

ASSEMBLIES OF GOD THEOLOGICAL SEMINARY
Southeastern College Branch Campus
1000 Longfellow Blvd
Lakeland, FL 33801
June 6, 7, July 1, 3, 2003

PTHB 624 RENEWING THE ESTABLISHED CHURCH
(3 Credits)

Dr. Wayne H. Lee

Summer 2003

COURSE SYLLABUS

COURSE DESCRIPTION

A study of the dynamics of church planning and church growth focusing on the psychological and sociological hindrances to lay participation. Attention is also given to approaches which may assist in the revitalizing of the ministries and growth of the local church that has experienced declining effectiveness.

COURSE OBJECTIVES

Upon completion of this course, the student should be able to:

1. Discuss a biblical theology of the church with a focus on the functions and expressions of healthy churches.
2. Outline the process of cultural changes that affect the church today.
3. Analyze the established church in America in light of the changing culture of the post modern era.
4. Compare methods and procedures being used in various contemporary churches with suggested changes and improvements needed to fulfill the great commission in the unsettled landscape of the mission field in America.
5. Describe the difficulties and impact of change on churches and individuals.
6. Outline a process of spiritual and organizational church renewal considering mission/vision, leadership/management, worship, spiritual life, care, ministries, evangelism and congregational readiness.

REQUIRED TEXTBOOKS

Undergraduate Required Texts

Easum, William. *Leadership on the Other Side: No Rules, Just Clues*. Abingdon Press, 2000 (144 pages).

Hunter, George G. III. *Church for the Unchurched*. Abingdon Press, 1996 (171 pages).

Kotter, John P. *Leading Change*. Harvard Business School Press, 1996 (186 pages).

Southerland, Dan. *Transitioning*. Zondervan, 1999 (172 pages).

If any of the above texts have been read, please read:

Herrington, Jim, Mike Bonem and James H. Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey*. Jossey-Bass, 2000 (162 pages).

or

Shawchuck, Norman and Roger Heuser. *Managing the Congregation: Building Effective Systems to Serve People*. Abingdon Press, 1996 (358 pages).

Graduate Required Texts

Adizes, Ichak. *Corporate Lifecycles: How and Why Corporations Grow and Die and What To Do About It*. Prentice Hall Press, 1988 (read Introduction to page 109, and pages 227 to 265).

or

Shawchuck, Norman and Roger Heuser. *Managing the Congregation: Building Effective Systems to Serve People*. Abingdon Press, 1996 (358 pages).

Catlin, Katherine and Jana B. Matthews. *Leading at the Speed of Growth*. 2001 (125 pages).

Easum, William. *Leadership on the Other Side: No Rules, Just Clues*. Abingdon Press, 2000 (144 pages).

Hunter, George G. III. *Church for the Unchurched*. Abingdon Press, 1996 (171 pages).

Kotter, John P. *Leading Change*. Harvard Business School Press, 1996 (186 pages).

Southerland, Dan. *Transitioning*. Zondervan, 1999 (172 pages).

If any of the above texts have been read, please read:

Collins, Jim. *Good to Great: Why Some Companies Make the Leap...and Others Don't*. Harper Business, 2001 (210 pages).

or

Herrington, Jim, Mike Bonem and James H. Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey*. Jossey-Bass, 2000 (162 pages).

RECOMMENDED READING

Anderson, Ray S. *The Soul of Ministry: Forming Leaders for God's People*. Louisville: Westminster John Knox Press, 1997.

Dempster, Murray W., Byron D. Klaus, and Douglas Petersen. *The Globalization of Pentecostalism: A Religion Made to Travel*. Carlisle, CA: Paternoster Publishing, 1999 (Pages 3-116; 261-395).

Gangel, Kenneth O. *Feeding and Leading: A Practical Handbook on Administration in Churches and Christian Organizations*. Grand Rapids: Baker Books, 1996.

Grenz, Stanley J. *A Primer on Postmodernism*. Grand Rapids: William B. Eerdmans Publishing Co., 1996.

Haggard, Ted. *Primary Purpose*. Orlando: Creation House, 1995.

Johnston, Graham. *Preaching to a Postmodern World: A Guide to Preaching to Twenty-First Century Listeners*. Grand Rapids: Baker Books, 2001.

Laurie, Gregg. *The Upside-down Church*. Wheaton: Tyndale House Publishers, Inc., 1999.

McLaren, Brian D. *The Church on the Other Side: Doing Ministry in the Postmodern Matrix*. Grand Rapids: Zondervan, 1998.

_____ *Reinventing Your Church*. Grand Rapids: Zondervan, 1998.

Nash, Robert N., Jr. *An 8-Track Church in a CD World*. Macon, GA: Smyth & Helwys Publishing, Inc., 1997.

Sweet, Leonard. *Aqua Church: Essential Leadership Arts for Piloting Your Church in Today's Fluid Culture*. Loveland, CO: Group, 1999.

Towns, Elmer and Warren Bird. *Into The Future: Turning Today's Church Trends into Tomorrow's Opportunities*. Grand Rapids: Fleming H. Revell, 2000.

VanGelder, Craig. *The Essence of the Church: A Community Created by the Spirit*. Grand Rapids: Baker Books, 2000.

Warren, Rick. *The Purpose Driven Church*. Grand Rapids: Zondervan, 1998.

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

BASIC OUTLINE

1. Overview of Church Life
2. Overview of Church-Life cycles (principles)
3. The life cycles of courtship, infancy and childhood (Adizes)
4. The life cycles of adolescence and prime (Adizes)
5. The life cycles of stable aristocracy, early bureaucracy, bureaucracy and death (Adizes)
6. The causes of church aging and sickness in each life cycle
7. The cures of church aging and health in each life cycle
8. Understanding the current American landscape and culture (Hunter, Shawchuck and Easum)
9. Looking at the established church in America (Shawchuck and Hunter)
10. Models of effective churches in America (Hunter and Hunter)
11. The eight-stage process of creating major change (Kotter)
12. Making personal preparation for change (Herrington)
13. Making corporate preparation for change – establishing the vision team (Southerland)
14. Creating urgency (Kotter)
15. Discerning the vision (Southerland)
16. Planting the vision (Southerland)
17. Communicating the vision (Southerland)
18. Empowering change in leaders (Southerland)
19. Implementing the vision (Southerland)
20. Dealing with opposition (Southerland)
21. The tools of momentum and alignment (Southerland)
22. Making course corrections (Southerland)
23. The leader's entrepreneurial role in initial, rapid and continuous growth (Catlin and Matthews)
24. Revisiting empowering leadership, passionate spirituality (dynamic worship services), loving small group relationships, gift-oriented ministry, need-oriented evangelism and functional structures in systems thinking (Schwarz)
25. The four critical leadership skills

METHODOLGY

This course will utilize a wide variety of learning methods and approaches including lectures, audio/visual presentations, case studies and pastoral and staff interviews. Emphasis will be placed on student involvement in discussions. The primary method will be group thinking and brainstorming regarding all areas of church ministry.

COURSE REQUIREMENTS

1. Reading: A minimum of 700 pages of reading for undergraduates and 1,500 pages of reading for graduates is required. If you have read any of the required books for another course, you must select a different text from the recommended list. A reading response paper is required for each book read. You are to prepare a two to three page paper as defined below. It is not necessary to quote the book to support the concepts, but page numbers should be given. All reading papers are **DUE THE FIRST DAY OF CLASS**.
 - a. If you read the Adizes text, please identify and describe where your church, corporation, or denomination is on Adizes' lifecycles. Any insights as to the causes or next step may prove to be interesting and helpful. Remember, prepare the page with charts to present to boards, leadership, etc.
 - b. If you read *Leading at the Speed of Growth*, please translate, chart and summarize the material into spiritual and church language. Prepare the paper for a presentation to leadership.
 - c. Summarize *Church for the Unchurched* to present to your leadership board.
 - d. Translate, chart and summarize *Leading Change* into spiritual and church language. Prepare the paper for a presentation, lesson, etc. for your leadership board.
 - e. Summarize *Transitioning* for a presentation to your church leadership board.
 - f. Summarize the Easum text in two or three pages suitable for a classroom teaching. Include symbols, illustrations, charts, etc.
 - g. *Leading Congregational Change* should give you insights to chart a congregational plan. Please give a complete change model which could be used to help any established church find renewal.
 - h. Summarize *Managing the Congregation* to present to a church Board.
 - i. If the Herrington text is used, summarize congregational change in chart form for a presentation.
2. Discussion Questions: It is expected that each student will prepare a list of five (5) to ten (10) questions for class discussion after reading each text.
3. Please prepare a 15 minute class presentation on one of the books. Please make the presentation local application oriented rather than simply informational. The presentation is worth 100 points. At the time of the presentation, a scoring sheet will be provided.
4. Project: Each participant will be required to prepare a post-session paper (10-15 pages for undergraduates, 20-25 pages for graduates) from one of the following options:
 - a. If you are a full-time student and NOT currently working as a pastor, then write your paper under the title: *From Ineffective to Effective: Renewing The Established Church*. This paper should be principle based and should include your observations for suggested changes gleaned from attending various churches. Please integrate reading material assigned for this class as well as classroom notes and insights.
 - b. If you are currently serving as a pastor, associate pastor, youth pastor, etc., then write your paper under the title: *An Action Plan for Renewal of (enter your church name)*. This paper will include key principles and action plans for change and renewal.

GRADING PROCEDURE

The final grade will reflect the total score for each of the following components:

Reading papers.....	400 points
(undergraduate 80 pts each, graduate 67 pts each)	
Classroom discussion (questions & participation)...	100 points
Class Presentation.....	100 points
Project Paper.....	400 points
Total points.....	1,000 points

All course work is due by October 3, 2003.

Revised: 5/14/03