

**ASSEMBLIES OF GOD THEOLOGICAL SEMINARY**

**May 2-27, 2005**  
Springfield, Missouri

***PTH 624 Leading Change & Church Revitalization***

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**COURSE SYLLABUS**

**COURSE DESCRIPTION**

More than three quarters of American churches exist in a state of stagnation or decline. This course will address the process of leading these churches through the dynamics of change to a healthy place of revitalization.

**OBJECTIVES**

The purpose of the course is to provide participants with the understanding and skills required to provide direct leadership or successful coaching to a church in need of revitalization. After successfully completing all course requirements, the student should be able to:

- Identify factors contributing to a church's stagnant condition
- Interpret church and community cultures accurately
- Contextualize great ideas within the unique culture of an individual church
- Describe the qualities essential for church health
- Apply principles of change with grace and strength
- Build effective leadership teams and motivate change coalitions
- Formulate a comprehensive change strategy
- Guide the church through the revitalization process

**METHODOLOGY**

Because this is a summer course, the student must give due diligence to reading, reflection, and writing assignments for each class session. These will be augmented by lecture, discussion, small group exercises, phone interviews with practitioners, video presentations, and field trips.

## REQUIRED TEXTS

Kotter, John P. *Leading Change*. Boston: Harvard Business School Press, 1996. [186 pp.]  
Macchia, Stephen A. *Becoming a Healthy Church: 10 Characteristics*. Grand Rapids: Baker Books, 1999. [231 pp.]

Nelson, Alan and Gene Appel. *How to Change Your Church Without Killing It*. Nashville: Word, 2000. [345 pp.]

Rainer, Thom S. *Breakout Churches: Discover How to Make the Leap*. Grand Rapids: Zondervan, 2005. [244 pp.]

*Note: It is a violation of academic policy to claim credit for books read previously for credit. If participant has read any of these books for credit in another class, please substitute another book from the bibliography.*

## COURSE REQUIREMENTS

1. **Attend and actively participate** in all class sessions.
2. **Complete all assigned reading**, as scheduled.
3. **Reading Reflection Papers:** Four 2-page summary/reflection of the textbooks. Each is due at the beginning of the week for which that topic is scheduled (see Course Outline and Assignments section). The paper should contain:
  - A statement that you have read the assignment in its entirety
  - A brief overview of the reading which identifies major themes
  - At least half of the paper should convey the student's careful reflection upon those issues which were particularly enriching and/or challenging.
4. **Diagnostic Paper:** An 8- to 10-page paper presenting an issue which has led to stagnation by its presence or absence, such as:
  - An investigation of a church health component
  - An analysis of a church you attend (or have great access to)
  - A study of one or more of the components paralyzing the church today
5. **Strategy Paper:** An 8- to 10-page paper synthesizing change dynamics and a vision for church health to bring about church revitalization.

### Guidelines for Papers

*Papers should follow standard Turabian formatting and style. All papers should be accompanied by a cover sheet and stapled (not bound in any kind of cover).*

## **COURSE GRADING**

Class Attendance and Participation	10%
Reading Reflection Papers	20% (four 2-page papers @ 5% each)
Diagnostic Paper	35%
Strategy Paper	35%

## **COURSE OUTLINE & ASSIGNMENTS**

### Week 1: May 2-6 – Church Health

Reading: Macchia, *Becoming a Healthy Church*

Writing: Reading Reflection Paper #1 – Due May 6

### Week 2: May 9-13 – Leading Change

Reading: Kotter, *Leading Change*

Writing: Reading Reflection Paper #2 – Due May 9

### Week 3: May 16-20 – Church Revitalization, Part 1

Reading: Nelson and Appel, *How to Change Your Church Without Killing It*

Writing: Reading Reflection Paper #3 – Due May 16

Diagnostic Paper – Due May 20

### Week 4: May 23-27 – Church Revitalization, Part 2

Reading: Rainer, *Breakout Churches*

Writing: Reading Reflection Paper #4 – Due May 23

Strategy Project – Due May 27

## **SELECTED BIBLIOGRAPHY**

### *Change Dynamics*

Abrahamson, Eric. *Change Without Pain: How Managers Can Overcome initiative Overload, Organizational Chaos, and Employee Burnout*. Boston: Harvard Business School Press, 2004.

Bandy, Thomas G. *Coaching Change: Breaking Down Resistance, Building Up Hope*. Nashville: Abingdon, 2000.

Barna, George. *A Fish Out of Water: 9 Strategies to Maximize Your God-Given Leadership Potential*. Nashville: Integrity, 2002.

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

- Duck, Jeanie Daniel. *The Change Monster: The Human Forces that Fuel or Foil Corporate Transformation & Change*. New York: Crown Business, 2001.
- Finzel, Hans. *Change is Like a Slinky: 20 Strategies for Promoting and Surviving Change in Your Organization*. Chicago: Northfield Publishing, 2004.
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- Gerstner, Louis V., Jr. *Who Says Elephants Can't Dance: Leading a Great Enterprise Through Dramatic Change*. New York: HarperBusiness, 2002.
- Herrington, Jim, Mike Bonem, and James H. Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey*. San Francisco: Jossey-Bass, 1999.
- Harvard Business Review on Change*. Boston: Harvard Business School Press, 1998.
- Johnson, Spencer. *Who Moved My Cheese?: An A-Mazing Way to Deal with Change in Your Work and in Your Life*. New York: Putnam, 1998.
- Kotter, John. *The Heart of Change*. Boston: Harvard Business School Press, 2002.
- O'Toole, James. *Leading Change: The Argument for Values-Based Leadership*. New York: Ballantine, 1995, 1996.
- Pritchett, Price and Ron Pound. *A Survival Guide to the Stress of Organizational Change*. Plano, TX: Pritchett Rummler-Brache, n.d.
- Rendle, G.R. *Leading Change in the Congregation: Spiritual and Organizational Tools for Leaders*. Bethesda, Md.: Alban Institute, 1998.
- Robbins, Harvey, and Michael Finley. *Why Change Doesn't Work: Why Initiatives Go Wrong and How to Try Again-And Succeed*. Princeton: Peterson's, 1997.
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- Whitesel, Bob. *Staying Power: Why People Leave the Church Over Change (And What You Can Do About It!)*. Nashville: Abingdon, 2003.
- Waterman, Robert H., Jr. *The Renewal Factor: How the Best Get and Keep the Competitive Edge*. New York: Bantam, 1988.

### **Church Health**

- Barna, George. *The Habits of Highly Effective Churches*. Ventura, CA: Regal, 1999.

- Callahan, Kennon L. *Twelve Keys to an Effective Church: Strategic Planning for Mission*. San Francisco: Harper & Row, 1983.
- Easum, Bill. *Leadership on the Other Side: No Rules, Just Clues*. Nashville: Abingdon, 2000.
- Guder, Darrel L. *The Continuing Conversion of the Church*. The Gospel and Our Culture series. Grand Rapids: Eerdmans, 2000.
- Hybels, Lynne and Bill Hybels. *Rediscovering Church: The Story and Vision of Willow Creek Community Church*. Grand Rapids: Zondervan, 1995.
- Schwarz, Christian A. *Natural Church Development: A Guide to Eight Essential Qualities of Healthy Churches*. Carol Stream, IL: ChurchSmart Resources, 1996.
- Slaughter, Michael with Warren Bird. *Unlearning Church: Just When You Thought You Had Leadership All Figured Out*. Loveland, CO: Group, 2002.

### ***Church Revitalization***

- Bandy, Thomas G. *Christian Chaos. Revolutionizing the Congregation*. Nashville: Abingdon, 1999.
- Bolman, Lee G. and Terrence E. Deal. *Reframing Organizations: Artistry, Choice, and Leadership*. 2<sup>nd</sup> ed. San Francisco: Jossey-Bass, 1997.
- Crandall, Ron. *Turnaround Strategies for the Small Church*. Nashville: Abingdon, 1995.
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- McManus, Erwin Raphael. *An Unstoppable Force: Daring to Become the Church God Had in Mind*. Loveland, CO: Group, 2001.
- Mead, Loren B. *Five Challenges for the Once and Future Church*. Alban Institute, 1996.
- Nixon, David F. *Leading the Comeback Church: Help Your Church Rebound from Decline*. Kansas City: Beacon Hill, 2005.
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- Roxburgh, Alan J. *The Missionary Congregation, Leadership, & Liminality*. Christian Mission and Modern Culture series. Harrisburg, PA: Trinity Press International, 1977.
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- Schmidt, Wayne. *Lead On: Why Churches Stall and How Leaders Get Them Going*. Indianapolis: Wesleyan Publishing, 2005.
- Southerland, Dan. *Transitioning: Leading Your Church Through Change*. Grand Rapids: Zondervan, 1999.
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## **SPECIFIC DATA**

Prepared by Lori S. O'Dea, D.Min., March 2005