

TEEM Preparation for Ministry Survey

Survey instrument to accompany the report:

[Subjective Differences in Preparation Between TEEM and MDiv Pastors in the ELCA](#)

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### Preparation for Ministry Survey

Using blue or black ink, please answer the following questions by circling the response category that best reflects your response. If you wish to change a response, please clearly cross out your previous response. If you would like to provide additional comments, please use the back of the final page.

1. As you think about the initial days and months in your first call to public ministry, to what extent did you feel **prepared** for the following congregational responsibilities? *Mark one response per item. If an item does not apply, just leave it blank and go on to the next.*

**On a scale of 1 to 5, how prepared were you to . . .** (5 = very well, 1 = not at all, 9 = not sure)?

- |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| a. visit members . . . . .  | 5 | 4 | 3 | 2 | 1 | 9 |
| b. visit prospective members . . . . .                            | 5 | 4 | 3 | 2 | 1 | 9 |
| c. plan worship services . . . . .                                | 5 | 4 | 3 | 2 | 1 | 9 |
| d. preach . . . . .   | 5 | 4 | 3 | 2 | 1 | 9 |
| e. prepare Sunday bulletins . . . . .                             | 5 | 4 | 3 | 2 | 1 | 9 |
| f. teach confirmands . . . . .                                    | 5 | 4 | 3 | 2 | 1 | 9 |
| g. work effectively with congregational leaders . . . . .         | 5 | 4 | 3 | 2 | 1 | 9 |
| h. manage a church office . . . . .                               | 5 | 4 | 3 | 2 | 1 | 9 |
| i. do pastoral counseling . . . . .                               | 5 | 4 | 3 | 2 | 1 | 9 |
| j. give guidance/support to committees . . . . .                  | 5 | 4 | 3 | 2 | 1 | 9 |
| k. plan a church budget . . . . .                                 | 5 | 4 | 3 | 2 | 1 | 9 |
| l. help people deal with grief . . . . .                          | 5 | 4 | 3 | 2 | 1 | 9 |
| m. establish trusting relationships with members . . . . .        | 5 | 4 | 3 | 2 | 1 | 9 |
| n. manage disputes and conflict situations . . . . .              | 5 | 4 | 3 | 2 | 1 | 9 |
| o. work collaboratively with ecumenical partners . . . . .        | 5 | 4 | 3 | 2 | 1 | 9 |
| p. address social and ethical issues facing communities . . . . . | 5 | 4 | 3 | 2 | 1 | 9 |
| q. provide a ministry of healing . . . . .                        | 5 | 4 | 3 | 2 | 1 | 9 |
| r. provide spiritual direction/guidance to members . . . . .      | 5 | 4 | 3 | 2 | 1 | 9 |
| s. plan stewardship programs . . . . .                            | 5 | 4 | 3 | 2 | 1 | 9 |
| t. train/equip others for their ministries . . . . .              | 5 | 4 | 3 | 2 | 1 | 9 |
| u. teach children . . . . .                                       | 5 | 4 | 3 | 2 | 1 | 9 |
| v. teach youth . . . . .  | 5 | 4 | 3 | 2 | 1 | 9 |
| w. teach adults . . . . .   | 5 | 4 | 3 | 2 | 1 | 9 |
| x. other: _____   |   |   |   |   |   |   |

2. Which of the **above** competencies would you like to further develop? Please write the letters of those items in the spaces below. In the first space, place the letter of the item that you feel would be a priority for you.

Competencies to further develop:    1. \_\_\_\_\_            2. \_\_\_\_\_            3. \_\_\_\_\_            4. \_\_\_\_\_

3. In your opinion, how **needed** are the following by the church in general and how well are you **prepared** to address each of the following? *Mark one response per item. If an item does not apply, just leave it blank and go on to the next. (5 = high, 1 = low, 9 = not sure)*

- a. helping congregations work toward a vision
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9
- b. helping congregations to revitalize their ministry
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9
- c. reaching out to unchurched persons
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9
- d. helping members deal with tough moral issues
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9
- e. leading worship that is sensitive to congregational context
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9
- f. involving congregations in community issues of justice
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9
- g. listening to people’s questions and concerns
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9
- h. helping people grow spiritually
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9
- i. being a teaching theologian in your congregation
  - level of need . . . . . 5 4 3 2 1 9
  - level of preparedness . . . . . 5 4 3 2 1 9

4. Thinking about the early months (or year) of your first call, how **difficult** were each of the following for you? *Mark one answer per item. If an item does not apply, just leave it blank and go on to the next. (5 = very difficult, 1 = not at all difficult, 9 = not sure)*

- a. planning worship/programs through the cycles of the first year . . . . . 5 4 3 2 1 9
- b. pacing myself with all the responsibilities to the congregation . . . . . 5 4 3 2 1 9
- c. pacing myself with all the responsibilities to my family . . . . . 5 4 3 2 1 9
- d. finding time for my own spiritual growth . . . . . 5 4 3 2 1 9
- e. discerning when to make changes in congregational practices . . . . . 5 4 3 2 1 9
- f. finding a mentor . . . . . 5 4 3 2 1 9
- g. recognizing and dealing with emerging conflicts . . . . . 5 4 3 2 1 9
- h. getting started with my continuing theological education . . . . . 5 4 3 2 1 9
- i. finding peer and colleague support . . . . . 5 4 3 2 1 9
- j. dealing with a sense of isolation . . . . . 5 4 3 2 1 9

- k. finding ways to move the congregation toward a mission-field perspective . . . . . 5 4 3 2 1 9
- l. managing personal debts and financial planning . . . . . 5 4 3 2 1 9
- m. dealing with tax law for church workers . . . . . 5 4 3 2 1 9
- n. learning about the congregation's culture and traditions . . . . . 5 4 3 2 1 9
- o. switching from seminary life/culture to congregational life/culture . . . . . 5 4 3 2 1 9
- p. applying my seminary training to the work before me . . . . . 5 4 3 2 1 9
- q. building an identity as a pastor or rostered lay leader . . . . . 5 4 3 2 1 9
- r. managing debt . . . . . 5 4 3 2 1 9

5. How **important** are the following kinds of support during your first call experience? *Mark one response per item. If an item does not apply, just leave it blank and go on to the next. (5 = very important, 1 = not at all important, 9 = not sure)*

- a. colleague group support . . . . . 5 4 3 2 1 9
- b. access to programmatic resources . . . . . 5 4 3 2 1 9
- c. an advisor with ministerial experience outside of the local community . . . . . 5 4 3 2 1 9
- d. the synod Bishop/staff . . . . . 5 4 3 2 1 9
- e. a mentor . . . . . 5 4 3 2 1 9
- f. mutual ministry committee (or comparable lay support group) . . . . . 5 4 3 2 1 9
- g. getting acquainted with leaders (Synod Bishop, staff, and other key leaders) in the synod . . . . . 5 4 3 2 1 9
- h. a spiritual director . . . . . 5 4 3 2 1 9
- i. opportunities for theological reflection on context and practice . . . . . 5 4 3 2 1 9
- j. counsel on how to handle conflict . . . . . 5 4 3 2 1 9
- k. personal financial planning . . . . . 5 4 3 2 1 9
- l. help on how to train and empower lay leaders . . . . . 5 4 3 2 1 9
- m. help on improving administrative skills . . . . . 5 4 3 2 1 9
- n. counsel on dealing with family in times of transition . . . . . 5 4 3 2 1 9
- o. counsel on technological challenges e.g., web-sites, worship presentations . . . . . 5 4 3 2 1 9
- p. counsel on self-care issues e.g., time management, health, boundaries, etc. . . . . 5 4 3 2 1 9
- q. meeting the expectations from members concerning my responsibilities . . . . . 5 4 3 2 1 9

6. How much did the following **influence** your decision to choose the Theological Education for Emerging Ministries (TEEM) program rather than the traditional path to ordination? *Mark one response per item. If an item does not apply, just leave it blank and go on to the next. (5 = significant impact, 1 = no impact, 9 = not sure)*

- a. needs of the larger church . . . . . 5 4 3 2 1 9
- c. needs of my family . . . . . 5 4 3 2 1 9
- d. concerns about my educational debt . . . . . 5 4 3 2 1 9
- e. age at decision to pursue ordination. . . . . 5 4 3 2 1 9
- g. a sense of call . . . . . 5 4 3 2 1 9
- h. my racial/ethnic background . . . . . 5 4 3 2 1 9

- i. special talents/gifts/skills ..... 5 4 3 2 1 9
- j. a preference for a certain type of church work. .... 5 4 3 2 1 9
- l. long term career plans ..... 5 4 3 2 1 9
- m. other: \_\_\_\_\_

7. What specific suggestion(s) would you make to improve the TEEM process? *Please use the back of the final page if you require more space.*

8. How closely did your expectations of a first call **match** your experience of your first call? (5 = very closely, 1 = not closely at all, 9 = not sure)  
 ..... 5 4 3 2 1 9

9. Please fill out the following information which will aid us in analysis.

- a. In what year were you born? \_\_\_\_\_
- b. In what year did you start your first call? \_\_\_\_\_
- c. Are you:  female  male
- d. What race(s)/ethnicit(ies) do you consider yourself? *Mark as many as apply.*  
 African American       Asian       Native American  
 Hispanic       Caucasian       Other: \_\_\_\_\_

e. What Lutheran seminaries have you attended? *Check the first box for all seminaries that you have attended. Check the second box only for the seminary, if any, which you graduated from.*

- Luther Seminary
- Lutheran School of Theology at Chicago
- Lutheran Theological Seminary at Gettysburg
- The Lutheran Theological Seminary at Philadelphia
- Lutheran Theological Southern Seminary
- Pacific Lutheran Theological Seminary
- Trinity Lutheran Seminary
- Wartburg Theological Seminary
- I have not attended (did not graduate from) any of these seminaries

f. If you worked full time prior to coming to seminary, what was the nature of the work you did?

g. In what type of community did you spend the majority of your formative years? *Check only one box.*

- rural or open country                       medium size city or its suburb (50,000 to 250,000)  
 small town (under 10,000)                       large city (250,000 or more)  
 small city (10,000 to 50,000)                       suburb of a large city

h. Were you baptized in a Lutheran church as an infant?     yes     no

i. For what type of special ministry did you prepare in the TEEM program? (e.g., rural, African-American, deaf)

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Is your current call in that field?     yes     no

14. **Do you wish to receive a summary of this project's findings?**     yes     no

*If you checked yes above, please provide a valid email address at which you can receive attachments. If you would prefer to receive a summary of the findings via postal mail, please write "Postal Mail" on the line below.*

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Thank you for your participation. The results of this survey will help to ensure that future pastors receive the best preparation possible. If you would like to make any additional comments, please write them on the back of this page. Please enclose this survey, your **signed** cover letter, and any additional sheets you may have used in the pre-addressed, pre-stamped return envelope, seal, and drop in a mailbox. May God bless you in your ministry now and always.

Sincerely,  
 Nathaniel Porter  
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 Western Washington University