craft of Research*, p. 169.

Now consider how the previous paragraph would be plagiarized if it were too closely paraphrased:

It is harder to describe plagiarism when summary and paraphrase are involved, because while they differ, their boundaries blur, and a writer may not know that she has crossed the boundary from summary to paraphrase and from paraphrase to plagiarism

Regardless of intention, a close paraphrase is plagiarism, even when the source is cited. This paragraph, for instance, would count as plagiarism of that one (Booth, Colomb, and Williams, 169).