Church and Ministry Management (CMM)

Major requirements for a B.A. or B.G.S. degree in Church and Ministry Management

Required semester hours

40 sh

Required core courses

BADM 3100 or ISIT 3030; BADM 4400; CMM 3000, 3100, 3200, 3300; NPM 4170, 4190; ORG 3034, 4074, 4094, 4120

Church and Ministry Management Certificate

This certificate is designed to help students understand different approaches to church and ministry administration and to develop planning and management tools. It will also identify, analyze, and present solutions for several human resource related issues in a congregational and nonprofit setting. Students will discover and research appropriate stewardship models from a management perspective and give practical tools that will help congregations evaluate its current health and strategies for growth. Overall, administrative and management principles and practices for churches and ministries will be examined from leadership, human resources, stewardship, and growth and management perspectives.

Church and Ministry Management Certificate

12 sh

Required core courses

CMM 3000, 3100, 3200, 3300

Course descriptions for BADM, NPM and ORG courses may be found under the respective major in the SAL program.

3000 **Principles and Practices of Church and Ministry Management (4 sh)**
This course will review basic management and leadership theories in relation to the church congregation and ministries. It is designed to help students understand different approaches to church and ministry administration using both secular and biblical sources and church administrative models to develop planning and administrative tools, and identify and assess their own behavior as leaders as well the needs of the congregation in order to create a strategic plan to identify and meet those needs. This course is an overall study of the administrative and management principles and practices for the local church and ministries and will examine staff, finances, buildings, human resources, stewardship, and management.

3100 **Managing Human Resources in a Church Ministry Setting (2 sh)**
This course will examine current theory and practice of human resource management in a Church, ministry and nonprofit context. It will review human resources policies, compliance and procedures for local and large congregations and ministries and will provide applicable human resource tools such as; recruitment and hiring, managing personnel, evaluation and performance appraisals, discipline and compensation, volunteer management and coaching of employees. The course will also identify, analyze and present solutions for several human resource related issues in a congregational, nonprofit, and ministry settings. Prerequisite: CMM 3000.

3200 **Church Fundraising and Stewardship (2 sh)**
This course helps students understand different approaches to church and ministry fundraising, capital campaigns and fundraising rules and regulations. Students will learn basic annual funds, major gifts, foundation grants, planned gift fundraising, restricted and designated gifts, and essential rules and regulations. The course will focus on discovering and researching good stewardship models from a management perspective as well as helping to lead the congregation and ministries in both a personal and public understanding of stewardship. Prerequisite: CMM 3100.

3300 **Strategies for Church and Ministry Growth, Change, and Revitalization (4 sh)**
This course identifies key principles related to church and ministry growth, change, and revitalization. Clergy, ministry leaders, and nonprofit professionals will learn how strategic planning can clarify a congregation's direction, discernment, and opportunities for growth. It will also give practical tools that will help congregations and ministries evaluate their current health and recognize areas that need improvement and can hinder growth causing plateaus. This course will focus on how to deal with and implement change in a positive and productive way. Special attention will be given to theological and cultural principles which may affect the rate and patterns of church or ministry growth. Strategies will be designed to promote growth and revitalization. Prerequisite: CMM 3200.