

Lutheran Education Australia

Accreditation for ministry (Am)

Ministry staff have a critical role in the mission and ministry of Lutheran education. Accreditation supports ministry staff in developing their knowledge and understandings in education and Lutheran theology so that they may serve more effectively in their roles and contribution to Lutheran education. *Accreditation for ministry (Am)* status involves the following:

- Participation in, and completion of *Connect* which is designed to develop an understanding of Lutheran education and the theology that underpins it as well as their role and contribution. *Connect*: three-days and delivered over five sessions (Induction, Sessions 1-4) as well as the completion of an ePortfolio, and,
- Participation in, and completion of *Introduction to ministry in Lutheran education (chaplaincy/pastoral care/youth work)*, and
- Development of a professional learning plan with the principal and ministry staff member, and the regional formation leader where practicable. The professional learning plan may include future units of study or qualifications from Australian Lutheran College (ALC) or equivalent, that supports their ministry role and responsibilities.

Ideally, they will have attained *Accreditation for ministry* in their first three years of employment in Lutheran education. Accreditation is renewable every five years. To maintain *Am* status they will be required to undertake 25 professional development hours over each five-year period. It is the responsibility of the school to support ministry staff with maintaining accreditation, and also ensure that their professional learning plan supports ongoing growth in their role and responsibilities.

Theological qualifications

The guiding information, scenarios and table overleaf provide an overview of the theological qualifications available through ALC. The table describes in general terms the typical areas of responsibility (according to tiers 1, 2 or 3) with the minimum qualifications. Ministry staff with existing qualifications are encouraged to apply for [Recognition of equivalent learning](#) (REL) through Lutheran Education Australia. The theological study requirements are to be determined in collaboration with LEA, regional formation leaders, school leadership and the individual.

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Guiding information for ministry staff in Lutheran education

This information is for consideration only. It is correct at May 2026 and may be subject to change during 2026-2027. It has been developed to assist ministry staff consider further study options. The theological qualifications stated are available from Australian Lutheran College (ALC). As part of the University of Divinity (UD), ALC has access to additional specialty units (e.g. trauma, counselling, multiculturalism, etc).

It is recommended that any additional study outside of a theological qualification, be accredited. Accredited units are offered by an RTO (Registered Training Organisation) and provide a nationally recognised statement of attainment for quality assurance. These units may be used towards other nationally recognised VET courses.

An additional consideration: *Chaplains and student well-being officers (ie. positions funded by the Federal Government) may be required to hold a minimum qualification/s equivalent to or higher than a Certificate IV as determined by the States. This qualification/s must include competencies in:*

- i. mental health and making appropriate referrals, and*
- ii. providing pastoral care, and/or working with youth.*

Please note:

- *Individuals may apply for credit towards a unit of study within a qualification at ALC for work completed through Connect and the 3-day LEA Introduction to ministry in Lutheran education workshop.*
- *2026 UD fees per unit of study:
Auditing: \$570 Undergraduate: \$2184 Post-graduate: \$2538 (18 pt) | \$3384 (24 pt)*
- *Scholarship and financial support may be available. Please enquire and/or apply via the following:
[ALC](#) [LCA](#) [FEE-HELP](#) Your school*

Scenarios that may apply to ministry staff:

Person A:

Operates at tier 2 or 3 and currently holds a Bachelor of Theology from a non-ALC tertiary institution. What recommended study options exist for someone who is missing the 'Lutheran lens'? Suggest doing one unit at ALC such as Lutheran Confessions, Creation & Redemption or Moral Theology to engage in Lutheran theology and consider practical school implications.

Person B:

Operates at tier 3 and is a Pastor of a non-Lutheran church. This person holds a Bachelor of Theology and a Counselling degree. A recommended study option for this person would be to do one unit at ALC such as Lutheran Confessions, Creation & Redemption or Moral Theology to engage in Lutheran theology and consider practical school implications.

Person C:

Operates at tier 1 and comes with a Cert III in Christian Ministry and Theology after completing Vetamorphus at a Lutheran school. Recommend enrolling in the Undergraduate Certificate in Divinity or Diploma in Ministry or Theology at ALC.

Person D:

The school would like their chaplain to offer Sacramental ministry. The suggested individual pathway is a Special Ministry Pastor (SMP) at tier 3.

Person E:

The ministry staff member has completed Connect and the 3-day Ministry Workshop, and is asking to engage in further study for their ministry role. The recommendation is for them to use their work from Connect and the Ministry Workshop towards a unit of study in an ALC qualification.

MINISTRY TIERS AND QUALIFICATIONS

Role	Responsibilities may include	Examples of theological qualifications available through ALC	Units of study Please note: *ALC must be consulted to determine correct qualification and unit choices.
<p>Tier 1: Ministry that is supervised and may include youth workers, NSW (National Student Wellbeing Program)</p>	<ul style="list-style-type: none"> wellbeing of students, families support of interns general pastoral care and counselling community care 	<p><u>Undergraduate:</u></p> <p>Undergraduate Certificate in Divinity (or equivalent) (4 units of study)</p> <p>Diploma in Ministry or Theology (or equivalent) (8 units of study)</p>	<p>VET units for consideration*: CHCCCS016 - Respond to client needs CHCMHS001 - Work with people with mental health issues</p> <p><i>*To be offered by an RTO of the school's choice. Please refer to 'additional consideration' above.</i></p> <p>Higher Education units (either taken for credit or audited) that relate to pastoral care:</p> <p>Unit of study examples*:</p> <ul style="list-style-type: none"> The Practice of Christian Ministry (DipMin - Core) Introduction to Christian Mission (DipMin - Core) Exploring Spirituality (DipMin - Core) Practical Skills for Ministry (DipMin) Introduction to Counselling (DipMin)
<p>Tier 2: Ministry that may involve responsibility and supervision of other ministry personnel and includes positions such as lay chaplain</p>	<ul style="list-style-type: none"> wellbeing of students, families, staff support and supervision of youth workers, interns, NSW leadership in worship and prayer significant responsibility with pastoral care and counselling liaise with local congregational pastor and members 	<p><u>Undergraduate:</u></p> <p>Diploma in Ministry or Theology (or equivalent) (8 units of study)</p> <p>Advanced Diploma in Theology and Ministry (or equivalent) (Dip + 8 units of study)</p> <p><u>Postgraduate:</u></p> <p>Graduate Certificate in Theology (or equivalent) (3-4 units of study)</p> <p>Graduate Diploma in Theology (or equivalent) (6-8 units of study)</p>	<p>Higher Education units that relate to Biblical studies, worship and pastoral care.</p> <p>Unit of study examples*:</p> <ul style="list-style-type: none"> Exploring the Old Testament New Testament Introduction Pauline Letters Exploring Spirituality Introduction to Counselling The Christian Faith Chaplaincy: Spiritual Care in Public Spaces Apologetics and World Religions

<p>Tier 3: Ministry that may involve responsibility and supervision of the ministry team and oversight of ministry within the school. This includes positions such as school pastor, senior lay chaplains or director of identity and/or formation</p>	<ul style="list-style-type: none"> • wellbeing of students, families, staff • support and oversight of youth workers, interns, NSW, lay chaplains • Word & sacrament ministry • significant responsibility with pastoral care and counselling of staff including the principal • liaise with local congregational pastor and members • membership of school executive team 	<p><u>Undergraduate:</u></p> <p>Bachelor of Theology or Bachelor of Ministry (or equivalent) (Ad Dip + 8 units of study)</p> <p><u>Postgraduate:</u></p> <p>Master of Theological Studies (or equivalent in consultation with ALC)</p>	<p>Higher Education units that relate to Systematic theology, preaching and pastoral theology.</p> <p>Unit of study examples*: The following four units are part of the Systematics units (e.g. Lutheran theology)</p> <ul style="list-style-type: none"> • Prolegomena and the Triune God • Moral Theology • Sanctification • Creation and Redemption <p><i>Where a pathway towards Specific Ministry Pastor (SMP) or General Ministry Pastor (GMP) is being considered, further consultation is required with ALC.</i></p>
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Document controls

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