

# ELM

## The Educational Leadership and Ministry Program at Yale Divinity School 2017-2018

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Sponsored by Berkeley, the Episcopal Seminary at Yale, ELM prepares YDS students of all denominations for leadership and ministry in schools and colleges.

ELM focuses on equipping leaders to serve as ordained or lay chaplains, administrators, and teachers of religion in a variety of schools. It addresses the factors involved in the spiritual and moral formation of primary and secondary school students. It provides insight into the roles and responsibilities of those who hold other leadership positions in schools. The program also seeks to help future leaders understand and prepare for various types of chaplaincy at universities and colleges.

**Yale Divinity School offers three courses that specifically prepare students for ministry in education:**

REL 811 Models and Methods of College and University Chaplaincy  
REL 848 Leadership Ministry in Schools  
REL 875 Advanced Topics in Leadership Ministry in Schools and Colleges

### **The ELM Certificate**

The ELM Program offers a Certificate in Educational Leadership and Ministry granted by Berkeley Divinity School if the following requirements are fulfilled:

**1. At least two of the following courses are required:**

REL 811 Models and Methods of College and University Chaplaincy  
REL 848 Leadership Ministry in Schools  
REL 875 Seminar: Advanced Topics in Leadership Ministry in Schools and Colleges

**2. REL 812 Principles and Practice of Preaching (for M.Div. students)**

**3. Two additional courses** (**one**, if all three in 1. above are taken) approved by the ELM Director from among the following courses in the Divinity School or the School of Management:

REL 623 Theologies of Religious Pluralism  
REL 682 Foundations of Christian Worship  
REL 803 Introduction to Religious Education  
REL 807 Introduction to Pastoral Care  
REL 815 Radical Pedagogy  
REL 822 Ministry with Youth  
REL 840 Contemporary Christian Spirituality  
MGT 527 Strategic Management of Non-profit Organizations  
MGT 537 Leadership, Organization, and Human Resources in Mission-Drive Enterprises  
MGT 884 Managing Education Reform

(Other courses are often substituted for these with advanced permission of the ELM Director. Students are welcome to consider courses in any of the graduate schools. The YDS Academic Dean must approve students taking any undergraduate course. Undergraduate courses require additional work for graduate level credit.)

**4. An internship** in a school, college, or other educational institution, either through Supervised Ministry (required of all M.Div. students) or an approved ELM internship. (See details below)

**5. Participation** in at least one ELM field trip to an educational institution beyond those required in required courses, *and* at least one program offered through either the YDS Transformational Leadership for Church and Society Program or the Yale Youth Ministry Institute.

## **The ELM Internship**

Open to both M.Div. and M.A.R. students at Yale Divinity School, the Educational Leadership and Ministry Program includes an internship experience that provides students in both programs the opportunity to learn more about educational settings and to develop the practical skills involved in educational leadership and ministry.

### **Supervised Ministry**

For M.Div. students, the required six-hour course in Supervised Ministry, which is administered through the Office of Supervised Ministry, also fulfills the ELM

internship requirement if done in an approved educational setting. Supervised Ministry involves a total of 400 hours in an approved site under the supervision of a site-based mentor. The program prepares the student for either ordination to pastoral ministry or other vocational fields in faith-based or secular roles. Students develop and work within the context of a Learning Covenant with their site-based mentor and the Office of Supervised Ministries. The overall goals of Supervised Ministry are as follows:

- to allow students to test directly their vocational commitments;
- to bring together theological thinking and action (theory and praxis);
- to enable students to gain personal confidence, identity, and authority as pastoral theologians;
- to broaden the base of empirical knowledge and to encourage students in their critical reflection;
- to stimulate the discovery and the lifelong cultivation of competencies requisite for ministry in varying situations;
- to provide a competent supervision process which will support personal and spiritual formation, critical reflection, shared ministry, and professional competence;
- to develop within students an ongoing self-assessment process, utilizing self-perceptions and feedback from others, for the purpose of stimulating further growth and lifelong learning.

The site, mentor, and Learning Covenant of Supervised Ministry are approved and overseen by the Director of Supervised Ministries.

### **The ELM Internship**

Requirements for the M.A.R degree do not include Supervised Ministry, although the program is open to M.A.R. students. As the M.A.R. degree requires fewer credits and a shorter residency than does the M.Div. degree, the scope of Supervised Ministry is often not a viable option. Students in the M.A.R. program typically fulfill the ELM Certificate requirement through an approved internship that includes many of the same goals as Supervised Ministry. Approved internship programs for the ELM Certificate, which do not convey academic credit, involve a commitment of no fewer than 100 hours, the majority of which involve on-site work in an approved educational setting under the guidance of an approved mentor. The site, mentor, and Learning Covenant of the internship are approved and overseen by the ELM Director. The internship culminates in a final paper, submitted to the ELM Director, that reflects on the learning experience. The goals of the ELM internship are similar

to those of Supervised Ministry, with particular focus on the following:

- to learn through practice and reflection about the academic, socio-emotional, and spiritual developmental needs of young people;
- to develop an understanding of how theological education positively shapes the various roles of educators working with young people;
- to learn about educational institutions and how effective, principled leadership empowers the growth and wellbeing of young people.

## **The Choice**

For many students, a Yale Divinity School education involves ongoing discernment. The path toward a clearly understood calling can be highly individualized, and thus the means of fulfilling requirements for the ELM Certificate are flexible. An M.Div. student may take Supervised Ministry in a non-educational setting and then complete an education-based ELM internship later; similarly, an M.A.R. student may fulfill the ELM internship in an educational setting through Supervised Ministry.

## **Detailed requirements of the ELM Internship**

- The 100+ hour requirement can be fulfilled through teaching, advising, or other approved work in educational contexts that involves interaction with learners. The 100+ hour requirement is for direct engagement with learners and preparation for such activities. No fewer than 70 hours must involve direct engagement with learners. The 100+ hour requirement does not include commuting time.
- The timeframe of the internship program is not tied to a given academic term at Yale Divinity School, but to the academic schedule of the institution or program sponsoring the internship.
- The Learning Covenant is the statement of the student's aspirations for the internship, with a projection of the activities involved and the learning goals. The Learning Covenant is to be signed by the student, the ELM Director, and the on-site mentor. No work done prior to the signing of the Learning Covenant will count toward the 100+ hour requirement.
- The final paper is a thorough reflection on the internship experience, with a particular focus on achievement of the learning goals. The paper, which should be 10-15 pages, will be submitted to the ELM director at the completion of the internship and will be evaluated on a pass/fail basis. The hours involved in writing the paper are not included in the 100+ hour requirement.

