

BIBLE COLLEGE OF NEW ZEALAND – CHRISTCHURCH CENTRE

Te Kareti Paipera o Aotearoa - Otautahi

BACHELOR OF MINISTRIES PROGRAMME

M504.615, 715

Pastoral leadership and management

Semester 1, 2006, Thursday, 9-10 am

Lecturer: Steve Taylor

NQF Level: 6 and 7

1. Course Description

The integration of Biblical, theological and management perspectives for pastoral leadership in church-based ministries. Students will critically evaluate a range of approaches and work towards a personal philosophy of leadership and management.

2. Learning outcomes

At the end of the course, students should:

- a) Be able to demonstrate understanding of some of the theological and Biblical issues relating to pastoral leadership and management
- b) Be able to use resources and methodology available in this field
- c) Be able to evaluate critically a range of approaches
- d) Be able to explain an effective method of bringing about change in a church or Christian organisation
- e) Be working toward a personal philosophy of leadership and management in relation to pastoral ministry

3. Methodology

Leaders. Our world needs them. Our churches need them. We can all grow in our ability to lead. This course will explore being a contemporary leader in light of the wisdom of Jesus. The individual will be encouraged to work toward a personal philosophy of leadership and management that integrates Biblical, theological and practical perspectives.

This course will be taught in a practical theological method. This method is based upon a conversation between two poles; being human and being Jesus. Specifically this course will seek to integrate the being a human leader in light of the wisdom of Jesus.

The word pastoral is used to denote a way of being and not a location. In other words, this is a course applicable not only in churches.

During the course we will be joined from leaders from around Christchurch (and Auckland), to ensure a wide variety of perspectives.

You are invited to come to this course as engaged learners. Let us create an environment in which people can try out ideas. We learn in different ways and so this course will offer a variety of ways to learn. Students are asked to willingly participate in things that might be out of their comfort zone. Students are expected to engage by reading and responding, with students maintaining an on-line journal and commenting on each other's journals.

The intention of this is to be learner focused and enhance the creative application of insights to one's own life experience and ministry situations.

4. Content Overview

Course will run Semester 1, 2006, It will be taught

- a) as a 1 hour weekly lecture (Thursday 9-10 am) for 14 weeks **and**
- b) as day long seminars (9:30-12:30, 2:00-5:00 pm; March 24, April 7, May 12, June 9) for 4 weeks. These will be advertised throughout Christchurch as stand alone block courses in order to offer in-service training for Christchurch and South Island pastors.

5. Weekly schedule

Feb 23 Week 1: Introduction: What we are doing:
R: Willimon, *Pastor*, Chapter 2, 55-74.

Mar 2 Week 2: The leadership challenge. (Followed by **How to blog?** workshop 10:15-11:00 am.)
R: Kouzes and Posner; *Leadership Challenge*, Chapter 1 and 2, 3-39; 3rd ed.

Mar 9 Week 3: Jesus CEO?
R: Clarke, *Serve the Community of Church*, Chapter 9-10, 209-252.

Mar 16 Week 4: Leader as Servant
Either serve for 90 minutes **or** read Henri Nouwen, *Road to Daybreak*, Image; 1990, selected excerpts.

Mar 23 Week 5: Leader as Gardener
Either garden for 90 minutes **or** read Ann Gilroy, "Green Fingers" in *Land and Place. He Whenua, He Wahi*, 201-216.

March 24 Wise Leadership Mark Strom

Mar 30 Week 6: Leader as Builder
Either build something for 90 minutes **or** Fleming, *Leadership Wisdom from Unlikely voices*, Chapter 7, 133-148.

Apr 6 Week 7: Leader as Resource manager
Either prepare an A3 list of the resources of your family or church **or** Fleming, *Leadership Wisdom from Unlikely voices* Chapter 4, 77-96.

April 7 Leader as change agent Steve Taylor

Apr 13 Week 8: Leader as Cross carrier
Either interview someone who has suffered **or** Fleming, *Leadership Wisdom from Unlikely voices*, Chapter 5, 97-116.

May 4 Week 9: No lectures 8, 149-168

May 11 Week 10: Leader as Parent
Either spend 45 minutes playing with a child at their level **or** Fleming, *Leadership Wisdom from Unlikely voices*, Chapter 8, 149-168.

May 12 Challenges of leadership: conflict (Hamish Galloway), cultures (Whale Rider and response)

R: Anderson, *Leadership that works*, 157-160

May 18 Week 11: Leadership ecclesiologies – Panel

May 25 Week 12: Personal leadership - organisation – Mike Dodge
R: Chapter 6 Managing our Own Effectiveness, pp, 77-92 in Shawchuck and Heuser

Jun 1 Week 13: Personal leadership - sustainability – Steve Graham
R: Provided by Steve Graham

Jun 8 Week 14: Challenges of leadership: multi-cultures – Graham Flett
R: Chapter 16 Church Leadership in a Multi-cultural context, pp, 237-252 in Shawchuck and Heuser

Jun 9 1 day seminar: Personal retreat: Making of a leader and leadership integration

Jun 15 Week 15: Challenges of leadership: postmodernity – Steve Taylor
R: Dorothy handout.

5. Assessment

The assessment tasks are designed to determine whether students have achieved the learning outcomes. They are as follows:

Assessment 1: Case study 2500 words (30%)

Due: Thursday, June 8, 12 pm

- a) Being human in leadership - Choose a particular situation or experience. (500 words. **Handed in Friday 10th March, 12:00 pm**, not for marked assessment, but to ensure a case study profitable throughout the course)
- b) Apply leadership insights and change concepts to your case study. (1000 words)
- c) Being Jesus in theological reflection – Apply the wisdom of Jesus to your particular case study. How might the lecture material inform, challenge, encourage leadership as described ?. (1000 words).

Learning outcomes assessed: a, b, c, d, e.

- Be able to demonstrate understanding of some of the theological and Biblical issues relating to pastoral leadership and management
- Be able to use resources and methodology available in this field
- Be able to evaluate critically a range of approaches
- Be able to explain an effective method of bringing about change in a church or organisation.
- Be working toward a personal philosophy of leadership and management in relation to pastoral ministry

Level 7 students are expected to show evidence in section (b) and (c) both of wider reading and of their own critical theological reflection.

Note: For student guidance; two examples from previous years are provided on Vertical File reserve in the library.

Assessment 2: On-line Journal (20%)

Due: Monday, June 19, 12 pm

Home page: www.leadershipbcnz.blogspot.com. Each student will be expected to complete an on-line journal. The lecturer will run a tutorial regarding on-line journal setup in an optional seminar (10:15-11:00 am, March 2). Each student will be expected to make 10 entries on their on-line journal in which they address the following questions; What I am learning about leadership? What am I learning about change?

3 entries are to be made concerning lectures 1-3

2 entries are to be made concerning lectures 4-10. (The focus of these two entries is guided by lecturer)

5 entries are to be made concerning lectures 11-15

Word count: 10 entries of 150 words each totals 1500 words.

These are to be both made on-line and handed in as paper based assessment.

Learning outcomes assessed: a, b, c, d, e.

- Be able to demonstrate understanding of some of the theological and Biblical issues relating to pastoral leadership and management
- Be able to use resources and methodology available in this field
- Be able to evaluate critically a range of approaches
- Be able to explain an effective method of bringing about change in a church or Christian organisation
- Be working toward a personal philosophy of leadership and management in relation to pastoral ministry

Level 7 students are expected to show their ability to critically reflect by making an addition **five** comments on the on-line journals of **five** of their class peers. This means they are writing 2000 words in total rather than 1500. However, at Level 7, it is anticipated students can read and assimilate to a higher level (faster) than at Level 6.

Assessment 3: 24 hours take home exam

50%

The exam will be available at 9:15 am on Thursday 29 June in Lecture Room 1 and 2.

The exam must be returned to Lecture Room 1 and 2 by 9:15 am, Friday, 30 June. Late exams will **not** be accepted. Emailed exams will **not** be accepted.

This means you have 24 hours to answer the exam. This period is intended to take the emphasis away from memorisation and onto students ability to integrate material. There will be 3 questions. You will have to answer 3. They are expected to take you 2.5 hours to answer. Scripts can be either typed or handwritten. Standards of grammar and spelling and bibliographic accuracy are expected to be the same as per other exams.

The focus of the examiner will be on integration and clarity of thought, and not on length of answer. Students are encouraged to use the 24 hours to process the question, clarify their thoughts, and then write a clear and succinct answer over the exam period.

Since this is a 24 hour exam, I will not be giving out any specific detail re questions. The questions will be case study based, and will assess you in relation to the learning outcomes

- Be able to demonstrate understanding of some of the theological and Biblical issues relating to pastoral leadership and management
- Be able to use resources and methodology available in this field
- Be able to evaluate critically a range of approaches
- Be able to explain an effective method of bringing about change in a church or Christian organisation
- Be working toward a personal philosophy of leadership and management in relation to pastoral ministry

Level 7 students will need to demonstrate an ability to reflect critically on the issues, to integrate answers across a range of theological / biblical perspectives and to reflect a wider range of relevant reading than level 6 students.

M504.615 is a 15 credit course made up of 150 hours:

1 hr lecture X 14 = 14 hours	
6 hr seminar X 4 = 24 hours	38 hours
Reading	21 hours
Journal (2 + hours/week)	31 hours
Case Study	30 hours
Exam and exam preparation	20 hours

M504.715 is a 15 credit course made up of 150 hours:

1 hr lecture X 14 = 14 hours	
6 hr seminar X 4 = 24 hours	38 hours
Reading	18 hours
Journal (2 + hours/week)	34 hours
Case Study	30 hours
Exam and exam preparation	20 hours

As noted above; **Level 7 students** are expected to show their ability to critically reflect by making an addition **five** comments on the on-line journals of **five** of their class peers. This means they are writing 2000 words in total rather than 1500. However, at Level 7, it is anticipated students can read and assimilate to a higher level (faster) than at Level 6

7. Bibliography

Anderson, Leith, *Leadership that works*. Bethany House, Minneapolis, 1999.

Bossidy, Larry and Ram Charan. *Execution. The Discipline of Getting Things Done*. Crown Business, 2002.

Cammock, Peter, *The Dance of Leadership. The Call for Soul in 21st Century Leadership*, Prentice Hall, 2003.

Clarke, Andrew, *Serve the Community of Church. Christians as leaders and ministers*. Grand Rapids, Eerdmans, 2000.

Clinton, Robert, *The Making of a Leader*. NavPress, Colorado, 1988.

Collins, Jim. *Good to Great*. Harper Business, 2001.

Fleming, Dave. *Leadership Wisdom from Unlikely Voices*. Zondervan, 2004.

Kouzes, James and Barry Posner; *Leadership Challenge. How to get extraordinary things done in organizations*, Jossey-Bass, 2002.

Roxburgh, Alan. *Crossing the Bridge*, Percept Group, 2000.

Shawchuck, Norman and Roger Heuser, *Leading the Congregation. Caring for Yourself while serving others*, Abingdon, 1993.

Willimon, William, *Pastor. The Theology and Practice of Ordained Ministry*. Abingdon, Nashville, 2002.

Whale Rider movie.