

**Doctor of Ministry Core Course 1**  
**October 25-29, 2010**  
**Northwest University Site**

**PTH 901 RENEWING THE SPIRITUAL LEADER**

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**COURSE SYLLABUS**

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**COURSE DESCRIPTION**

This course focuses on the dynamics of leadership, with consideration of the Pentecostal implications. Current leadership theories and practices will be evaluated in the light of Scripture. Significant time is also spent orienting the participants to the unique dynamics and requirements of Doctor of Ministry education.

A goal of the course is to create a transformational peer learning environment in which self-leadership and other-leadership are integrated fully with Pentecostal spirituality. The course requires the implementation of a three month self-development plan.

**LEARNING OUTCOMES**

Upon completion of the D. Min. Program, participants will be able to expand their influence by growing into ministers who:

1. Grow in spiritual maturity
  - a. Deepen their historical and theological appreciation of the Pentecostal-Charismatic tradition, leading to a growing personal spirituality
  - b. Cultivate disciplines of self-leadership, which produce holistic health and integrity as a leader
  - c. Communicate the role of Spirit-empowered ministry for effective leadership
  - d. Integrate Pentecostal spirituality into the practice of the leadership arts

2. Demonstrate leadership competency
  - a. Exercise missional leadership through strategically implementing purpose, vision, and values
  - b. Acquire and effectively apply new knowledge and skills to the practice of ministry
  - c. Develop leaders worth following – catalysts for transformation in individuals, organizations, and communities
  - d. Expand awareness of the implications of globalization within the overall ministry of the Church
  
3. Exhibit scholarly integration
  - a. Reflect upon and utilize the insights of both biblical and practical theology, as well as the social and behavioral sciences within their ministry context
  - b. Write high-quality academic papers that demonstrate the ability to integrate scholarship with the practice of ministry
  - c. Develop professional research and writing skills in order to provide an enduring service to the larger Church through the publication of a Professional Project, and further written contributions to the scholarly world
  
4. Utilize ministry networks
  - a. Develop relational health through mutually beneficial long-term personal connections with other ministry professionals, creating support systems for sustained impact
  - b. Connect with resources for ongoing ministry enhancement

## **COURSE OBJECTIVES**

This course equips the participants to:

1. *Describe* both the history and current understanding of major leadership theories and models
2. *Reflect* on their own life narrative and its implications and impact on their leadership
3. *Gain clarity* on their own spiritual gifts, passions, strengths, personality and experiences as they relate to leadership
4. *Articulate* a statement of personal values and mission
5. *Plan* a consistent program of leadership self-development based on course materials

6. *Integrate* Pentecostal spirituality into the practice of leadership

7. *Monitor* the interior life for signs of growth and health and intervene to correct deficiencies

### **COURSE OUTLINE**

1. *What is my story?*

*Looking at how God has led your life*

- *What are my beliefs?*
- *What are my values?*
- *What is my mission?*
- *What are my roles?*

2. *How am I wired?*

*Looking at your personality*

- *We will look at your DISC Profile*

3. *In what ministry areas might I serve?*

*Looking at your strengths and gifts*

- *We will look at results of the "Strength Finders 2" assessment & two "Spiritual Gifts" assessments*

4. *What is my leadership style?*

- *Development of leadership theory*
- *Assessment of leadership style*
- *Insights and learnings from research*

5. *What are needed leadership skills?*

6. *How do I relate and grow?*

- *Looking at your relationships to God and others and personal growth*
- *We will share how to help others identify their personalities, strengths and gifts.*

### **WRITING WORKSHOP: Wednesday Morning**

Dr. Lois Olena will provide a writing workshop during class on Wednesday morning from 8 AM -Noon. This session will provide you with resources, tools and instruction that will position you for success in writing your papers throughout your academic journey. To further aid you in developing your writing skills and to acquaint you with the expectations of writing at the graduate level, you are required to submit your "Pentecostal Spirituality" post-session paper to her (at [lois@olena.com](mailto:lois@olena.com)) at our current D.Min. editors' rate. Dr. Olena will provide helpful evaluation and feedback of great value for your future writing.

### **COURSE TEXTBOOKS**

Hybels, B. *Courageous Leadership*. Grand Rapids, MI: Zondervan, 2002.

Stanley, A. *The Next Generation Leader: 5 Essentials For Those Who Will Shape The Future*. Sisters, Ore.: Multnomah, 2003.

Rath, T. and B. Conchie. *Strengths based leadership: great leaders, teams, and why people follow*. New York, Gallup Press, 2008.

McNeal, Reggie. *Practicing Greatness: 7 Disciplines of Extraordinary Spiritual Leaders*. San Francisco, CA,: Jossey-Bass, 2006.

Creps, Earl. *Off-Road Disciplines: Spiritual Adventures of Missional Leaders*. San Francisco, CA: Jossey-Bass/Leadership Network, 2006

Yukl, Gary. *Leadership in Organizations* (7th edition). Englewood Cliffs, NJ. Prentice Hall, 2009.

NOTE: It is a violation of academic policy to claim credit for books read prior to the course. If you have read any of the required books, read a substitute book from the options book lists at the end of the syllabus.

## **COURSE REQUIREMENTS**

### **1. Pre-Session**

- a. *Read*: The course textbooks.
- b. *Write*: Prepare a 5-page paper synthesizing the 3-5 ideas from the readings that made the greatest impact on you and how those ideas apply to your ministry context. You will do an oral presentation of your paper in summary form during one of the class sessions.
- c. *Assess*: Take the strengths assessment from *Strengths Based Leadership*. (The code to take the online assessment is in the book.)

### **2. Session**

- a. *Attendance* at all class sessions and activities
- b. *Active contribution* to the peer learning environment, including discussion, integration of pre-reading, and relationship-building.

- c. DISC Personality Assessment. During the class you will take the DISC Personality Assessment. There will be a \$35 charge for this assessment, due when you take it.

### 3. Post-Session Projects

- a. *Personal Retreat*: Prior to beginning the Post-Session Writing Project, each participant is required to take an individual spiritual retreat of at least one day in length. The purpose of the retreat is prayer, Scripture study and meditation, journaling, and reflection on the participant's life and ministry. This is to be a time of disconnection from the outside world, offering God an opportunity to speak to us about our leadership and our lives. Reflections developed during the personal retreat should be integrated into the Writing Project.
- b. *Accountability Relationship*: All course participants are required to maintain or begin a rigorous and regular accountability relationship (outside of their home) **in order to pass the course**. This relationship may be either with a trusted individual or with a group. The existence and effectiveness of the relationship will be reported in the Post-Session Writing Project.
- c. *Post-Session Writing Projects*:

In writing these two projects, refer only to essential sources and Scriptures. These are *not* primarily library research pieces. I am looking for what *you* think and *why*, not for your ability to quote what someone else thinks.

- 1) *Pentecostal Spirituality*: This 10-page paper should deal with the question of what it means to lead as a "Pentecostal." To what extent, if any, does Pentecostalism contribute uniquely to the leadership approach of individuals and organizations? For example, as Pentecostals, do we "make it happen" or "let it happen?"

[I am *not* looking for a repetition of our class discussion, a defense of Pentecostal doctrines, a spiritual autobiography, or a sermon recitation of Pentecostal virtues. Rather, write a thoughtful and practical treatment of how Pentecostalism influences the art of leading.]

**Due date:** postmarked no later than December 29, 2010.

- 2) *Leadership Development*: This 20-page paper deals with the question, "What is it like to be led by me?"

Evaluate your life as a leader in terms of the following:

A) *Leadership and Spirituality Self-Evaluation*:

1. Identify your major leadership strengths and skills
2. Identify your dominant leadership style(s)
3. Evaluate your present influence and effectiveness with relevant groups as they relate to your styles and strengths.
4. Report on your learning from the Personal Retreat, especially with regard to issues of character and spirituality.
5. Report your learning from the surveys and assessments you took online. Include your thinking regarding your spiritual wholeness as evidenced through your reflection in class and from readings.

[Use evaluations done in readings and in class, as well as those done prior. However, be sure to interpret the findings; that is, don't just report scores from various evaluations; tell me what they mean, why, and whether you agree with them.]

**Due date:** postmarked no later than January 25, 2011.

B) *Leadership Self-Development Plan*: prepare a three-month self-development plan that includes:

1. A Personal Mission Statement (with explanation)
2. A Personal Values Statement (with explanation)
3. A plan for enhancing your leadership strengths and improving on weaknesses
  - a. Identify the resources to be used
  - b. Explain how you will measure and evaluate your progress
  - c. Describe how your plan is consistent with your Personal Mission and Values
  - d. Report on the nature and effectiveness of your accountability relationships. [See Post-Session Projects "Accountability Relationship" above.]

### **Post-Session Writing Project Evaluation:**

All portions of the assignments/papers prescribed in the syllabus must be included or points will be reduced accordingly. That being a given, writing will be assessed as follows:

1. *Cogency*: Are the major assertions clear, specific, and adequately supported by evidence and/or reasoning?
2. *Creativity*: Do the major themes represent engaging, original thinking?
3. *Depth*: Are the ideas in the paper important and substantial? Is the product of high-quality? Does it evidence reflective thinking?
4. *Quality*: Is the use of language clear, compelling, and professional? Is the writing well done technically?
5. *Organization*: Does the paper have a clear structure and a progressive development of ideas?
6. *Style*: Does the paper conform to the *Turabian* manual?

### **Writing Process:**

1. *Coaching and Editing*: The *Pentecostal Spirituality* post-session paper is *required* to be submitted to the Writing Coach before being turned in to the professor. This paper is due to the Writing Coach 30 days following the first day of class (November 29, 2010). The purpose of this requirement is to assess the quality of the participant's writing so that corrective measures may be taken if necessary, and to provide a coaching/editing experience that will catalyze good writing in the *Leadership Development* post-session paper and in other writing throughout the remainder of the program. The Coach will charge the participant at the going rate per hour, with the average paper costing \$60-\$75. Late papers will incur an additional charge. Editing costs are *not* included in the Program Fee. Contact information for the Writing Coach will be distributed in class.

Core 1 is the *only course* for which coaching/editing is mandatory *unless* the quality of the writing fails to meet minimum standards. In this case, coaching/editing may be required until the writing improves sufficiently. Optional editing services (charged per hour) are available for all other classes. Contact information for editors is available from the D.Min. office.

2. *Style Manual*: All written work is to be formatted according to the *Turabian* style manual 7<sup>th</sup> edition. <http://www.amazon.com/Manual-Writers-Research-Dissertations->

[Seventh/dp/0226823377/ref=pd\\_bbs\\_1?ie=UTF8&s=books&qid=1195067596&sr=8-1](http://Seventh/dp/0226823377/ref=pd_bbs_1?ie=UTF8&s=books&qid=1195067596&sr=8-1)

3. *Expectations*: All papers are to represent original, high-quality, graduate-level work, and are to be written in an academic style rather than an oral (sermonic) style. Writing from previous courses may not be recycled.
4. *Communication*: **Hardcopies** of the completed Post-Session Writing Projects must be mailed to the professor. **Do not use e-mail.** Furthermore, it is essential that you include a self-addressed, stamped envelope large enough to return your paper to you.
5. *Title Page*: All papers should include a cover sheet with title, course information, name, address, and e-mail address in *Turabian* format.
6. **Due date**: The Pentecostal Spirituality post-session paper must be delivered to the professor's address postmarked no later than December 29, 2010. The Leadership Development post-session paper must be delivered to the professor's address postmarked no later than January 25, 2011. **Please send along a self-addressed, stamped envelope with each of your papers so they can be safely returned to you.**

After Core 1, all future post-session work will be due in the D.Min. office postmarked no later than 60 days following the last day of the course.

### **LATE WORK**

Each week beyond the due date by which the Post-Session Project is received will reduce its score by one letter grade.

### **COURSE GRADING**

Expectations are high. An "A" is awarded for excellent work, a "B" for a good effort; a "C" is marginal, etc. Grading is a composite of points earned in each phase of the course.

### **PROFESSORS GRADING SCALE**

Publishable = A+  
100% - 96% = A  
95% - 94% = A-  
92% - 93% = B+  
87% - 91% = B

85% - 86% = B-  
83% - 84% = C+  
73% - 82% = C  
70% - 72% = C-  
68% - 69% = D+  
62% - 67% = D  
60% - 61% = D-

### **OPTIONS TO TEXTBOOKS ALREADY READ**

Barton, Ruth Haley. *Strengthening the Soul of Your Leadership*. Downers Grove: InterVarsity, 2008.

Thrall, Bruce, Bruce McNicol, Ken McElrath. *The Ascent of a Leader: How Ordinary Relationships Develop Extraordinary Character and Influence*. San Francisco: Jossey-Bass, 1999.

Allender, Dan. *Leading with a Limp: Take Full Advantage of Your Most Powerful Weakness*. Colorado Springs: WaterBrook Multnomah Press, 2008.

Cordeiro, Wayne. *Leading on Empty: Refilling Your Tank and Renewing Your Passion*. Minneapolis: Bethany House, 2009.

Jackson, Anne. *Mad Church Disease: Overcoming the Burnout Epidemic*. Grand Rapids: Zondervan, 2009.

McIntosh, Gary and Samuel D. Rima, Sr. *Overcoming the Dark Side of Leadership*. Grand Rapids: Baker, 1997.

Quinn, Robert E. *Deep Change: Discovering the Leader Within*. San Francisco: Jossey-Bass, 1996.

Boa, Kenneth. *Conformed to His Image: Biblical and Practical Approaches to Spiritual Formation*. Grand Rapids: Zondervan, 2001.

McNeal, Reggie. *A Work of Heart: Understanding How God Shapes Spiritual Leaders*. San Francisco: Jossey-Bass, 2000.

Kouzes, J. M. and B. Z. Posner. *The Leadership Challenge* (4th edition). San Francisco, Jossey-Bass. 2008.

**AGTS Doctor of Ministry Program  
Core Course 1 Reading Report**

**Name** (Please print): \_\_\_\_\_

Verify the portions of the assigned "Pre-session Reading Lists" you have read for this course. (Where substitutions have been made, note accordingly.) *This form is to be turned in on the **first** day of the course.*

**I. Required reading:**

*Pages Read*

Hybels, B. *Courageous Leadership*. \_\_\_\_\_

Stanley, A. *The Next Generation Leader* \_\_\_\_\_

Rath, T. and B. Conchie. *Strengths Based Leadership* \_\_\_\_\_

McNeal, Reggie. *Practicing Greatness* \_\_\_\_\_

Creps, Earl. *Off-Road Disciplines* \_\_\_\_\_

Yukl, Gary. *Leadership in Organizations* \_\_\_\_\_

Substitute reading based on previous reading

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_____	_____
_____	_____
_____	_____
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*Signature* \_\_\_\_\_

**GRAND TOTAL PAGES READ:** \_\_\_\_\_

