

**ASSEMBLIES OF GOD THEOLOGICAL SEMINARY**

**Network Partnership Course**

**American Indian College**

**Phoenix, Arizona**

**February 16-20, 2004**

**PTHM 528 VISION-CENTERED LEADERSHIP & MANAGEMENT**

**(3 Credits)**

**Gary Blanchard,  
Lori O'Dea, D.Min.  
Randy Walls, D.Min. (cand.)**

**Spring 2004**

**COURSE SYLLABUS**

**COURSE DESCRIPTION**

This course is an examination of how to develop healthy intentional churches. Special emphasis is given to organizational issues.

**COURSE OBJECTIVES:** The learner will describe the process a ministry could use to develop:

- A. A Biblical purpose statement.
- B. Core Values Statement
- C. Vision/Mission Statement
- D. Overview of ministry realities and context
- E. Change and conflict management systems

**REQUIRED TEXTBOOKS**

Collins, James C. *Good to Great: Why Some Companies Make the Leap-and Others Don't.* 1<sup>st</sup> ed. New York, NY: HarperBusiness, 2001.

Herrington, Jim, Mike Bonem, and James Harold Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey.* San Francisco, CA: Jossey-Bass Publishers, 2000.

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

White, James Emery. *Rethinking the Church: A Challenge to Creative Redesign in an Age of Transition.* Grand Rapids, MI: Baker Books, 1997.

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## **COURSE REQUIREMENTS**

### **A. Pre-Session**

Read at least 100 pages in each of the textbooks and complete a reading report for the first day of class (see attachment).

### **B. Session**

Attend all class sessions and participate in the discussions.

### **C. Post-Session**

#### **1. Reading**

Finish reading the rest of the four texts and submit a 2-3 page reflective evaluation on each book that identifies the four things you found most helpful for your current ministry setting.

**DUE: May 20, 2004**

#### **2. Purpose of the Church Project**

A typed 5-8 page project (can be single spaced) identifying the "Purpose of the Church."

Criteria:

- 1) Purpose must be solidly based on Scripture.
- 2) Project must include a one to three sentence statement capturing the core purposes.
- 3) Project must explain how the purpose statement should be used in Church leadership and management. (Limit this point to one page)

**DUE: May 20, 2004**

#### **3. Church Evaluation Project**

A typed 12-15 page report evaluating a church using the following tools:

##### 1) Purpose statement?

- (1) Does the church have a purpose Statement?
- (2) How does the church use it?
- (3) Is it soundly based on Scripture?
- (4) Does it seem to impact planning, organizing, & philosophy?
- (5) Does the average member know and embrace it?

##### 2) Core Values

- (1) Does the church have a written statement of core values?
- (2) Based on the calendar, what do the core values seem to be?
- (3) Based on the budget, what do the core values seem to be

##### 3) Model of Ministry

- (1) Does the church have a clear model of ministry? Please include it.
- (2) How does the church use it?

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- (3) Does it seem to impact planning, organizing, & philosophy?
- (4) Does the average member know and embrace it?
- 4) Reaching out to secular people
  - (1) Does the church have a strategy for reaching secular people? Please describe this strategy.
  - (2) What does the church do to assimilate people?
  - (3) Does the church have trained altar workers? If yes, how are they trained?
  - (4) Does the church have a new convert follow-up program? If yes, briefly describe it.
- 5) Organizational structure
  - (1) Does the church use the team concept? If yes, how do they develop teams?
  - (2) How does the church find and equip people for ministry positions?
  - (3) Does the churches organizational structure seem to be working effectively?
- 6) Your suggestions for helping the church become a more effective church organizationally.

Paper should include: 1) name of church, 2) how research and evaluation was conducted, 3) list of person and resources reviewed, and 4) information used to reach all conclusions.

**Due: May 20, 2004**

**GRADING PROCEDURE**

- 1. Course grades will be given based on completed work as follows:

Textbook assignments	30%
Purpose of the Church Project	25%
Church Evaluation Project	45%
- 2. All major assignments are to be typed and represent quality graduate level work. The grade will be lowered if work is scratched through, contains grammatical errors, misspelled words or poor sentence structure.
- 3. All assignments are to be turned in: 1) without any cover, 2) stapled, and 3) with the student’s name and the course number on a title page.

**NOTE: Work received after the post-session due date specified in the syllabus may result in a change of grade fee (\$15.00) being charged, even when an extension has been granted.**

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**Submit all coursework to:**

**AGTS Continuing Education**

**ATTN: Randy Walls**

**1435 N. Glenstone Avenue**

**Springfield, MO 64802**

## **BIBLIOGRAPHY**

### **Organization Issues: General**

Ashkenas, Ron, et. al. The Boundaryless Organization: Breaking the Chains of Organizational Structure. San Francisco: Jossey-Bass, 1998.

Benveniste, Guy. The Twenty-First Century Organization. San Francisco: Jossey-Bass, 1994.

Bolman, Lee & Terrance Deal. Modern Approaches to Understanding and Managing Organizations. San Francisco: Jossey-Bass, 1984.

\*Collins, James C. and Jerry I. Porras. Built to Last: Successful Habits of Visionary Companies. New York: HarperBusiness, 1994.

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### **Organization Issues: Change**

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Gangel, Kenneth O. and Samuel L. Canine. Communication and Conflict Management in Churches and Christian Organizations. Nashville, TN: Broadman Press, 1992.

Halstead, Kenneth A. From Stuck to Unstuck: Overcoming Congregational Impasse. The Alban Institute, 1998.

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Heckscher, C. & Donnellon, A. (editors). The Post-Bureaucratic Organizations: New Perspectives on Organizational Change.

\*Kotter, John. Leading Change. Harvard Business School Press, 1996. 187 pages.

Nadler, David A. Champions of Change: How CEOs and Their Companies Are Mastering the Skills of Radical Change. San Francisco: Jossey-Bass, 1998.

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### **Organization Issues: Teams**

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Cladis, George. Leading the Team-Based Church. San Francisco: Jossey-Bass, 1999

Cordeiro, Wayne. Doing Church as a Team. New Hope Publishing, 1998.

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Hackman, J. Richard, ed. Groups that Work (and Those That Don't). San Francisco: Jossey-Bass, 1989.

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Katzenback, Jon R. and Douglas K. Smith. The Wisdom of Teams: Creating the High Performance Organization. HarperBusiness, 1994.

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### **Issues: Learning Organization**

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Clinton, J. Robert & Paul D. Stanley. Connecting: Learning How to Learn from Others. Colorado Springs: NavPress, 1992.

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\*Senge, Peter M. The Fifth Discipline. New York: Doubleday, 1990. 424 pages.

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\*Sherriton, Jacalyn and James L. Stern. Corporate Culture Team Culture: Removing the Hidden Barriers to Team Success. New York: AMACOM, 1997.

### **Organization Issues: Corporate LifeCycles**

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Quigley, Joseph V. Vision: How Leaders Develop it, Share It, and Sustain It. New York: McGraw-Hill, 1993.

Wall, Bob et al. The Visionary Leader: How to Build Leadership, Trust, & Participation in Your Company. Prima Publishers, 1992.

### **Influence and Motivation**

Adler, Ron & Neil Towne. Looking Out/Looking In: Interpersonal Communication (7<sup>th</sup> ed.) HBJ College Publishers, 1993.

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\*Kouzes, James M. and Barry Z. Posner. Encouraging the Heart: A Leaders Guide to Rewarding and Recognizing Others. San Francisco: Jossey-Bass, 1999.

Schwarz, Roger M. The Skillful Facilitator. San Francisco: Jossey-Bass, 1994.

### **Planning**

Barry, Bryan W. Strategic Planning Workbook for Nonprofit Organizations. A.H. Wilder, 1987.

Below, Patrick, George Morrissey & Betty Acomb. The Executive Guide to Strategic Planning. San Francisco: Jossey-Bass, 1987.

Bryson, John M. & Farnum K. Alston. Creating and Implementing Your Strategic Plan: A Workbook for Public and Nonprofit Organizations. San Francisco: Jossey-Bass, 1995.

Bryson, John M. Strategic Planning for Public and Nonprofit Organizations. San Francisco: Jossey-Bass, 1995.

Hammond, John S., Ralph L. Keeney, and Howard Raiffa. Smart Choices: A Practical Guide to Making Better Decisions. Boston: Harvard Business School, 1999.

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Vol. III. Guide to Tactical Planning.

Popcorn, Faith and Lys Marigold. Clicking: 16 Trends to Future Fit Your Life, Your Work, and Your Business. New York: Harper Collins, 1996.

Tuller, Lawrence W. Finance for Non-Financial Managers. Holbrook, Massachusetts: Adams Media, 1997.

### **Outreach and Marketing**

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Barna, George. Evangelism that Works. Ventura, CA: Regal Books, 1995.

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Barna, George. User Friendly Churches. Ventura, CA: Regal Books, 1991.

Ford, Kevin. Jesus for a New Generation. InterVarsity Press, 1995.

Kotler, Philip and Alan R. Andreasen. Strategic Marketing for Nonprofit Organizations. 5<sup>th</sup> Edition. Prentice Hall, 1995.

Luther, William. The Marketing Plan: How to Prepare and Implement It. AMACOM, 1992.

\*Scifres, Mary J. Searching for Seekers: Ministry With a New Generation of the Unchurched. Nashville: Abingdon Press, 1998.

Shawchuck, Norman, Philip Kotler, Bruce Wrenn & Gustave Rath. Marketing for Congregations. 1992. 424 pages.

Stern, Gary J. Marketing Workbook for Nonprofit Organizations. A. H. Wilder, 1990.

### **Church**

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Greenleaf, Robert. Seeker and Servant: Reflections on Religious Leadership. San Francisco, CA: Jossey-Bass, 1996.

Henderson, David W. Culture Shift. Grand Rapids, Michigan: Baker Book, 1998.

\*Hunter, George. Church for the Unchurched. Nashville: Abingdon, 1996.

\*\_\_\_\_\_. How to Reach Secular People. Nashville: Abingdon, 1992.

\*Hunter, Kent. Your Church Has Personality. Corunna, IN: Church Growth Center, 1997.

Klaas, Alan C. In Search of the Unchurched: Why People Don't Join Your Congregation. Bethesda, MD: The Alban Institute, 1996.

Macchia, Stephen A. Becoming a Healthy Church. Grand Rapids, Michigan: Baker, 1999.

McIntosh, Gary L. One Size Doesn't Fit All. Grand Rapids, Michigan: Fleming H. Revell, 1999.

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Noland, Rory. The Heart of the Artist: A Character-Building Guide for You and Your Ministry Team. Grand Rapids, Michigan: Zondervan, 1999.

Pederson, Steve. Drama Ministry: Practical Help for Making Drama a Vital Part of Your Church. Grand Rapids, Michigan: Zondervan, 1999 (Included CD-Rom)

\*Rainer, Thom S. High Expectations: The Remarkable Secret for Keeping People in Your Church. Nashville: Broadman and Holman 1999.

Slaughter, Michael. Out on The Edge: A Wake-up Call for Church Leaders on the Edge of the Media Reformation. Nashville: Abingdon Press, 1998. (Included CD-Rom)

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

\*Warren, Rick. The Purpose Driven Church. Grand Rapids, MI: Zondervan Publishing House, 1995.

Wilson, Len. The Wired Church: Making Media Ministry. Nashville: Abingdon Press, 1999 (Included CD-Rom)

**SPECIFIC DATA**

Course syllabus prepared by Randy Walls January 2004.

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**Reading Report**

This is to certify that I have read the following pages in each of these books:

Collins, James C. *Good to Great: Why Some Companies Make the Leap-and Others Don't*. 1<sup>st</sup> ed. New York, NY: HarperBusiness, 2001.

Pages read \_\_\_\_\_

Herrington, Jim, Mike Bonem, and James Harold Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey*. San Francisco, CA: Jossey-Bass Publishers, 2000.

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Signature

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Date Signed