# TABLE OF CONTENTS

Letter from Dr. Stanley Olson and Dr. Kristine Stache .......................................................... 1

TEEM Program Description ...................................................................................................... 2
  Identifying TEEM Settings & Candidates ............................................................................. 2
  TEEM Program Steps in Candidacy ....................................................................................... 3

WTS TEEM Application Requirements .................................................................................. 5

WTS TEEM Curriculum .......................................................................................................... 6
  Recommended Sequence for WTS TEEM Courses ............................................................... 7
  WTS TEEM Intensives ........................................................................................................... 7
  WTS TEEM Online Courses ................................................................................................. 8

Tuition and Financial Aid Information ..................................................................................... 9

TEEM Field Experience ......................................................................................................... 10
  Clinical Pastoral Education (CPE) ...................................................................................... 10
  TEEM Internship ............................................................................................................... 10
  TEEM Pastor Mentoring ..................................................................................................... 11

Appendix .................................................................................................................................. 13
  A – WTS TEEM Course Descriptions .............................................................................. 13
  B – WTS TEEM Curriculum Checklist ............................................................................... 17
  C – WTS’s Twelve Pastoral Practices ................................................................................. 18
  D – Sample One-Year TEEM Pastor Mentoring Plan ......................................................... 19

# ACRONYMS USED IN THIS HANDBOOK

**ELCA**  Evangelical Lutheran Church in America

**CSM**  Congregational and Synodical Mission Unit

**WTS**  Wartburg Theological Seminary

**CPE**  Clinical Pastoral Education

**TEEM**  Theological Education for Emerging Ministries

**CAP**  Capacities Assessment Panel
Friends,

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

We are excited to have you in Wartburg’s 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. Wartburg 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 who have committed to service 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 walk with 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 the Wartburg commitment to being a worship-centered community of learning. Wartburg intends that the academic parts of the TEEM program should integrate smoothly and supportively with your ongoing ministry work. Your 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 and your mentor at any time. Wartburg learning is collaborative. You will be engaged with classmates, mentors, 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,

Stanley N. Olson

Kristine Stache
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.

TEEM candidates are people who have completed the Candidacy Application Process, including the required background check, 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 Congregational and Synodical and Mission Unit (CSM) of the ELCA. As the church accompanies TEEM candidates through their preparation process, regular, and open communication among partners is encouraged.

Candidates accepted into the TEEM program will prepare to meet the opportunities for ministry in the 21st century in emerging ministries, or 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
Emerging ministries and ministry settings without ordained pastoral leadership are without exception Word and Sacrament communities. An emerging ministry may be a new start 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, in order to inform an understanding of the ELCA. 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

As part of the Candidacy Process, the following components are included:

1. Initial Interview Panel
For applicants being considered for the TEEM program the Initial Interview is conducted by a panel. At least one member of the Candidacy Committee and the bishop serve on this panel. If the prospective candidate is a person of color, a representative from her or his ethnic community is invited to participate. The committee member leads the interview and then completes the initial interview report form, including a recommendation for the TEEM program.

The Initial Interview Panel will explore the applicant’s call to ordained ministry and assess whether the person meets the criteria established for admittance into the TEEM program. The panel will assist the applicant in understanding the process for entering into candidacy in the ELCA, including the expected timelines. The panel will also explain requirements for entrance, including a Background Check, a Psychological Evaluation, a Release Form and other components.

2. Entrance
A person who receives a positive recommendation from the Initial Interview Panel, completes the psychological evaluation, the background check, and all other application requirements, is scheduled for an Entrance Interview with the Candidacy Committee.

3. Acceptance into TEEM by the Congregational and Synodical Mission Unit
Following a positive Entrance Decision, the synod sends a copy of the complete candidacy file to the CSM unit along with a letter of recommendation from the bishop that identifies the specific ministry site for the candidate. CSM acts on the synod’s request. Written notification of the decision will be sent to the synod bishop. Candidates not admitted into TEEM may continue in candidacy and may choose to complete their educational requirements in a Master of Divinity program at a seminary.

4. Capacities Assessment Panel
After a candidate has been accepted into the TEEM Program, CSM, in consultation with the candidate’s synod and an ELCA seminary will convene a Capacities Assessment Panel.
Members of the Panel include:

- two ELCA seminary faculty members who have received the appropriate orientation and training (appointed by the seminary dean)
- the bishop’s designated staff person and/or a member of the synod Candidacy Committee
- A CSM representative
- A representative from their ethnic community, or for lay mission developers contracted by the synod, the area Mission Director.

The Capacities Assessment Panel will explore with the candidate her or his 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 Capacities Assessment Panel’s evaluation of a candidate’s competency for ordained 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 ordained 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 Capacities 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.

**5. 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 ordination. 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 WTS.

**6. Endorsement**

At the appropriate time, the Candidacy Committee will schedule an Endorsement Interview with the candidate. This is typically scheduled at about halfway through the preparation process.
7. Internship
The Candidacy Committee, in agreement with the candidate’s Capacities Assessment Panel, will determine the timing and nature of the internship. When the ministry served would be negatively affected by the candidate’s absence, an alternative internship model that provides a supervised learning opportunity at the candidate’s ministry site is preferable. All internship supervisors should receive appropriate supervisory training from the seminary. Internship handbooks will be provided by the Contextual Education Office following receipt of the internship registration form.

8. 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 intensives.

9. Approval and Assignment
Upon successful completion of the candidate’s program of study, the Capacities Assessment Panel acts 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. The Candidacy Committee follows the regular approval process. TEEM candidates participate in the Churchwide Assignment Consultation and are administratively assigned to the synod which has already identified a ministry setting. Forms and guidelines are available at www.elca.org/assignment.

WTS TEEM APPLICATION REQUIREMENTS

1) Application – Online link on following site (right side):
   http://www.wartburgseminary.edu/template_FutureStudents.asp?id=278
2) Official transcripts from all institutions of higher education (if applicable)
3) A copy of the letter from applicant’s bishop recommending him/her to the program
4) A copy of the letter from the ELCA accepting the bishop’s recommendation
5) A copy of the applicant’s positive entrance decision
6) A copy of the applicant’s CAP report
7) Two references:
   a) Applicant’s pastor
   b) Lay member from applicant’s congregation
8) Autobiography/Candidacy Essay

For more information or questions, please contact the Admissions office at WTS: admissions@wartburgseminary.edu or 1-800-CALLWTS
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. Typically two or three courses are taken each semester (fall and spring) and in the summer, in combinations of intensive courses (taken in residence at WTS) and online courses. Some of the course requirements may be met through previous education and/or experience, as determined by the TEEM Director in consultation with the candidate and WTS administrators. Candidates requesting consideration of previous coursework to meet TEEM requirements should submit to the TEEM Director 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 Credit or No Credit instead of a letter grade. *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. Please contact the WTS TEEM director to discuss alternative course selection.*

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

- 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 & Polity
- Preaching 1
- Preaching 2
- Lutheran Worship
- Educational Ministry
- Pastoral Care
- Contextual Ministry

Course descriptions for the courses can be found in Appendix A. 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.

Because pastoral identity is formed in lived community with others, WTS expects that TEEM students will complete at least half of their course requirements on campus.

In addition to the sixteen courses, Wartburg’s TEEM curriculum includes:

- Mentoring in partnership with home synod
- One unit of Clinical Pastoral Education (CPE)
- Internship
Recommended Sequence for WTS TEEM Courses

Recommended for EARLY 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 (need not be taken in sequence)
- Lutheran Confessions and Mission
- Preaching 1 & 2 (must be taken in sequence; both a Bible course and a Systematic Theology course are recommended for completion prior to Preaching 1)
- Hebrew Bible 1 & 2 (recommended, 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

Additional Recommendations/Information:
- CPE typically follows Internship and synodical endorsement

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. Some of that work may be done online.

Intensives are offered several times annually, a weekend in the fall, one week 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 events.

What do I need to bring to an intensive?
On-campus housing is provided and includes linens and towels. All rooms have either private baths or shared baths in a private hallway. There is also a meal plan available.

Expected dress is professional-casual and temperature/weather appropriate. Students are encouraged to bring a jacket or sweater for use in classrooms they may find to be uncomfortably cool.
What about computers?
Wired 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 campus was wired for wireless internet during the spring of 2009. Wireless access is not campus-wide but students will find it widely available. 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?
Students will need to have a recent-model PC (personal computer) or laptop computer installed with Internet Explorer. Courses that require students to view other media will provide instructions for downloading necessary “players” for that media.

How does an online course operate?
All WTS online courses (for both degree and certificate programs) use the online course delivery system known as Moodle found at the website http://wartburgseminaryonline.net. Students who enroll for an online course are registered as “users” on the WTS site and with the key code provided by WTS staff (2 weeks prior to the course), students can self-enroll for the particular course. To access the website content, students must sign in with their user ID and password. Courses are organized by term. TEEM courses are designated with TMxxx course number prefix. All course information and assignments are found on, and posted to, the course website.

Assistance using the Moodle online platform site will be provided by WTS MoodleSupport who can be reached by email at moodlesupport@wartburgseminary.edu or by phone at 563-589-0220.

What if I don’t know much about computers or working online?
Fear not! Help is available. For questions about course curriculum, assignments or other matters pertaining to coursework, the course instructor is your best resource. For questions and concerns about using Moodle, please contact WTS MoodleSupport by email at moodlesupport@wartburgseminary.edu or by phone at 563-589-0220. Each WTS online course includes a Moodle Guide.
**TUITION AND FINANCIAL AID INFORMATION**

**What are the tuition and fees for the WTS TEEM program?**
Tuition for the current academic year is the same as a one credit Master’s Level Course. Additional costs:
- $100 technology surcharge for each online course (to offset the expense of providing online courses). Note: this fee is in addition to the per-course tuition rate.
- The Internship fee is the same as tuition for one course.

**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 WTS TEEM program include transportation, food, and lodging expenses incurred through enrollment in on-campus courses. CPE may require additional tuition/fees payable to the host institution or program.

**How is payment made?**
Payment for each course is made upon registration for each course. WTS accepts payment of all types, including online credit card payments. 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 and congregations is also deposited into the account of the student on whose behalf the aid is given.

**Is financial aid available?**
Because the WTS TEEM curriculum is a non-degree certificate program pursued on a part-time basis, TEEM students are not eligible for most types of federal or institutional financial aid and are therefore not required to complete financial aid forms.

TEEM candidates are encouraged to seek financial aid from synods, congregations, and other partners in their candidacy process. The WTS Mission Support office will assist TEEM candidates in connecting with synods, congregations, and other partners who might offer financial aid for theological education. For more information contact the office of Mission Support at 563-589-0336.
**TEEM Field Experience**

**Clinical Pastoral Education (CPE)**
Clinical Pastoral Education 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.

Typically CPE occurs in a clinical setting, such as a general medical hospital, psychiatric hospital or correctional institution. Some congregational-based 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. TEEM candidates are encouraged to inquire about congregational-based CPE programs.

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.

**Internship**
The WTS Contextual Education office has prepared a separate TEEM Internship Handbook. This section of this handbook provides just a brief overview of TEEM internship.

The WTS TEEM Internship Handbook will be provided to TEEM candidates upon request. (The TEEM Internship Handbook is also available on the Seminary website as a PDF.)

Internship for TEEM students begins soon after 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 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 Sacraments 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, CAP’s 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 the one they regard as their pastor for ordination to that office and that 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.

**TEEM Pastor Mentoring**

Integral to the entire TEEM candidacy process is the role of the pastor mentor. WTS recommends 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. WTS has 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.

<table>
<thead>
<tr>
<th><strong>Pastor Mentor</strong></th>
<th><strong>Internship Supervisor</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>--Relates to candidate throughout process</td>
<td>--Relates to candidate during internship</td>
</tr>
<tr>
<td>--Formal evaluation not part of the role</td>
<td>--Formal evaluation essential to the role</td>
</tr>
<tr>
<td>--Shapes the <em>being</em> of the pastor*</td>
<td>--Shapes the <em>doing</em> of the pastor*</td>
</tr>
</tbody>
</table>

* 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, WTS strongly recommends 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.

WTS requests that TEEM candidates provide the seminary (TEEM director) with the names and contact information of their pastor mentors.

Included in this handbook, are the Twelve Pastoral 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 of these materials are supplied to WTS TEEM pastor mentors, along with resources mentioned above. In addition, WTS provides a complimentary copy of Mentors As Instruments of God's Call: Biblical Reflections, by Justo L. González, to all pastor mentors.

Mentors and TEEM students may also to 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.
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.

Hebrew Bible 1 and 2 can be taken in any order. This course meets the Hebrew Bible 1 requirement for Wartburg’s TEEM program.

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.

Hebrew Bible 1 and 2 can be taken in any order. This course meets the Hebrew Bible 2 requirement for Wartburg’s TEEM program.

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 will include an additional 3 week mini unit on Revelation which is required for TEEM students and optional for all other students.**

This course meets the New Testament 1 requirement for Wartburg’s TEEM program.

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 meets the New Testament 2 requirement for Wartburg’s TEEM program.

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).

This course meets the Church History requirement for Wartburg’s TEEM program.
**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.

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

**TM041 SYSTEMATICS 1: FUNDAMENTALS OF CHRISTIAN THEOLOGY & 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. [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.

**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. [Available Online Only]

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.

**TM051 ETHICS IN LUTHERAN PERSPECTIVE**
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. [Available Online Only]

This course meets the Lutheran Ethics requirement for Wartburg's TEEM 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. [Available On-Campus Only]

This course meets the Lutheran Leadership, Ecclesiology, & Church Polity requirement for Wartburg's TEEM 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. [Available On-Campus Only]

Prerequisites for Preaching 1 include at least 1 Bible course and 1 Theology course. Preaching 1 must be taken before Preaching 2. This course meets the Preaching 1 requirement for Wartburg’s TEEM program.

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. [Available On-Campus Only]

Students must have taken Preaching 1. This course meets the Preaching 2 requirement for Wartburg’s TEEM program.

TM065 FUNDAMENTALS 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. [Available On-Campus Only]

This course meets the Lutheran Worship requirement for Wartburg’s TEEM program.

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.

This course meets the Educational Ministry requirement for Wartburg’s TEEM program.

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. [Available Online Only]

This course meets the Pastoral Care requirement for Wartburg’s TEEM program.

TM081W-3 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).

This course meets the Pastoral Care requirement for Wartburg’s TEEM program.

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. [Available Online Only]

This course meets the Contextual Ministry requirement for Wartburg’s TEEM program.

**TM091-2 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. [Available Online Only]

This course meets the Contextual Ministry requirement for Wartburg’s TEEM program.

**TM091-3 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. [Available Online Only]

This course meets the Contextual Ministry requirement for Wartburg’s TEEM program.

**TM091-4 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. [Available Online Only]

This course meets the Contextual Ministry requirement for Wartburg’s TEEM program.
## WTS TEEM Curriculum Checklist

<table>
<thead>
<tr>
<th>TEEM Requirement</th>
<th>Next Offered</th>
<th>Course Format</th>
<th>Complete</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hebrew Bible 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hebrew Bible 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Testament 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Testament 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Church History</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lutheran Confessions &amp; Mission</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Systematic Theology 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Systematic Theology 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lutheran Ethics</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lutheran Leadership, Ecclesiology, &amp; Church Polity</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preaching 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preaching 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lutheran Worship</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Educational Ministry</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CPE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internship</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentoring Info sent to TEEM Office</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Appendix C

**WTS’S TWELVE PASTORAL PRACTICES**
The Outcomes Expectations of Wartburg – Formed Valued Leaders for God’s Mission

- **Practice of Being Rooted in the Gospel**: Articulates the Gospel in a way that is heard as Gospel. Is publicly Lutheran and Gospel-centered.
- **Practice of Missio Dei in Word and Sacrament**: Is grounded in Word and Sacrament as the means by which God creates and forms community (koinonia) for God’s mission (diakonia) in the world. Exercises faithful worship preparation and evangelical preaching.
- **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.
- **Practice of Ecclesial Partnership**: Displays a healthy sense of connectedness with the whole church. Fosters partnership with the ELCA and ecumenical openness.
- **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 non-anxious in the face of ambiguity.
- **Practice of Curiosity**: Is fundamentally curious, employing creativity in the use of language. Is open to grow beyond current perspectives and willing to pursue learning with intellectual depth.
- **Practice of Pastoral Concern**: Loves God’s people with a “pastor’s heart,” demonstrating a generous spirit in relating to others. Maintains a clear sense of pastoral identity and desire for excellence in pastoral ministry.
- **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, and setting healthy boundaries.
- **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.
- **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.
- **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.
- **Practice of Sensitivity to Cross-Cultural and Global Dimensions**: Is sensitive to multicultural issues and religious pluralism in the context of globalization. Understands the inclusive character of the Christian Gospel.
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