



Canadian
Association
of
Lutheran
Congregations

The Shepherd's Pathway to Ministry

CALC
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The Shepherd's Pathway

CALC's mandate includes assisting member congregations to train and discipline an ordained ministry for the administration of the Means of Grace. CALC's Shepherd's Pathway to Pastoral Ministry ("***Shepherd's Pathway***") is the program approved by our congregations by which CALC's future pastors are trained. The Shepherd's Pathway is a congregationally driven program. Candidates for the pastoral ministry hear their call to ministry and take their training while a member of a CALC congregation. The program is summarized below.

Program Qualifications & Goals

The Shepherd's Pathway establishes qualifications for Ministers of Word and Sacrament and states goals and targets that the Candidate for ministry must achieve in order for the Candidate to be ordained to the Ministry of Word and Sacrament. Information on the qualifications for entry into the program and the program's goals and learning outcomes are found in Schedule 1 below.

Our Seminary

The Institute of Lutheran Theology (ILT) of Brookings, SD, USA, is CALC's seminary. ILT is an accredited seminary which utilizes online video conferencing to create a virtual classroom. ILT's virtual campus allows a Candidate to train for ministry without leaving home. All theological training for the Shepherd's Pathway can be completed at ILT.

ILT's website may be accessed at this address: <https://www.ilt.edu/>

ILT's latest Academic Catalog may be accessed at this address:

https://issuu.com/instituteoflutherantheology/docs/2020_03_27_academic_catalog_final/1?ff

God's Call & the Candidate's Awareness of the Call

The office of ordained ministry, defined by our Lutheran Confessions as "the ministry of teaching the gospel and administering the sacraments" (Augsburg Confession, Article V), has been instituted by God. Men and women are ordained to the ministry of word and sacrament because they have been called by God and God's call has been affirmed by the call of a congregation.

The Inner Call: CALC affirms that an individual's call from God to the pastoral ministry has an internal dimension. Candidates for the pastoral ministry become aware of their gifts and God's call in various ways. Some become aware in a critical moment in life. Some are urged by others in the church to consider their call. Some struggle for years with their call and their circumstances. When this internal call is sensed, the candidate, his/her spouse, pastor, home congregation and CALC engage in a cooperative process aimed at discerning whether the Candidate is receiving a call from God to the Ministry of Word and Sacrament.

The Divine Call: We believe, trust and confess that the act of choosing, electing or appointing a man or a woman to the office of the Ministry of Word and Sacrament is referred to as "the divine call." The divine call is much more than an inner conviction or belief held by a man or woman that God wants him or her to be a pastor. The inner conviction does not make that man or woman a pastor; rather, it is the external election or call of the church that makes any man or woman a pastor. Without the mediation of a call by a congregation, a man or woman serving as a pastor would be engaged in self-appointed service to God and that can be a form of idolatry. Only the Apostles and the Prophets received an immediate call from God Himself. Pastors are neither Apostles nor Prophets; their call is mediated through the congregation. It is a congregation, acting in obedience to the will of God, who has the command from God to call qualified men and women to the Ministry of Word and Sacrament. A call to a public ministry of Word and Sacrament cannot be accepted by the Candidate out of a spirit of voluntarism, a sense of familial duty or obligation, a desire to achieve social justice, a desire for self-fulfillment, and/or a desire for intellectual attainment. The call of God binds the pastor to obedience to God's will. help in the process of discernment of the Candidate's call.

Discernment of the Pastor's Heart

When this internal call is expressed, the Candidate, his/her spouse, pastor and home congregation engage in a cooperative process which occurs over a 40 day period using a resource entitled: "*40 Days of Discernment – Wrestling With God's Call to Become a Shepherd.*" The devotional readings help the Candidate to discern the qualities of, or the 'heart of,' a pastor. An electronic copy of the 40 Days of Discernment.

If, upon completion of the 40 Day Discernment process, the Candidate demonstrates the qualities of, or the "heart" of, a pastor, the next step involves the discernment of the candidate's readiness for formal theological training. Candidate's for

seminary training ideally should demonstrate a strong Lutheran identity and have a deep desire to serve as a pastor according to the Lutheran Tradition.

Assessing Readiness for Training

The ideal Candidate for the pastoral ministry is a member of a CALC congregation who has formed a strong Lutheran identity. A Candidate with a strong Lutheran identity has typically been raised in the Lutheran Church, that is, baptized as a child or infant, attended Sunday School, successfully completed a Confirmation program and thereafter has been an active member of a Lutheran congregation and has served as a congregational leader. A Candidate is considered an active member if he/she regularly and consistently: attends worship; participates in Bible study and other opportunities for Christian education; regularly participates in activities which promote maintenance of the congregation's property and/or fellowship among congregants; and participates in the mission and outreach activities of the congregation. Leadership in the congregation includes: taking an active role in worship (as liturgist, lector, Communion assistant, sacristan, preacher, and/or leadership role in the congregation's music ministry); serving on congregational council or a committee thereof; serving as a Sunday School teacher/superintendent or youth group leader; Bible study leader, serving as a volunteer coordinator; and/or taking a leadership role in the mission and outreach activities of a congregation.

A Candidate who was raised in another Christian denomination who has been an active member of a Lutheran congregation for at least five (5) years and has taken a leadership role in said congregation, as those terms are defined above. Our congregations are free to consider a Candidate who does not come from a Lutheran background or has not been a member of a Lutheran congregation for five years. The congregation must carefully consider the following factors in assessing the aptness of a Candidate for ministry in a Lutheran congregation: the candidate's faith journey, familial background, work experience, church membership, experience in church leadership, and educational training. Attention must be given to the development and formation of the candidate's Lutheran identity through a combination of theological training and mentorship by a seasoned Lutheran pastor.

Application for Entry Into the Program

The Candidate completes an application for entry into the Shepherd's Pathway to Pastoral Ministry. The application is designed to elicit detailed information relating to the Candidate's faith journey, church membership and participation, leadership experience, academic background and employment history. The application, plus all supporting documents, are submitted to CALC's Pastoral Personnel Director. The application is available at the following address:

<https://www.cognitofirms.com/CanadianAssociationOfLutheranCongregations/ApplicationForEntryIntoCALCsShepherdsPathway>

Educational Pathway

Following the processing of the application by CALC, the Candidate, mentoring pastor and CALC's Pastoral Review Panel (PRP) will work together to discern the educational pathway to ministry to be followed on the Shepherd's Pathway. Information on the PRP is found in Schedule 4. The Candidate will embark on one of two educational pathways: (1) the traditional Master of Divinity track or the Pastoral Ministry Certificate track.

Pathway 1: Master of Divinity Degree (M-Div). The Master of Divinity program prepares persons for the office of public ministry of Word and Sacrament in the church of Jesus Christ. It requires 90 course credits, equivalent to three years of full-time coursework. In addition, students in the M. Div. must complete the equivalent of a one-year full-time internship. A more detailed description of the program, including, descriptions for the courses offered in ILT's M-Div program is attached hereto as Schedule 2.

Pathway 2: Pastoral Ministry Certificate (PMC). This twelve-course program is designed to prepare leaders with no prior theological training to successfully provide pastoral leadership for a congregation. Coursework in the Pastoral Ministry Certificate Program provides a solid introduction to Biblical interpretation, Lutheran theology, church history, and ministerial practice. A more detailed description of the program, including, descriptions for the courses offered in ILT's PMC program is attached hereto as Schedule 3.

Participation in Congregational Life

The Candidate, under the direction and supervision of his/her pastor, is encouraged to participate in congregational life, which may include occasionally preaching, teaching, leading a congregational program and/or visitation. In this way the Candidate applies what he or she has learned in class directly in the parish setting. The Candidate will meet periodically with the PRP to discuss the Candidate's educational progress.

Call & Ordination

Upon completion of the M-Div or PMC, and a congregation's determination that the candidate possesses the skill, aptitudes and abilities of a candidate for Pastoral Ministry as outline above, the candidate may be called to fulltime parish ministry and upon the acceptance of the congregation's call may be ordained.

A call issued by a CALC congregation to a candidate authorizes his/her ordination to the office of the Minister of Word and Sacrament. According to The Book of Concord (Kolb & Wengert Edition, page 341), *"it is necessary for the church to retain the right to call, choose and ordain ministers. This is a gift bestowed exclusively on the church, and no human authority can take it away from the church."*

An ordination is nothing more than a rite or ceremony confirming a pastor's call by a CALC congregation. The ceremony includes a public declaration by the called pastor to approve and subscribe to CALC's constitution and Confession of Faith. The ordination normally takes place in the congregation issuing the call. The elders and other members of the congregation have the right and freedom to ordain their pastor in a rite led entirely by the congregational members. Pastors and other laypersons (including the council members of the calling congregation) may be invited to participate in the service, which should include the laying on of hands (Acts 6:6). The laying on of hands is not restricted to clergy.

Following a candidate's ordination, the candidate's name will be entered on CALC's roster of pastors. The candidate may thereafter represent the calling congregation as the congregation's pastor delegate and be nominated for election as a member of CALC's National Council.

CALC's Participation. The ordination of a candidate by laying on of hands authorizes the candidate to take on the office of ministry in the calling congregation, however, the candidate may thereafter take a call to another congregation. The rite of ordination is therefore into the church universal. The ordination of a candidate into the church universal may be embodied by CALC's participation in the ordination through the participation of our President or other member of National Council in the service of ordination.

Pastor-in-Training Program

CALC Congregations are free to call a Pastor-in Training (PIT). A PIT is a candidate who is willing to engage in a course of study acceptable to CALC and the Congregation under the Shepherd's Pathway while serving in the congregation at the same time. A congregation calling a PIT congregation should consider the following guidelines.

Small Congregation: The ideal setting for the call of a PIT is a small congregation with access to retired or active CALC pastor(s) who could be called upon to supervise and mentor the candidate. The demands of a smaller congregation are such that allows time for study, parish work and family life for the candidate. The candidate (under the supervision and mentorship of a seasoned pastor and the training received through ILT) and the congregation can grow together in faith, life and numbers.

Succession Planning: The PIT model could be used in a congregation where the existing pastor is contemplating retirement. The incumbent pastor has agreed reduce his/her ministry incrementally over a three to five year period. The Pastor in Training would assume greater responsibility for congregational life each year until he/she would assume sole leadership of the congregation.

The Candidate.

The Ideal Candidate.

The ideal candidate for the PIT program is: a member of the calling congregation who has formed a strong Lutheran identity. A candidate with a strong Lutheran identity has typically been raised in the Lutheran Church, that is, baptized as a child or infant, attended Sunday School, successfully completed a Confirmation program and thereafter has been an active member of a Lutheran congregation and has served as a congregational leader. A candidate is considered an active member if he/she regularly and consistently: attends worship; participates in Bible study and other opportunities for Christian education; regularly participates in activities which promote maintenance of the congregation's property and/or fellowship among congregants; and participates in the mission and outreach activities of the congregation. Leadership in the congregation includes: taking an active role in worship (as liturgist, lector, Communion assistant, sacristan, preacher, and/or leadership role in the congregation's music ministry); serving on congregational council or a committee thereof; serving as a Sunday School teacher/superintendent or youth group leader; Bible study leader, serving as a volunteer coordinator; and/or taking a leadership role in the mission and outreach activities of a congregation.

Other Candidates.

CALC congregations are free to consider a candidate who was raised in another Christian denomination who has been an active member of a Lutheran congregation for at least five (5) years and has taken a leadership role in said congregation, as those terms are defined above. Our congregations are free to consider a candidate does not come from a Lutheran background or has not been a member of a Lutheran congregation for five years. The congregation must carefully consider the following factors in assessing the aptness of a candidate for ministry in a Lutheran congregation: the candidate's faith journey, familial background, work experience, church membership, experience in church leadership, and educational training. Attention must be given to the development and formation of the candidate's Lutheran identity through a combination of theological training and mentorship by a seasoned Lutheran pastor.

Structure of the Call and Supervision.

Bi-vocational Ministry/Allocation of Time: The PIT's ministry in a small congregation, or as part of a definite succession plan, is typically not a fulltime ministry. The PIT may have to hold a part-time job during the educational/training phase and potentially for the duration of the candidate's ministry in the congregation. The congregation and the PIT will have to structure the call so that the PIT is able to fulfill his/her obligations to his/her outside employer, make time for his/her family, devotional life, personal rest and refreshment, theological studies and pastoral ministry in the congregation. Even if the PIT is not required to hold an outside job, the PIT's letter of call must provide for the allocation time between family, personal time, study and ministry in the congregation.

Work-Study Program.

The candidate will be given an opportunity to actively engage in the simultaneous study for and the practice of pastoral ministry in a structured and supervised parish setting. He/she will given the opportunity to preach, teach, lead worship and provide pastoral care under the supervision of a seasoned pastor and a Lay Committee. The goal of the practical experience component of a candidate's theological education is to encourage, nurture, hone and develop his/her aptitude and proficiency in the following critically essential areas of pastoral ministry: preaching, worship leadership, teaching, pastoral care, evangelism and outreach, parish administration and the further development of their Lutheran identity.

Supervision/Evaluation.

The Pastor in Training should be actively supervised and mentored by a Supervising Pastor and a Lay Committee. The Supervising Pastor and the Lay Committee will assess the candidate's progress through written in-depth periodic evaluations. A midterm evaluation, assessing ministry for the first six months of ministry, should be completed before the end of said six month term. A yearend evaluation, assessing ministry for the first twelve months of ministry, should be completed before the end of said twelve month term. Thereafter, a midterm and yearend report must be submitted for each subsequent year of the term of the PIT call agreement. The Supervising Pastor should discuss his/her midterm and yearend evaluations with the candidate and both must sign each such evaluation prior to its submission to the church council and to CALC. The Lay Committee's midterm and yearend evaluations must be discussed with the candidate and must be signed by the candidate and the chair of the Lay Committee prior to submission of any evaluation to the church council and CALC. In order for the candidate to continue as PIT a positive evaluation must be given by the Supervising Pastor and the Lay Committee at the end of each twelve month term of the Pastor-in Training call. Written evaluation tools will be provided by CALC. The church council must also receive and approve the yearend reports of the Supervising Pastor and the Lay Committee.

Appointment of a Supervising Pastor.

The calling congregation must appoint a Supervising Pastor for oversight and evaluation of the candidate's ministry and the provision of mentorship for the candidate. The purpose of the Supervising Pastor's oversight and mentorship is to help the candidate to integrate academic learning into day-to-day ministry, provide guidance in sermon preparation, worship leadership, the administration of Sacraments, time management and provide practical advice and counsel with respect to the provision of pastoral care and parish administration. The Supervisor will also be engaged in the general evaluation of the candidate's ministry, and personal and professional growth through periodic meetings (in person and over the telephone) and through written, in-depth periodic evaluations.

Appointment of a Lay Committee.

The calling congregation's church council may appoint a three to five member Lay Committee. One member of the Lay Committee should be a member of the church council. The other members of the Lay Committee should act as representatives of the larger congregational community. These other members should, to the greatest extent possible, reflect the makeup of the calling congregation. The Lay Committee's purpose is to provide the candidate with feedback, encouragement and guidance with respect to his/her worship leadership, preaching, teaching, pastoral care and other

aspects of leadership in the congregation. The Lay Committee participates in evaluating the candidate's ministry and growth through feedback in scheduled monthly meetings with the candidate as well as by completing periodic written evaluations.

Pastor-in-Training Program and the PRP.

A congregation calling a pastor-in-training (PIT) may utilize the services of CALC's Pastoral Review Panel PRP. The PRP provides the candidate with feedback, encouragement and guidance with respect to his/her worship leadership, preaching, teaching, pastoral care and other aspects of leadership in the congregation. The PRP can assess the candidate's progress in the PIT program and aptness in the critical areas of: preaching, teaching, worship leadership, administration, pastoral care and evangelism. The calling congregation should provide the permanent members of the PRP with an audio or video tape of one of the candidate's sermons each month. A video or audio recording of a Bible study class and/or confirmation class should be recorded each month these classes are offered. The PRP participates in evaluating the candidate's ministry and growth through feedback in scheduled bi-monthly meetings with the candidate as well as by completing periodic written evaluations. The evaluation form will be provided by CALC.

Appointment of a Pastor Mentor.

The candidate will select, and the calling congregation's church council will approve the candidate's selection, of a Pastor Mentor. The Mentor Pastor should be an experienced local CALC pastor who walks alongside the candidate, prays with, supports and encourages the candidate through as much of the candidate's program as is possible. The Pastor Mentor may also help the candidate to cope with the academic rigor of the PMC or M-Div program, holding him/her accountable to all components of the program and provide a good listening ear as you deal with the challenges which arise during the continuing education process.

Coursework that Must be Completed Prior to Taking on the Position of Pastor in Training.

The candidate may actively serve in the congregation following the completion of what are designated Foundational Courses.

Pastoral Ministry Certificate (PMC) Pathway: The candidate may be licensed to preach regularly, baptize, confirm and commune upon completing the following three Foundational Courses in the PMC pathway: (1) **HST 321:** Luther and His Catechisms (3 Certificate Credits); (2) **PT 421:** Proclaiming God's Word. (3 Certificate Credits); and (3) **BT 221:** Principles of Biblical Interpretation. (3 Certificate Credits).

Master of Divinity (M-Div.) Pathway: The candidate may be licensed to preach regularly, baptize, confirm and commune upon completing the following three Foundational Courses of the M-Div pathway to: **BT 304:** Lutheran Biblical Interpretation (3 credits); **HST 341:** The Theology of Martin Luther (3 credits); and, (3) **PT 321:** Homiletics I (3 credits). Thereafter the M-Div candidate takes courses offered in the M-Div program that are equivalent to the nine additional of the PMC program. Upon the completion of the twelve courses the candidate can apply for and receive a Pastoral Ministry Certificate, receive a congregational call and be ordained. The candidate may thereafter continue to take the additional courses necessary to earn and receive an M-Div degree.

Transition in Leadership.

The congregational council of the calling congregation, in consultation with your Supervising Pastor, must provide for an orderly transition in primary pastoral leadership from the Supervising Pastor to the candidate. As the candidate completes more seminary courses and hones his/her critical pastoral skills, the congregational council will incrementally decrease the Supervising Pastor's general oversight over congregational life, pastoral duties and time spent on the candidate's supervision. The Lay Committee will continue to meet with the candidate monthly unless and until the congregational council sets other intervals for these meetings.

Ordination.

A call issued by a CALC congregation to a candidate authorizes his/her ordination to the office of the Minister of Word and Sacrament. The letter of call for the call of the Pastor-in-Training provides for the ordination of the candidate, if and when, the candidate earns a Pastoral Ministry certificate and receives the approval of his/her supervisors. According to The Book of Concord (Kolb & Wengert Edition, page 341), *"it is necessary for the church to retain the right to call, choose and ordain ministers. This is a gift bestowed exclusively on the church, and no human authority can take it away from the church."*

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laypersons (including the council members of the calling congregation) may be invited to participate in the service, which should include the laying on of hands (Acts 6:6). The laying on of hands is not restricted to clergy.

Following a candidate's ordination, the candidate's name will be entered on CALC's roster of pastors. The candidate may thereafter represent the calling congregation as the congregation's pastor delegate and be nominated for election as a member of CALC's National Council.

CALC's Participation. The ordination of a candidate by laying on of hands authorizes the candidate to take on the office of ministry in the calling congregation, however, the candidate may thereafter take a call to another congregation. The rite of ordination is therefore into the church universal. The ordination of a candidate into the church universal may be embodied by CALC's participation in the ordination through the participation of our President or other member of National Council in the service of ordination.

Manual.

An electronic copy of the PIT Call Package may be download from the RESOURCES page of CALC's Website.

SCHEDULE 1 -QUALIFICATIONS FOR ENTRY INTO THE PROGRAM & GOALS & LEARNING OUTCOMES

CALC's mandate as a church body is to assist Member Congregations on the roster of this Association to train and discipline an ordained ministry for the administration of the Means of Grace. The Shepherd's Pathway to Pastoral Ministry ("Shepherd's Pathway") is the program, approved by our congregations, by which CALC's future pastors are trained. The qualifications for a candidate's entry into the Shepherd's Pathway and the program's learning goals are described below.

A. Shepherd's Pathway - A Candidate's Qualifications.

Scriptural Qualifications of a Pastor.

In his letter to Titus 1:5-9 and to Timothy 3:1-7, Paul spoke of the qualifications of the elder (pastor) of the congregation. The elder must be: a believer, a good spouse and the parent of good and believing children. The elder must not be overbearing, quick-tempered, given to excesses in drinking and/or dishonest in business and personal life. The elder should be hospitable, good, upright, self controlled and disciplined. The elder must also have a good grasp of the scriptures and the fundamentals of faith so that, through the elder's teaching, preaching and ministrations, the people of God are built up in their faith and those who oppose sound doctrine are soundly refuted. A church member found worthy of the high office of elder was conferred the office by the other elders laying hands on the candidate. Any candidate for call as a parish pastor must possess these attributes.

Personal Qualifications of the Candidate.

A pastor of a CALC congregation shall be a person who:

- (1) Accepts and adheres to CALC's Confession of Faith (Article 3) and Statement of Purpose (Article 5) of our constitution.
- (2) Possesses the personal qualifications described in 1 Timothy 3:1-7 and Titus 1:5-9;
- (3) Possesses the academic training and/or professional and personal experience necessary to fulfill the terms of the call to pastoral ministry (or is willing to engage in a course of study acceptable to CALC and the Congregation in order to attain the same); and,
- (4) Demonstrates a commitment to Christ.
- (5) Accepts and adheres to the Scriptures as the divinely inspired, revealed, and inerrant Word of God, and joyfully submits to this as the only infallible authority in all matters of life and faith.
- (6) Show willingness and ability to serve in response to the needs of the church.
- (7) Strives in life and conduct to be above reproach.

Whether a candidate meets the qualifications described in Subparagraphs (1), (3) and (5) above will be revealed as the candidate receives academic instruction and mentorship. However, the home congregation's council and congregational members can assess the following, at the time the candidate's application to enter the Shepherd's Pathway is submitted, specifically whether the candidate:

- demonstrates a commitment to Christ;
- serves in response to the needs of the church;
- is a godly spouse and parent if applicable;
- is seen as a person of integrity and sobriety within the church and by outsiders; and
- strives to live a life of integrity informed by his/her Christian faith.

The sponsoring congregation's council and the congregation must be satisfied that the candidate meets these requirements.

B. Shepherd's Pathway - Program Goals and Outcomes.

Pastoral Gifts, Skills, Aptitudes and Abilities:

The goal of the Shepherd's Pathway is to encourage, nurture, hone and develop your aptitude and proficiency in the following critically essential areas of pastoral ministry: preaching, worship leadership, teaching, pastoral care, evangelism and outreach. The specific goals for each said area of pastoral ministry are set out below.

Preaching: The candidate should be an apt, engaging and inspiring preacher. His/her preaching should rightly distinguish between the Law and the Gospel in the subject text and reflect the theology of the cross. His/her proclamation should reflect adequate exegetical preparation and is delivered in an appropriate and effective way.

Teaching: The candidate should be an apt, engaging and inspiring teacher. He/she should be able to conduct adult and youth Bible study and Christian education classes, Confirmation classes. His/her teaching should be undergirded by the Theology of the Cross.

It is critical that pastors have a solid biblical foundation and can apply the truth of Scripture to life in teaching and preaching. God's Word is given to us to reveal truth, and a personal commitment to the study of the Bible is crucial for the pastor. As part of the Lutheran community we want to know that our pastors understand the Reformation and Lutheran theology as expressed in the Book of Concord.

It is important for pastors to have a good grasp of these principles: The five solas of the Reformation: Christ alone, faith alone, scripture alone, grace alone and the cross alone; The proper distinction between Law and Gospel in preaching, teaching and pastoral care; and the ability to consistently address issues of faith and life without confusion or contradiction.

Worship Leadership: The candidate should be an apt, engaging and inspiring worship leader. He/she should be able to conduct contemporary Lutheran and traditional Lutheran worship services. To “conduct worship” is to organize and carry out worship (specifically to take certain roles in worship and coordinate with others to facilitate worship). He/she should be thoroughly familiar with and able to conduct services of Holy Communion, Services of the Word, a Baptismal service, Service for Affirmation of Baptism (Confirmation); Services for Individual and Corporate Confession and Absolution, Lutheran wedding services, Lutheran funeral services, and the Service of the Word for Healing. He/she should be thoroughly familiar with the Church/Liturgical Year and how to conduct services during Advent, Christmas, Epiphany, Lent, Easter, Pentecost, the Sundays After Pentecost through to Christ the King Sunday.

Pastoral Care: The candidate should be an apt and gentle shepherd of the flock God has entrusted to him/her. Shepherding involves protection, tending to needs, strengthening the weak, encouragement, feeding the flock, making provision, shielding, refreshing, restoring, leading by example to move people on in their pursuit of holiness, comforting and guiding. Shepherding involves regularly visiting shut-ins and those hospitalized. Shepherding includes preparing families for the baptism of their children, preparing adults for baptism, and preparing couples for marriage. Shepherding also includes reassuring and comforting the dying with Jesus’ words of comfort as they pass from this world to the next and comforting, consoling and encouraging those left behind. Shepherding also includes building and maintaining relationships with congregants by regularly visiting congregational members.

Evangelism Outreach: The candidate should be an apt and effective evangelist and spokesperson for the Church and his/her congregation. He/she should demonstrate an ability to coordinate the efforts of the members of a congregation for evangelism and outreach into the community surrounding your congregation and beyond.

Administration: The candidate should be an apt and effective administrator which includes keeping accurate membership records including baptisms, confirmations, marriages, burials and communicants. Administration also includes encouraging and empowering, through God’s Word, every Christian as a spiritual priest to work for mutual edification, each in his or her own station and in accordance with the opportunity and gifts which God has bestowed upon him or her. Administration also includes the installation of members of church council in public worship; encouraging qualified persons to prepare for the pastoral ministry and encouraging the members to be generous in support of the ministry of the host congregation and the Church.

The sponsoring congregation is heartily encouraged and admonished to look up and discuss the following Scriptural references:

Theology: Ephesians 6:10-18, Hebrews 4:12, I Peter 1:22-23, II Timothy 4:3

Morality: Romans 6, Philippians 1:27, Colossians 1:9-14, I Timothy 3:1-10, Ephesians 4:25- 27.

Faith: Romans 10:8-10 & 17, I Corinthians 13:13, II Corinthians 8:7, Colossians 1:1-6, James 2:14-17.

Practice: II Corinthians 5:18, II Timothy 4:3-5, Ephesians 4:25-27, Matthew 5:33-37, Matthew 20:25-28, Mark 6:31, Philippians 2:1-11.

SCHEDULE 2- MASTER OF DIVINITY (M.DIV.)

The Master of Divinity program prepares persons for the office of public ministry of Word and Sacrament in the church of Jesus Christ. It requires 90 course credits, equivalent to three years of full-time coursework. In addition, students in the M. Div. must complete the equivalent of a one-year full-time internship.

Program Learning Outcomes

After completing this program, students will:

- Know how to draw the ministry of Word and Sacrament from the Holy Scriptures as centered in Jesus Christ.
- Learn, analyze, and assess the doctrine and history of the church and its teachers in order to distinguish God's law and gospel in proclamation, teaching, and pastoral care.
- Know how to analyze and assess the context of ministry in the world in order to aptly communicate the gospel in proclamation, teaching, and pastoral care.
- Be able to analyze and appraise theological formulations in a spirit of openness and mutual respect.

Denominational Endorsement and Certification for Ordination

Endorsing students who are preparing for ministry and certifying them as qualified for ordination are the responsibility of the student's denomination. The Institute of Lutheran Theology cooperates with the denomination in this process.

Admission Requirements

- Completion of a bachelor's degree from an accredited institution, or in special cases, an equivalent preparatory experience.
- Completion of the online application for the Master of Divinity degree.
- Three letters of recommendation from individuals such as pastor, employer professor or other professional relationship (these are available in the online application).
- Official transcripts from all post-secondary institutions. Applicants are required to have their official transcripts sent directly to the Office of Admissions from all the institutions attended. Transcripts must demonstrate a minimum GPA of 2.50 on a 4.00-point scale or equivalent (applicants with a GPA of less than 2.50 may be admitted on Academic Probation).
- Applicants whose native language is not English are required to submit a score from the Test of English as a Foreign Language (TOEFL) or from the International English Language Testing System (IELTS) that is not more than two years old. Normally, minimum acceptable scores for the TOEFL are 26 on the speaking section and 24 on the writing section. Minimum acceptable scores on the IELTS are 8 on the speaking section and 6.5 on the writing section. Please request that your score be sent to ILT. ILT's DI Code for the TOEFL is 5745. More information concerning TOEFL can be accessed at the Education Testing Services website: <http://ets.org>. Information regarding the IELTS can be found at <https://www.ielts.org>.
- Completion of the Theology and Ministry Questionnaire
- Pass the Bible Proficiency Exam with a score of at least 60%.
- Application fee: \$50 (non-refundable)
- Copy of official photo ID.
- An admissions interview with the Director of Admissions.

Courses

Students in the Master of Divinity program choose one of two tracks. The Biblical Theology Track (BT) gives somewhat more emphasis to Biblical languages and study of the Bible. The Doctrinal Theology Track (DT) gives somewhat more emphasis to historical and systematic theology. Both tracks provide a comprehensive foundation for pastoral ministry. A list of the courses for both programs are found below. For course descriptions please consult ILT's Academic Calendar at: https://issuu.com/instituteoflutherantheology/docs/2020_03_27_academic_catalog_final/1?ff

Internship

In addition to the completion of 90 Credit Hours of course work, the Master of Divinity student is required to take and complete a 12 month full-time supervised internship.

Internship is a formal partnership between a Master of Divinity student, a congregation, and a supervising pastor for the student's education and maturation as a pastor of Christ's church. A successful internship is a requirement of ILT's Master of Divinity degree.

- A student is normally eligible for internship after having completed a minimum of 30 hours of coursework.
- ILT maintains a list of congregations that have expressed an interest in having an intern. Students should consult with the Dean of Academic Affairs for information regarding possible internship sites. Students may also arrange for their own internship sites. All intern supervisors must complete an application with ILT and be approved by the faculty.

Tuition.

The tuition fee for each of the courses listed below is calculated as follows:

Base tuition fee per course : 3 Credit Hours x \$417.00 per credit hour = 1,251.00	1,251.00
Application Fee (each semester)	55.00
Registration Fee (each semester)	55.00
Library Fee (each semester)	55.00
Technology Fee (each semester)	55.00

Tuition is paid by the student in Canadian Funds. A Canadian Charity typically pays the currency exchange for CALC students.

M.Div. – Biblical Theology Track (BT)

Emphasis Courses (9 credits)

BT 501 Elements of Greek500 Introduction to New Testament Greek

BT 503: Lutheran Exegetical Method (requires BT 5001)

BT 505: Readings in New Testament Greek Reading Koine Greek (requires BT 5001)

BT 508: Biblical Hebrew

Biblical Theology (24 credits)

BT 504: Lutheran Biblical Interpretation

BT 511: Pentateuch and The Histories

BT 530: Wisdom and The Prophets

BT 561: The Gospels (requires BT 5001)

BT 565 Epistles and the Formation of the New Testament (requires BT 5001)

BT 566: Paul and His Legacy (requires BT 5001)

One Old Testament elective:

BT 600-659

One New Testament elective:

BT 661-699

Historical and Systematic Theology (24 credits)

HST 501: History of Christian Thought I: Origins to 1500

HST 502: History of Christian Thought II: Reformation (requires HST 501)

HST 613: History of Christian Thought III: 1700-1900 (requires HST 502)

HST 601: Creation and the Triune God (requires HST 613)

HST 602: Christology (requires HST 601)

HST 603: Church, Spirit and the Two Kingdoms (requires HST 602)

HST 655: The Lutheran Confessions (requires HST 502)

And one elective chosen from the following:

HST 505: History of the Lutheran Church (requires HST 502)

HST 614: Twentieth Century Theology (requires HST 613)

HST 643: The Theology of Martin Luther (requires HST 501)

Ethics and Philosophy of Religion (12 credits)

EPR 501: Faith, Knowledge, and Reason

EPR 510: Ethics in Lutheran Perspective

And two electives chosen from the following:

EPR 511: Bioethics

EPR 520: Theology and World Religions

EPR 571: Religious Interpretation of Films

EPR 602: Critical Reasoning for the Theologian (requires EPR 501)

EPR 603: Philosophy of Religion (requires EPR 602)

EPR 612: Christian Sexual Ethics

EPR 681: Theology and Science

Pastoral Theology (21 credits)

PT 501: Pastoral Care I

PT 502: Pastoral Care II (requires PT 501)

PT 503: Pastoral Care III (requires PT 502)

PT 504: Parish Administration

PT 505: The Teaching Shepherd

PT 511: Theology and the Practice of Worship

PT 521: Homiletics I

PT 522: Homiletics II (requires PT 521)

PT 523: Homiletics III (requires PT 522)

And one Pastoral Theology elective:

PT 560-699

Internship

PT 691 Internship

Total: 90 Credits

M.Div. – Doctrinal Theology Track (DT)

Emphasis Courses (9 credits)

BT 501: Elements of Greek

EPR 501: Faith Knowledge and Reason

EPR 510: Ethics in Lutheran Perspective

EPR 602: Critical Reasoning for the Theologian (requires EPR 501)

Biblical Theology (21 credits)

BT 504: Lutheran Biblical Interpretation

BT 511: Pentateuch and The Histories

BT 530: Wisdom and The Prophets

BT 561: The Gospels (requires BT 501)

BT 565: Epistles and the Formation of the New Testament (requires BT 500)

BT 566: Paul and His Legacy (requires BT 501)

And one course chosen from the following:

BT 600 - 699: Old or New Testament elective

Historical & Systematic Theology (30 credits)

HST 501: History of Christian Thought I: Origins-1500

HST 502: History of Christian Thought II: Reformation (requires HST 501)

HST 505: History of the Lutheran Church (requires HST 502)

HST 613: History of Christian Thought III: 1700-1900 (requires HST 502)

HST 601: Creation & the Triune God (requires HST 613)

HST 602: Christology (requires HST 601)

HST 603: Church, Spirit, and the Two Kingdoms (requires HST 602)

HST 614: Twentieth Century Theology (requires HST 613)

HST 643: The Theology of Martin Luther (requires HST 501)
HST 655: The Lutheran Confessions (requires HST 502)

Ethics and Philosophy of Religion (9 credits)

Three courses chosen from the following:

EPR 520: Theology and World Religions
EPR 571: Religious Interpretation of Films
EPR 603: Philosophy of Religion (requires EPR 602)
EPR 612: Christian Sexual Ethics
EPR 681: Theology and Science

Pastoral Theology (21 credits)

PT 501: Pastoral Care I
PT 502: Pastoral Care II (requires PT 501)
PT 503: Pastoral Care III (requires PT 502)
PT 504: Parish Administration
PT 505: The Teaching Shepherd
PT 511: Theology and the Practice of Worship
PT 521: Homiletics I
PT 522: Homiletics II (requires PT 521)
PT 523: Homiletics III (requires PT 522)

And one Pastoral Theology elective:

PT 560-699

Internship

PT 691 Internship

Total: 90 Credits

SCHEDULE 3- PASTORAL MINISTRY CERTIFICATE (PMC)

This twelve-course program is designed to prepare leaders with no prior theological training to successfully provide pastoral leadership for a congregation. Coursework in the Pastoral Ministry Certificate Program provides a solid introduction to Biblical interpretation, Lutheran theology, church history, and ministerial practice.

Program Learning Outcomes

Students will gain:

- Competency in their chosen area of congregational pastoral service.
- The ability to articulate issues in theology in the areas of pastoral service.
- The tools to discern God’s Word as Law and Gospel.
- The ability to engage in responsible pastoral services at the congregational level.

Admission Requirements

- Completion of the online application.
- Proof of completion for secondary education and transcripts from any post-secondary schools.
- A letter of recommendation from a pastor.
- Applicants whose native language is not English are required to submit a score from the Test of English as a Foreign Language (TOEFL) or from the International English Language Testing System (IELTS) that is not more than two years old. Normally, minimum acceptable scores for the TOEFL are 26 on the speaking section and 24 on the writing section. Minimum acceptable scores on the IELTS are 8 on the speaking section and 6.5 on the writing section. Please request that your score be sent to ILT. ILT’s DI Code for the TOEFL is 5745. More information concerning TOEFL can be accessed at the Education Testing Services website: <http://ets.org>. Information regarding the IELTS can be found at <https://www.ielts.org>.
- Application Fee: \$50 (nonrefundable).
- Copy of an official photo identification.
- Admissions Interview (The admissions interview may be conducted in person, by telephone, or by interactive video conference. The interview will be conducted by a representative from the Institute of Lutheran Theology.)

Tuition. The tuition fee for each of the courses listed below is calculated as follows:

Base tuition per course: 3 Credit Hours x \$390.00 per credit hour =	1,170.00
Application Fee (each semester)	55.00
Registration Fee (each semester)	55.00
Library Fee (each semester)	55.00
Technology Fee (each semester)	55.00

Tuition is paid by the student in Canadian Funds. A Canadian Charity typically pays the currency exchange for CALC students.

Required Courses:

BT 221 Principles of Biblical Interpretation	PT 401 Pastoral Theology and Care
BT 311 Old Testament Theology and History (requires BT 221)	PT 411 Lutheran Worship
BT 321 New Testament Theology and History (requires BT 221)	PT 421 Proclaiming God’s Word
EPR 241 Christian Apologetics	Two of the following three course options.
HST 201 Systematic Theology	HST 301 History of the Early Christian Church
HST 321 Luther and His Catechisms	HST 302 History of the Medieval and Reformation Christian Church
HST 331 Lutheran Reformers and the Book of Concord	HST 303 History of the Post-Reformation Christian Church

Course Descriptions:

BT 221: Principles of Biblical Interpretation (3 Credits)

This course introduces and defends the Lutheran notion of the internal clarity of Scripture. Over and against much of the preceding tradition, Lutherans have claimed that no intermediary is required to interpret Scripture: Scripture interprets itself. This understanding is defended as the necessary condition of doing Lutheran theology faithfully. Various exegetical and hermeneutical methodologies are introduced and evaluated in light of theological pre-understandings.

BT 311: Old Testament Theology and History (3 Credits)

This course introduces the Old Testament, giving careful consideration to matters of interpretation and examining theologically the Torah, the Writings, and the Prophets. Old Testament stories are seen against the backdrop of God's law and Gospel. Prerequisite: BT 221.

BT 321: New Testament Theology and History (3 Credits)

This course introduces the New Testament, giving careful consideration to matters of interpretation and examining theologically the Synoptic Gospels, John, Acts, the Pauline Epistles, the Pastoral Epistles, and the Book of Revelation. Prerequisite: BT 221.

EPR 241 Christian Apologetics (3 Credits)

This course is a survey of the nature, objectives, and the importance of Christian apologetics in contemporary culture, with particular emphasis on the application of Christian education and evangelism.

HST 201: Systematic Theology I (3 Credits)

This course explores from a Trinitarian perspective the traditional topics of theology: God, creation, fall, human beings, sin, Christ, justification, atonement, regeneration, Holy Spirit, sanctification, Church, sacraments, eschatology, and vocation. It also introduces the essential distinctions necessary for conducting systematic theology.

HST 321: Luther and His Catechisms (3 Credits)

This course studies the life of Dr. Martin Luther within his historical context. His theological innovations are highlighted and related to our contemporary cultural understandings. Special attention is given to his Large Catechism and Small Catechism, documents that display clearly the depth of his thinking. Students are taught to think theologically in the way of the Lutheran Reformation. Major theological doctrines forged in the Reformation are carefully considered and applied to parish ministry today.

HST 331: Lutheran Reformers and the Book of Concord (3 Credits)

This course examines the classical theological roots of the Lutheran Reformation, its leading figures, and its key documents – especially those collected in the Book of Concord. Students are encouraged to think theologically in the way of the Lutheran Reformation. Major theological doctrines forged in the Reformation are carefully considered in light of how they apply to parish ministry today.

PT 401: Pastoral Theology and Care (3 Credits)

This course investigates the relationship between the office of pastor, the content of historical faith, and concrete issues arising within a context of pastoral counseling. Emphasis is placed upon the methodological and hermeneutical priority of the Law/Gospel approach within a context of care of souls.

PT 411: Lutheran Worship (3 Credits)

This course examines the components of Lutheran corporate worship. Students study the theological foundations of worship. Historical and contemporary issues impacting worship are investigated for the purpose of better understanding the work of God in His Word and Sacrament.

PT 421: Proclaiming God's Word (3 Credits)

The student will learn basic techniques and methods for studying Biblical passages and discerning a suitable message for preaching. In particular, the student will be taught the proper place of both Law and Gospel in Biblical preaching. Various approaches to developing and delivering a sermon will be examined. The students will write and deliver sermons as a crucial part of their development of proclaiming God's word.

HST 301 History of the Early Christian Church (3 Credits)

This course examines the development of the Christian movement from the time of the New Testament to the end of the eighth century, what is widely considered the conclusion of the age of the Church Fathers. Special attention is given to the development and repudiation of classical heresies as well as the decrees and theology of the seven ecumenical church councils. Emphasis is placed on the relevance of Church history for Christian proclamation.

HST 302 History of the Medieval and Reformation Christian Church (3 Credits)

This course examines the Christian movement through developments in both the West and the East from the beginning of the medieval era (ca. 800 A.D.) to the end of the Reformation of the Western Christian Church with the Peace of Westphalia in 1648 A.D. Special attention is given to the physical expansion of Christianity, tension and division between Eastern and Western Christianity, the Crusades, liturgical development, medieval heresies, scholasticism, and mysticism. Much focus is

placed on calls for the reform of Western Christianity and the emergence and development of Lutheranism and other Reformation traditions. Emphasis is placed on the relevance of Church history for Christian proclamation.

HST 303 History of the Post-Reformation Christian Church (3 Credits)

This course examines the Christian movement from the beginning of the modern era (ca. 1650 A.D.) to the present. Topics to be considered will be the development of Protestant scholasticism and orthodoxy, the emergence of various forms of Pietism, the age of the Enlightenment, developments in Anglicanism, Roman Catholicism and Eastern Orthodoxy, and Nordic revival movements. Immigration and developments in American Christianity will also be addressed, with a special focus on American Lutheran history. Lastly, missionary movements in the modern era and the emergence of Christianity as a world religion will be discussed. Emphasis is placed on the relevance of Church history for Christian proclamation.

SCHEDULE 4 - THE PASTORAL REVIEW PANEL

Mandate:

The Board of Elders shall appoint a Pastoral Review Panel (PRP) who shall: receive, review, and act on applications from a Member or Associate Member congregation of this Association to:

1. Interview and assist Member or Associate Member congregations of this Association with their process of calling a pastor.
2. Mentor seminary students and those students completing Pastoral training under any program administered by this Association;
3. Interview and assist seminary graduates and graduates of any Pastoral Training Program administered by this Association for call;
4. Interview and recommend to the Board of Elders and the National Council pastors considered by the Association for call to an extended ministry; and
5. Interview and recommend Pastors Emeriti to the Board of Elders and the National Council.

Make-up:

Permanent Members:

The Pastoral Review Panel shall consist of five permanent members appointed by CALC's Board of Elders with each person represented on the panel having a specific role in the discussion based upon his/her defined job descriptions:

Theological: This person will pay particular interest to the doctrine and theology that guides this church body as expressed and taught in our constitution and through our theological training center.

Relational: This person should have expertise in the area of personal psychological and internal growth development including a keen interest in family and marriage

CALC's Pastoral Personnel Director: The first point of contact for a new candidate for ministry or a pastor being considered for call by a CALC congregation. This person provides input from both the host congregation and through interaction with the candidate during the application, discernment process (new candidate) and through yearly evaluations with the congregation and pastor during the training period (new candidate). This person will chair the individual meetings.

Laity: A lay member of CALC, not a member of the National Council or the host congregation, who has an interest in CALC's pastoral needs.

National Council: The National Council member takes particular interest in a candidate's view of CALC's constitution, position papers and vision within the context that he/she will serve as a pastor.

Temporary Members: The congregation requesting assistance from the PRP chooses one or two members of the congregation who will sit on the PRP. Congregational members are essential for the proper functioning of the PRP. Congregational representatives will provide valuable information on the candidate and will be active in the panel's discussions, deliberations and decisions. The candidate selects a mentor who will sit on the panel will provide valuable information on the candidate and will be active in the panel's discussions, deliberations and decisions.

Members From Each Host Congregation: One or two representatives of each congregation who has either called or is in support of a candidate must be present to support and encourage each candidate and to act as a liaison with the local congregation. In the case of a congregation supporting a candidate who is interested in entering ministry, one of the congregation's representatives is most likely to be the chairperson of the church council and the other a member of the congregation not on the church council. For a candidate being considered for a call, the representative is most likely to be the chair and another member of the congregation's Call Committee.

Candidate's Mentor: The traveling mentor represents the wider church in so far as this person becomes that one person who offers continued support, challenge and accountability to the candidate during the initial stages of his/he training and keeps them true to their commitments.

Meetings.

A quorum for the transaction of business of the PRP shall be a majority of its members.

Meetings may be held in person with all members and the candidate being interviewed and assessed present with one another. Meetings can be held via: (a) teleconference or (b) an internet video conferencing platform, including ZOOM,

Adobe Connect, Skype or Go To Meeting. Expenses for traveling, accommodations and meals incurred by members of the PRP will be reimbursed by CALC.

Function.

Unlike a traditional colloquy body which is commonly understood to be involved in examining and certifying a candidate, the Pastoral Review Panel looks at each specific candidate and puts into place a specific pathway for an ordained pastor wanting to join CALC or a candidate wanting to enter into pastoral ministry – a pathway which is tailored to and takes into account past experiences, academic credentials and perceived needs. During the times that the PRP meets with the candidates, a conversation will take place in an open, honest and caring atmosphere. For a pastor-in-training, information gathered during the application process and time of discernment will be the starting point for discussion. If the pastor-in-training is meeting with the PRP at the end of his/her training, education transcripts, host congregation interview forms and traveling mentors' insights are expected to be provided as final submissions.

Privacy & Non-Disclosure.

Those serving on the PRP will receive much sensitive information concerning any candidate for pastoral ministry, including, but not limited to: (a) applications to the PRP for an interview or conversation; (b) academic transcripts; (c) diplomas; (d) academic degrees granted; (e) letters of recommendation or reference; (f) biographical information; (g) police reports; (h) court records; (i) performance evaluations; (j) internship evaluations; (k) biographical sketches or life stories; (l) psychological reports and data; and (m) similar documents which disclose personal information about a candidate which is not public knowledge. Members of the PRP will likewise be a party to and overhear discussions between the candidate and the permanent and temporary members of the PRP.

The purpose of the PRP is to gain information concerning and insight into a candidate's qualifications and aptness for pastoral ministry in a CALC congregation and then to pass such information and insights on to the temporary members of the PRP so that they may pass such information on to the Church Council or any call committee of the Church Council (hereinafter individually and collectively the "Church Council"). CALC, and the PRP in particular, have a compelling need to maintain confidentiality in the process of performing their respective obligations in connection with assisting congregations in assessing a candidate for aptness for ministry in a CALC congregation. Each member of the PRP recognizes that his/her participation in discussions with any candidate for pastoral ministry will place him/her in a position of special trust and confidence with access to confidential information concerning any candidate interviewed by the PRP and about CALC as an organization. When the temporary members of the PRP report information on the relevant candidate for pastoral ministry to their Church Council, said Church Council would be in a position of special trust and confidence with access to confidential information concerning any candidate interviewed by the PRP and about CALC as an organization. By separate agreement, each member of the PRP and the Church Council receiving information from the PRP will agree as follows: each member of the PRP and Church Council, and each member thereof, will agree that neither he/she, nor anyone operating on his/her behalf, will disclose or use, in any manner, any confidential or proprietary information or material concerning: (1) any applicant for assessment for aptness for pastoral ministry in a CALC congregation, (2) the PRP, (3) CALC or its operations, unless: (a) expressly authorized to do so in writing by the candidate for Pastoral ministry which is the subject of the confidential information; or (b) expressly ordered to do so by a court of law.

Pastor-in-Training Program and the PRP.

A congregation calling a pastor-in-training (PIT) may utilize the services of the PRP. The PRP provides the candidate with feedback, encouragement and guidance with respect to his/her worship leadership, preaching, teaching, pastoral care and other aspects of leadership in the congregation. The PRP can assess the candidate's progress in the PIT program and aptness in the critical areas of: preaching, teaching, worship leadership, administration, pastoral care and evangelism. The calling congregation should provide the permanent members of the PRP with an audio or video tape of one of the candidate's sermons each month. A video or audio recording of a Bible study class and/or confirmation class should be recorded each month these classes are offered. The PRP participates in evaluating the candidate's ministry and growth through feedback in scheduled bi-monthly meetings with the candidate as well as by completing periodic written evaluations. The evaluation form will be provided by CALC.