North Park Theological Seminary
MNST 7361: Leadership and Empowering Laity for Church Growth (3 Semester Hours)
Instructor: Soong-Chan Rah
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Fall Semester, 2011 Tuesdays 6:30pm-9:00pm
Office Hours: Wednesday (10:00AM – 2:00PM or by appointment)

I. COURSE DESCRIPTION

This course is an examination of the nature and issues of leadership in the church. Such elements as systems thinking, leadership style, team development, change management, spiritual gifts, and working with lay volunteers will be considered as they relate to clergy and laity leading for church growth and health.

II. COURSE METHODOLOGY

Leadership is a complex and comprehensive phenomenon and in this course it is further nuanced by the concern that this leadership empowers laity for church growth and health. Good leadership requires wisdom that combines valid theories, accurate knowledge, critical values, relevant skills, and practical experience. Developing into an effective leader in God's kingdom is a life-long process that takes personal effort, mentoring and modeling by others, opportunities to exercise leadership, and the gracious and sovereign work of God. This course should aid you in that process, providing exposure to many of the components that make up leadership wisdom, but it will not take the place of the other agents needed for leadership development.

In our approach to this course, the goal is to model and experience many of the elements that contribute to good leadership, empowered laity, and healthy growing churches. Classes will include a mix of lectures with question and comment periods, case studies, guest lectures, and group presentations. Each class member will be expected to participate fully and responsibly, and to prepare for class topics and assignments through reading and reflection.

III. OBJECTIVES

Upon successful completion of this course, participants should

1. be able to articulate a practical philosophy of Christian leadership in the church, which is grounded in the theological and social sciences.
2. be aware of major theories and dimensions of leadership and organizational culture.
3. understand the challenges for Christian leadership with respect to empowering lay leaders, developing teams, gender and ethnic perspectives, power and morality dimensions, situational factors, etc.
4. understand the conditions and dynamics that enhance or inhibit church health and growth.

5. be able to look at professional ministry through the eyes of a layperson and know how to identify, recruit, and equip laity for the ministries of the church.
6. have reflected on team roles and development and have participated in team projects.
7. have reflected on ethical and risk issues involved in Christian leadership.

IV. TEXTS

Scazerro, Peter. *The Emotionally Healthy Church*. (Grand Rapids, MI: Zondervan, 2003).

Shawchuck, Norman, and Roger Heuser. *Managing the Congregation: Building Effective Systems to Serve People.* (Nashville, TN: Abingdon Press, 1996).

Willhauk, Susan and Jacqulyn Thorpe, *The Web of Women's Leadership* (Nashville, TN: Abigdon Press, 2001).

500 pages of additional readings including the McIntosh article (see blackboard), a book on church growth (see course assignment B), an additional book on leadership and additional reading required for the final group project.

V. COURSE ASSIGNMENTS

Late written assignments receive a 5% grade deduction per full day, except Saturdays and Sundays; unexcused lack of readiness for a presentation will receive a 25% grade reduction and alternate way to complete the assignment. While it is expected that a number of resources will be used in preparation for course assignments, it is also expected that research findings will be authentic, submitted work will be original, and all sources used will be acknowledged (see Student Handbook). Students will need to use the internet to access the course Blackboard site and some on-line readings.

A. Attendance and Participation (15%)

Punctuality, regular attendance (5%), pre-class reading (5%), and constructive participation (5%) are expected. More than 6 class hours of absence will necessitate make-up assignments. All lates and absences of persons and assignments should be discussed promptly with the instructor at the student's initiative. Students are responsible for all work and assignments in any missed classes.

B. Church Growth Assignment (20%) Due: Oct. 4th (Tuesday)

Review the McIntosh article from Blackboard. Read ONE of the following books: Bill and Lynne Hybels, *Rediscovering Church* or Rick Warren, *The Purpose Driven Church*. Discuss the philosophy, theology and sociology of church growth as outlined in the readings and lecture material (including motivation, problematic elements). Based upon your readings and reflection, discuss positive and redemptive elements of church growth that can be applied in the local church setting. (1200 words)

C. Interviews of Lay Leaders (20%) Due: Oct. 25th (Tuesday)

Interview two lay leaders you respect concerning various issues raised in this course using a prepared list of questions. Write a 1200 word essay on what you learned from them about perceptions of lay persons with regard to lay leadership development, professional church leaders they have served with/under, and church health and growth. Students will report in class on their interviews, reflecting critically on the experience and the content of the interviews.

D. Interview of Minister (20%) Due: Nov. 22nd (Tuesday)

Interview a credentialed, full-time church minister whom you respect concerning various issues raised in this course using a prepared list of questions generated in class. Write a 1200 word "Profile of a Leader" paper. Negative or critical comments may be included as a “note to the editor.” Students will report in class on their interviews, reflecting critically on the experience and the content of the interview.

E. Workshop by Team (25%) Due: As assigned

Student teams will research and present to the class a selected topic in a workshop format. The workshop should be 25- 30 minutes long. Included in its design will be a variety of teaching methods and opportunities for the full participation of class members. Handouts sufficient for a customized re-creation of the workshop will be distributed or posted on Blackboard. Include an annotated bibliography relevant to the topic of at least 7 books or articles, which have been read by various of the team members and 3 alternate sources (e.g., curriculum, video, websites, regularly given seminars, etc.). Grading will be based on depth of research and knowledge, full-team participation, and creative and helpful pedagogy. Grades will be assigned based on a common mark for the workshop and team assessments of each member.

Workshops should be presented as if being presented to a group of lay leaders at your local church. Topics will be assigned from the following:

- Transformational Leadership
- Fiscal Resources and Budgeting
- Organization / Polity for a Church Plant
- Developing a Small Group Ministry
- How to Run a Committee Meeting

VI. CLASS SCHEDULE

This course schedule is subject to ongoing revision as needed.

Date	Topic	Assignment	Readings
Aug. 30	Introduction to the Course Course Requirements Team Assignments		Review the Syllabus
Sept. 6	Systems Thinking		Shawchuck/Heuser, Chapters 1-4 (Hereafter S/H) REC: Senge
Sept. 13	Church Growth		McIntosh (on blackboard) and additional readings (see Assignment B) (Recommended: Stark)
Sept. 20	Missional Church Leadership (Guest)		TBA (on Blackboard)
Sept. 27	Laity and Church Health Natural Church Growth		S/H, 5-6 (Recommended: Schwarz)
Oct. 4	Emotionally Healthy Congregations Dysfunctional Family Systems	Paper Due (B)	Scazzero S/H, 7-9
Oct. 11	Church Revitalization (Guest)		TBA
Oct. 18	Fall Break		no class
Oct. 25	Approaches to Lay Ministry Mistakes Made (Case Study) Laity and Church Leadership (Paper Discussion)	Paper Due (C)	S/H, 10, 11
Nov. 1	Power and Conflict Staff Ministry (Case Study)		S/H, 12, 13 Additional Reading on Blackboard
Nov. 8	Gender and Leadership (Panel) Boundaries (Case Study)		1976 ECC Resolution on the Ordination of Women: A Biblical and Theological Basis for Women in the Ministry (PDF) (Occasional Paper #1); "Called and Gifted" Statement created by the Commission of the ECC on Gender Equality: http://www.covchurch.org/cov/ministry/calledgifted.pdf
Nov. 15	Cross-Cultural Leadership Multi-Ethnic Leadership (Case Study)		On Blackboard
Nov. 22	TBA	Paper DUE (D)	S/H, 14-16
Nov. 29	First Year of Ministry Sustaining Pastoral Ministry (Panel)		Willhauk and Thorpe
Dec. 1	Group Workshops	Group A, B	
Dec. 6	Group Workshops	Group C, D	

Bibliography

Arbinger Institute. *Leadership and Self-Deception: Getting Out of the Box* (San Francisco: Berrett-Koehler Publishers, Inc., 2000).

Bennis, Warren. *On Becoming a Leader* (Reading, MA: Addison-Wesley, 1995).

DePree, Max. *Leadership is an Art* (New York: Currency/Doubleday, 1989).

-----. *Leadership Jazz* (New York: Dell Publishing, 1992),

Engle, Paul (series editor) and Gary L. McIntosh (general editor). *Evaluating the Church Growth Movement: Five Views* (Grand Rapids, MI: Zondervan, 2004).

Ford, Leighton. *Transforming Leadership: Jesus' Way of Creating Vision, Shaping Values & Empowering Change* (Downers Grove, IL: InterVarsity Press, 1991).

Friedman, Edwin. *Generation to Generation: Family Process in Church and Synagogue* (New York: The Guilford Press, 1985).

Hansen, David. *The Art of Pastoring: Ministry Without All the Answers* (Downers Grove, IL: InterVarsity Press, 1994).

Hawkinson, James R. and Robert K. Johnston (eds.). *Servant Leadership: Volumes I & II* (Chicago, IL: Covenant Publicaitons, 1993).

Heifetz, Ronald. *Leadership Without Easy Answers* (Cambridge, MA: Belknap Press of Harvard University Press, 1994).

Hybels, Lynne and Bill Hybels, Rediscovering Church: The Story and Vision of Willow Creek Community Church (Grand Rapids, MI: Zondervan, 1995).

Kouzes, James M. and Barry Z. Posner. *The Leadership Challenge* (Jossey-Bass, San Francisco, CA, 4th ed., 2006).

Law, Eric. *The Wolf Shall Dwell with the Lamb: A Spirituality for Leadership in a Multicultural Community* (Danvers, MA: Chalice Press, 1993).

Macchia, Stephen. *Becoming a Healthy Church: Ten Characteristics* (Grand Rapids, MI: Baker Books, 1999).

McGavaran, Donald. *Understanding Church Growth* (Grand Rapids, MI: Eerdmans, 1990).

Nouwen, Henri. *In the Name of Jesus* (NY: Crossroad, 1993).

Rah, Soong-Chan. *The Next Evangelicalism*. (Downers Grove, IL: IVP Books, 2009).

Rainer, Thom. *The Book of Church Growth: History, Theology and Principles* (Nashville: Broadman & Holman Publishers, 1993).

Rohr, Richard and Andreas Ebert. *The Enneagram: A Christian Perspective* (New York: Crossroad Publishing Company, 2004).

Schwarz, Christian. *Natural Church Development: A Guide to Eight Essential Qualities of Healthy Churches* (Carol Stream, IL: ChurchSmart Resources,1996).

Senge, Peter M. *The Fifth Discipline: The Art & Practice of The Learning Organization* (New York: Doubleday, 1990).

Stark, Rodney. *The Rise of Christianity: How the Obscure, Marginal, Jesus Movement Became the Dominant Religious Force in the Western World in a Few Centuries* (San Francisco: Harper Collins, 1996).

Tokunaga, Paul. *Invitation to Lead: Guidance for Emerging Asian American Leaders* (Downers Grove, IL: InterVarsity Press, 2003).

Warren, Rick. *The Purpose-Driven Church: Growth Without Compromising Your Message and Mission* (Grand Rapids, MI: Zondervan, 1995).