

ASSEMBLIES OF GOD THEOLOGICAL SEMINARY

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Springfield, Missouri

PTH 624: LEADING CHANGE & REVITALIZING MINISTRIES

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COURSE SYLLABUS

COURSE DESCRIPTION

Change is a constant factor in our fast paced world. This course will address the process of leading a church or ministry through the change process to a place of healthy, productive ministry. The course will examine principles of leadership, change management, healthy conflict resolution, and church revitalization-as well as team building and integrational approaches to ministry. Completing the course will help practitioners provide dynamic leadership leading to a transformed community culture.

COURSE 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 or ministry in need of revitalization. After successfully completing all course requirements, the student should be able to:

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

METHODOLOGY

Due to the modular format of the course, the student must give due diligence to reading and writing assignments for each class session. Participation in class through dialog and group activities is also required. Classes will be augmented by discussion, small group exercises,

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lecture, interviews with leading pastors and other ministry practitioners, video presentations and personal assessment surveys.

REQUIRED TEXTS

Heifetz, A. Ronald and Marty Linsky. *Leadership on the Line: Staying Alive Through the Dangers of Leading*. United States of America: Harvard Business School Press, 2002. [236]
ISBN [1-57851-437-1]

Herrington, Jim, Mike Bonem and James H. Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey*. San Francisco: Jossey-Bass, 2000. [162 pages]
ISBN [0-7879-4765-2]

Stetzer, Ed and Mike Dodson. *Comeback Churches: How 300 Churches Turned Around and Yours Can Too*. Nashville: B&H Books, 2007. [224 pages]
ISBN [978-0-8054-4536-7]

Kotter, P. Kotter. *Leading Change*. United States of America: Harvard Business School Press, 1996. [187]
ISBN [0-87584-747-1]

COURSE REQUIREMENTS

1. Required reading. Read the required texts listed above. If the student has previously read any of those books for academic credit, another book may be substituted from the bibliography. Complete a 2 page summary and reading response for each book. Reading papers are due by the end of class on July 5 2009.
2. Complete any two of the following projects.
 - a. *Research Paper*. Choose a major topic related to the class and write a 15 page research paper on that topic. The paper should utilize the class materials and books as its foundation with further research and exploration done on the topic. Identify major facets of the chosen topic, compare key literature and writings and derive applicable conclusions for your ministry context. This paper should include supporting notational elements (footnotes, endnotes, or parenthetical references) and a thorough bibliography/reference list.
 - b. *Case Study*. Examine a case study of either a failed or successful church change initiative with which you are familiar. Write a 15 page paper outlining the background of the case study, what factors were involved in the change and resulting short-term or long-term results. Do a thorough analysis of the case study and provide a summary of any change principles which can be utilized in other contexts.
 - c. *Diagnostic*. Write a 15 page paper diagnosing a church you have attended or are specifically acquainted with. Use the paper to diagnose a particular need for change in the church and develop a strategy for change that would lead the church from stagnation to revitalization. Be careful not to write simply from a preferential or stylistic viewpoint, but to consider substantive issues facing a

particular church and how it can change to fulfill God's missional purpose.

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d. *Integration Project*. Write a 15 page paper addressing the development of a healthy model for ministry that can be utilized by churches desiring to be strategic or intentional in their congregation's integrative efforts. This model should address positive results of integration in addition to potential pitfalls and their resolution. Integrative elements may span generational, gender or ethnic issues.

e. *Self-Designed Project*. Each student has the option of completing a self-designed project that specifically ties together elements of the class and the student's own ministry context. If this option is chosen, this project must be approved in advance by the professor. (15 pages)
Post-session course work is due postmarked no later than September 6, 2008.

Submit all assignments to:

Assemblies of God Theological Seminary
ATTN: Mario Guerreiro
1435 N. Glenstone Avenue
Springfield, MO 65802

GRADING PROCEDURE

Reading and Reading Reports	15%
Classroom Attendance and Participation	15%
Project #1	35%
Project #2	35%

NOTE: Late papers will be penalized at the discretion of the instructor.

BIBLIOGRAPHY

- Abrahamson, Eric. *Change Without Pain: How Managers Can Overcome Initiative Overload, Organizational Chaos and Employee Burnout*. Boston: Harvard Business Press, 2004.
- Anderson, Leith C. *Dying For Change*. Minneapolis: Bethany House Publishers, 1990.
- Bandy, Thomas G. *Coaching Change: Breaking Down Resistance, Building Up Hope*. Nashville: Abingdon, 2000.
- _____. *Christian Chaos: Revolutionizing the Congregation*. Nashville: Abingdon, 1999.
- Barna, George. *The Habits of Highly Effective Churches*. Ventura, CA: Regal Books, 1999.
- _____. *The Second Coming of the Church*. Nashville: Word Publishing, 1998.
- _____. *User Friendly Churches; What Christians Need to Know About the Churches People Love to Go To*. Ventura, CA: Regal Books, 1991.
- Bossidy, Larry and Ram Charan. *Execution: The Discipline of Getting Things Done*. New York: Crown Business, 2002.
- Callahan, Kennon L. *Twelve Keys to an Effective Church: Strategic Planning for Mission*. San Francisco: Harper & Row, 1983.
- Crandall, Ron. *Turnaround Strategies for the Small Church*. Nashville: Abingdon, 1995.
- Easum, Bill. *Leadership on the Other Side: No Rules, Just Clues*. Nashville: Abingdon, 2000.
- Fletcher, Michael. *Leadership Transitions for Growth: Growing Exceptional Churches in the 21st Century*. Colorado Springs: Wagner Publications, 2003.
- Gerstner, Louis V. Jr. *Who Says Elephants Can't Dance: Leading a Great Enterprise Through Dramatic Change*. New York: HarperBusiness, 2002.
- Hazelton, Paul. *Seven Steps to Revitalizing the Small-Town Church*. Kansas City: Beacon Hill Press, 1994.
- Hybels, Lynne & Bill. *Rediscovering Church: The Story and Vision of Willow Creek Community Church*. Grand Rapids: Zondervan, 1995.
- Kotter, John. *Leading Change*. Boston: Harvard Business Press, 1996.
- Logan, Robert E. *Beyond Church Growth*. Old Tappan, NJ: Fleming H. Revell, Co., 1989.

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Martin, Glen and Gary McIntosh. *The Issachar Factor: Understanding Trends That Confront Your Church And Designing A Strategy For Success*. Nashville: Broadman & Holman, 1993.

McGavran, Donald and George G. Hunter III. *Church Growth Strategies that Work*. Nashville: Abingdon Press, 1980.

McIntosh, Gary L. *Staff Your Church for Growth: Building Team Ministry in the 21st Century*. Grand Rapids: Baker Book House, 2000.

McLaren, Brian. *The Church on the Other Side: Doing Ministry in the Postmodern Matrix*. Grand Rapids: Zondervan, 2003.

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

McManus, Erwin Raphael. *An Unstoppable Force: Daring to Become the Church God Had in Mind*. Loveland, CO: Group, 2001.

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

Miller, C. John. *Outgrowing the Ingrown Church*. Grand Rapids: Zondervan, 1986.

Nixon, David F. *Leading the Comeback Church: Help Your Church Rebound From Decline*. Kansas City: Beacon Hill Press, 2005.

O'Toole, James. *Leading Change: The Argument for Values-Based Leadership*. New York: Ballantine, 1995, 1996.

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

Rainer, Thom. S. *Eating the Elephant; Bite-Sized Steps To Achieve Long-Term Growth In Your Church*. Nashville: Broadman & Holman, 1994.

Rendle, G.R. *Leading Change in the Congregation: Spiritual and Organizational Tools for Leaders*. Bethesda, MD: Alban Institute, 1998.

Schmidt, Wayne. *Lead On: Why Churches Stall and How Leaders Get Them Going*. Indianapolis: Wesleyan Publishing, 2005.

Senge, Peter, et. al. *The Dance of Change: The Challenges to Sustaining Momentum in Learning Organizations*. New York: Currency Doubleday, 1999.

Spader, Dan and Gary Mayes. *Growing a Healthy Church*. Chicago: Moody, 1991.

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

Southerland, Dan. *Transitioning: Leading Your Church Through Change*. Grand Rapids: Zondervan, 1999.

Towns, Elmer L. *An Inside Look at 10 of Today's Most Innovative Churches*. Ventura, CA: Regal Books, 1990.

White, James Emery. *Rethinking the Church*. Grand Rapids: Baker Books, 1997.

Whitesel, Bob. *Staying Power: Why People Leave the Church Over Change (And What You Can Do About It!)* Nashville: Abingdon, 2003.

SPECIFIC DATA

Prepared by Mario Guerreiro, November, 2009.

