

Fall 2019

Meeting days: T/TH	Instructor title and name: Rebecca Laird, Professor of Christian Ministry and Practice and Mark Maddix, Dean School of Theology & Christian Ministry and
Meeting times: 11-11:15	Phone: Laird: 619. 848.2993 Maddix: 618.848.7236
Meeting location:	E-mail: rlaird@pointloma.edu mmaddix@pointloma.edu ,
Final Exam:	Office location and hours: Laird: Sme Hall 209, Maddix: Sme Hall 210
Additional info:	Additional info: Dr. Laird will be leading study abroad during September. Dr. Maddix will lead the class until she returns. Students will be involved in leading the School of Theology and Christian Ministry Retreat, Oct. 4-6, 2019. Plan to attend.

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service becomes an expression of faith. Being of Wesleyan heritage, we aspire to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

COURSE DESCRIPTION

How do Christians lead and equip others to further God's purposes? Attention is given to administration, team building, conflict resolution, and a biblical understanding of gifts, ministry roles and functions. The course also examines the pressures of ministry and the changing structures and forms of the church in American society. Offered alternate years. Prerequisite(s): CMI 155

COURSE LEARNING OUTCOMES

1. The student will construct a biblical and theological understanding of pastoral leadership.

2. The student will understand the roles and responsibilities of both clerical and volunteer staff
3. The student will identify a team-based philosophy of ministry.
4. The student will develop a servant leadership approach in ministry.
5. The student will learn the importance balancing life, family, Sabbath, and personal formation in ministry.
6. The student will develop an appreciation for the role of personal finance and church budgets.

COURSE CREDIT HOUR INFORMATION

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a 3-unit class delivered over 16 weeks. Specific details about how the class meets the credit hour requirement can be provided upon request.

COURSE SCHEDULE AND ASSIGNMENTS

- **Weekly Reading Reports (150 pts.).** Each week on Thursday a reading report is due. On a 3 X 5 card write 3-4 questions or insights learned from the assigned reading. Each report is worth 15 points.
- **Critical Book Review (125 pts.).** Read the Cladis book and write a 5-page report on his primary thesis of a team approach to leadership. What aspects of Cladis's thesis do you agree or disagree? What aspects of his book need further clarification? In what ways can his approach to leadership applicable to pastoral leadership?
- **Class Presentation (100 pts).** Based on the reading of Branson's text *Churches, Culture, and Leadership* prepare a 15-20-minute class presentation on what it means to serve in a multicultural leadership team and what it means to be engaged in your local ministry context. Chapters will be assigned from the book for the class presentation.
- **Leadership Profile/Strengths Finder (150 pts).** Based on your Myers-Briggs personality inventory, Strengths-Finder Inventory, conflict management style, leadership approach, and spiritual gifting write a 4-5-page paper identifying your leadership strengths and weaknesses. This paper should reflect what you have learned about who you are in relationship to your role in ministry. Also, include a two-page resume (see examples in class). For Strengths Finders you are to setup a meeting with the Office of Strengths and Vocation be coached based on your Strength-Finder results.
- **Reaction Paper (125 pts).** Read the following articles, "Can Congregations Become Learning Organizations?" and "The Clergy/Laity Dichotomy: A Biblical Model of the People of God," written by Dr. Mark Maddix. Write a 5-6-page reaction paper about the author's philosophy & theology of ministry and the role of professional clergy and laity. Also, discuss your reactions to his views of a learning community and their implications for Church leadership. This exercise is to get you thinking biblically and theologically about the church and the relationship between professional paid pastors and laity.
- **Final Exam (100 pts).**
- **Research Paper (250 pts).** Write a research paper entitled, "A Theology of Pastoral Leadership." This paper should reflect your understanding of the office of the pastor, his or her role as a servant leader, and how your view of pastoral leadership relates to your area of ministry. Write this paper from your area of ministry so future leaders can hear your theology and philosophy of leadership. Write the paper from the position of a Senior Pastor, or staff member, ministry area, or lay volunteer. Make it fit your individual ministry context. The length of the paper should be between 10-12 pages with 6-8 bibliographic references

DATE PRESENTED	CLASS CONTENT OR ASSIGNMENT	ASSIGNMENT DUE DATE
Sept. 5	Introduction to Pastoral Leadership	Read Cladis, chs. 1-2
Sept. 10	Theology of Pastoral Leadership	
Sept. 12	Leadership Approaches	Read Cladis, Chs. 3-6
Sept 17	Clergy/Laity Dichotomy	Read Maddix Articles (Canvas)
Sept. 19	Developing Collaborative Teams	Read McNeal, Chs. 1-3 Maddix Reaction Paper Due
Sept 24	Team based Leadership	Cladis Book Review Due
Sept. 26	Missional Leadership	Read McNeal, chs. 4-5
Oct. 1	Read McNeal, chs. 6-7	
Oct. 3	Diversity and Leadership	Read Branson, chs. 1-2 Group Presentation #1 Due
Oct. 4-6	School of Theology & Christian Ministry Retreat, Camp Stevens, Julian	Attendance Required. The class will lead the retreat.
Oct. 8		
Oct. 10	Defining social powers and communication	Read Branson, chs. 3-4 Group Presentation #2 Due
Oct. 15		
Oct. 17	Conflict Management	Read Branson, chs. 5-6 Group Presentation #3 Due
Oct. 22		
Oct. 24	Understanding ourselves as leaders	Read Branson, chs. 7-8 Group Presentation #4 Due
Oct. 29		
Oct. 31	Inventories (MBTI, Strengths, Conflict Man.)	Read Branson, chs. 9-10 Group Presentation #5 Due
Nov. 5		
Nov. 7	Helping to facilitate Change	Read Branson, chs. 11 Group Presentation #5 Due
Nov. 12		
Nov. 14	Recruiting and Development Leaders	Leadership Profile Due
Nov. 19	Administry: Organizing the Love	Read Tumblin, chs. 1-2
Nov. 21	Stewarding People and Relationships	Read Tumblin, chs. 3-4
Nov. 26	Stewarding Resources	Read Tumblin, chs. 5
Dec. 3	Stewarding Places and Spaces	Read Tumblin, chs 6
Dec. 5	Stewarding Fiduciary Responsibility	Read Tumblin, chs, 7
Dec. 10	Stewarding the Mission of God	Read Tumblin, chs 8
Dec. 12	Spirituality and Leadership	Read Nouwen, all of it Research Paper Due
	Final Exam	Case study exam

REQUIRED TEXTS AND RECOMMENDED STUDY RESOURCES

- Branson, Mark Lau & Juan F. Martinez. 2011. *Churches, Cultures, and Leadership*. Downers Grove, IL: InterVarsity Press.
- Cladis, George. 1999. *Leading the Team Based Church: How Pastors and Church Staffs Can Grow Together into a Powerful Fellowship of Leaders*. San Francisco: Jossey-Bass Publishers.
- Tumblin, Thomas F. *AdMinistry: The Nuts and Bolts of Christian Ministry*. Nashville: The United Methodist Publishing House. 2017. 978-1-4267-700-9
- Nouwen, Henri. 1992. *In the Name of Jesus: Reflections on Christian Leadership*. Crossroads.

ASSESSMENT AND GRADING

<ul style="list-style-type: none"> • Reading Reports 15% • Critical Book Review 12.5% • Class Presentation 10% • Leadership Profile 12.5% • Reaction Paper 15% • Final Paper 25% • Final Exam 10% 	<p>A=93-100 A-=92-90 B+=87-89 B=83-86 B-=80-82 C+=77-79</p>	<p>C=73-76 C-=70-72 D+=67-69 D=63-66 D-=60-62 F=0-59</p>
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INCOMPLETES AND LATE ASSIGNMENTS

All assignments are to be submitted/turned in by the beginning of the class session when they are due—including assignments posted in Canvas. Incompletes will only be assigned in extremely unusual circumstances.

FINAL EXAMINATION POLICY

Successful completion of this class requires taking the final examination **on its scheduled day**. The final examination schedule is posted on the [Class Schedules](#) site. No requests for early examinations or alternative days will be approved.

PLNU COPYRIGHT POLICY

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU ACADEMIC HONESTY POLICY

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for

the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See [Academic Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

PLNU ACADEMIC ACCOMMODATIONS POLICY

If you have a diagnosed disability, please contact PLNU's Disability Resource Center (DRC) within the first two weeks of class to demonstrate need and to register for accommodation by phone at 619-849-2486 or by e-mail at DRC@pointloma.edu. See [Disability Resource Center](#) for additional information.

PLNU ATTENDANCE AND PARTICIPATION POLICY

Regular and punctual attendance at all classes is considered essential to optimum academic achievement. If the student is absent from more than 10 percent of class meetings, the faculty member can file a written report which may result in de-enrollment. If the absences exceed 20 percent, the student may be de-enrolled without notice until the university drop date or, after that date, receive the appropriate grade for their work and participation. See [Academic Policies](#) in the Undergraduate Academic Catalog.