DOCTOR OF MINISTRY PROGRAM
June 4-8, 2018

PTH 980 RELATIONAL LEADERSHIP & EMOTIONAL INTELLIGENCE:
THE RELATIONSHIP OF EMOTIONAL INTELLIGENCE TO MINISTRY LEADERSHIP

Don Detrick, D.Min.
Email: dond@northwestministry.com
Phone/Text: (425) 785-6797

COURSE SYLLABUS

COURSE DESCRIPTION
Pastoral leaders often find themselves simultaneously walking on eggshells while juggling roles and responsibilities as they blindly navigate around or through the personal and organizational hazards of ministry. Staying on mission becomes increasingly difficult as vision diminishes in the stress cloud of urgent details and emotional upheaval. Under duress, leaders often make unwise choices resulting in self-sabotage. In so doing, they expose their disconnect between professed beliefs and actual behaviors. What is a leader to do?

While no magic bullet exists to silence emotional triggers, eliminate distractions, or make frustrations disappear, there are tools at a leader’s disposal to help mitigate challenging circumstances and provide spiritual and emotional stability. This course merges biblical and theological truth with emotionally intelligent leadership principles to help prepare pastoral leaders for the rigors of twenty-first century ministry. Students will discover strategies for utilizing emotional and relational intelligence, personality patterns, critical thinking skills, and collaborative, team-building leadership styles.

Current research in the emerging fields of neurotheology and neuropsychology also provide insight into how our brains function regarding belief systems, and responses during moments of stress and anxiety. God created us with built-in components of resiliency, and this class will explore ways to leverage available resources for better spiritual, emotional, and physical health.

In addition, organizational structures can contribute to anxiety and stress. Principles of management and governance will be considered in practical terms as we explore how such mundane matters as bylaws, cultural norms, leading board meetings, managing transition and change, and organizational or operational policies can help exacerbate or alleviate conflict, anxiety, and stress.

COURSE METHODOLOGY AND SCHEDULE
The course employs a variety of teaching methods including: multimedia presentations, storytelling, class discussions, collaborative deliberations, lectures, small group problem solving, case studies and guest lecturers.
The course meets Monday-Friday. Hours: Monday: 1:00p.m.–5:00p.m.; Tuesday–Thursday: 8:00a.m.-5:00p.m.; Friday: 8:00a.m.-noon.

**COURSE OUTLINE**

**Monday, 1:00 p.m. – 5:00 p.m.**
- Introductions
- Introduction to Emotionally Intelligent Leadership
- Biblical and theological relational leadership components:
  - Old Testament Examples
  - Jesus and the Gospels
  - Early Church
  - Church History
  - Pentecostal Dynamics

**Tuesday, 8:00 a.m. – 5:00 p.m.**
- Family history, personality, and cultural background factors
- Personal spiritual journey: the power of story
- Spiritual formation concepts
- Growth: disciplines and development
- Dealing with disappointment
- EQ and self-awareness
- Developing social awareness
- Social justice and the church

**Wednesday, 8:00 a.m. – 5:00 p.m.**
- Navigating ministry challenges
- Learning self-management skills
- Setting priorities
- Tension between pastoral leadership and corporate leadership
- Developing a missional mindset
- Discernment between cultural and biblical patterns
- Recognizing pitfalls
- Personal and organizational boundaries
- Dealing with chronically troubled and difficult people
- Dealing with personal and organizational failures

**Thursday, 8:00 a.m. – 5:00 p.m.**
- Relationship management
- Learning to SEE: serve, encourage, empower
- Sexual ethics and the church in the “Me, too” era
- Active listening/coaching models
- Understanding communication patterns
• Utilizing crucial conversation skills
• Developing objectivity and critical thinking skills
• Conflict mediation strategies
• Collaborative teams and problem solving
• Board and governance structures
• Leading meetings, making decisions, execution, and accountability

Friday, 8:00 a.m. - Noon
• Developing healthy ministry environments
• Personal and organizational boundaries
• Developing a missional mindset
• Leading through change and transition
• Challenging the organizational life cycle in aging churches/organizations
• Preventing personal and organizational mission drift

COURSE OUTCOMES
The objectives of the course are stated in terms of learning outcomes (CLOs). Upon successful completion of the course, the participant should be able to:

1. Improve one’s stress level by defining and identifying success from a biblical basis, utilizing key examples from past generations of leaders.
2. Assess your own journey of faith and re-discover biblical principles for spiritual formation as a foundation for ethics and decision making.
3. Minimize self-sabotaging behaviors by learning to practically assimilate the principles of emotional and relational intelligence by comprehending and applying them into ministry and personal environments.
4. Elaborate on and integrate the biblical and cultural foundations of team-building and relationship management in work-related communities.
5. Create innovative methods for developing, empowering, and coaching leaders in a collaborative environment.
6. Develop problem-solving skills by seeking solutions and analyzing strategies that go beyond either/or thinking and victim/villain scenarios.
7. Explain the implications of self-awareness in personal behavior patterns, objectivity, and critical thinking skills for successfully managing crucial conversations during times of change and transition.
8. Perceive the value of what others can offer as a practice of spiritual discernment and thus utilize the Holy Spirit’s leading in navigating crisis moments.
9. Analyze and evaluate governance structures that facilitate personal and organizational growth, rather than hinder progress.
10. Create organizational systems to eliminate roadblocks to successfully cast vision and execute key decisions without creating chaos in the process.
COURSE REQUIREMENTS

Pre-Session:
1. Required reading of 2000 pages from required and optional reading lists below. Required reading report (noting all books and pages read in each, to total 2000 pages) shall be sent to professor via email by the end of the last class day. See Reading report on last page of syllabus.
2. Prepare a five-page personal or critical reflection paper on the required reading. You may focus on just one book or component of the reading, or generally reflect on all or parts of the required reading.

Session:
1. Required attendance, attentiveness, and active participation in all class discussion and exercises, without unnecessary distraction from outside elements, social media, cell phones, etc. Overall quality, and not just quantity of conversation will be noted. The student is expected to positively contribute to the overall experience of the class.
2. Come prepared to share with class for 10-15 minutes an oral synopsis of your pre-session paper on the required reading.
3. Be ready to turn in pre-session paper by Tuesday morning, beginning of class.
4. Send e-mail report of required 2,000 pages of reading to professor before the end of Friday’s class session.

Post-Session:
The final project for this class involves writing two papers based upon the criteria below. You may also propose writing a single paper of 25-30 pages, after consultation and approval by the class professor.

#1 - Write a 10 to 12 page reflection paper based on your personal insights gleaned from the learning experiences of this class. The student should note personal applications to present life and ministry on one of the following topics:

- **My leadership style and how it affects others.** Include possible insights from a 360 degree evaluation by family and ministry associates. What is working, what is not? How will the experience in this class influence the way I lead going forward?
- **A plan to overcome my greatest challenges personally or organizationally.** How can you prevent self-sabotaging behaviors? You may wish to include a SWOT (strengths, weaknesses, opportunities, threats) or chart to show the current realities and your plan for a preferred future.
- **Leading during times of stress or crisis.** How do I typically react at critical points? How could I enhance my own leadership using tools gleaned from this class?
- **How will I coach others on my team to reach their greatest potential?** Utilize learnings from this class to formulate a plan for coaching staff, board members, or organizational leaders.
Include the who, what, where, when, why and how of creating a healthier ministry environment.

- **A plan for personal development.** This is another open-ended option you can use to incorporate any component learned in this class to formulate a plan for achieving your goals.

#2 - **Write a 10 to 12 page research paper** from the list of possible topics below. You may consult with the instructor during the week of class to explore an alternative topic of your choice and gain approval. The paper should primarily focus on one component, providing more in-depth research in a concise, short research paper format.

- Emotional Abuse in Ministry Contexts
- Emotionally Healthy Church Leadership
- Spiritual Discernment in Leadership
- A Relational Model for Pentecostal Leadership
- Balancing Character With Spiritual Fervency in Pentecostal Ministry
- Coaching Models for Leadership Development
- Building Healthy Teams
- Governance Models for Twenty-First Century Churches
- Overcoming Ministerial Failure
- Ethical Ministry Guidelines for Twenty-First Century Ministers
- Developing Organizational and Operational Policies
- The Changing Role of Denominations in Twenty-First Century Churches
- Leading During Times of Crisis and Transition
- Propose a self-designed project: every participant has the option of proposing a self-designed project or paper that relates specifically to a ministry or research interest relevant to the course subject matter and the student’s ministry, vocational, or personal context. These projects must be approved in advance by the professor.

**Style Manual:** All written work is to be double spaced with one inch margins, submitted electronically in MS Word or PDF format via e-mail to the professor, and formatted according to the *Turabian* style manual, 8th edition: [https://www.amazon.com/Manual-Writers-Research-PapersDissertations/dp/0226816389/ref=sr_1_1?ie=UTF8&qid=1416336535&sr=8- %201&keywords=A+Manual+for+Writers+8th+edition&pebp=1416336546944](https://www.amazon.com/Manual-Writers-Research-PapersDissertations/dp/0226816389/ref=sr_1_1?ie=UTF8&qid=1416336535&sr=8- %201&keywords=A+Manual+for+Writers+8th+edition&pebp=1416336546944)

**FINAL PROJECT DUE DATE**
The final project for this course (two 10-12 page papers, or one 25-30 page paper), are due ninety days from the final day of class, on **September 8, 2018**. Please submit all post-session
work in digital form (electronic documents) to: dond@northwestministry.com. All papers should include a cover sheet with title, course information, name, address and email.

**COURSE ASSESSMENT, GRADING SCALE AND GRADING PROCEDURE**

All assignments will be assessed using rubrics and grades awarded using the AGTS D.Min. Grading Scale: 100% - 94% = A; 93% - 90% = A-; 89% - 87% = B+; 86% - 84% = B; 83% - 80% = B-; 79% - 77% = C+; 76% - 74% = C; 73% - 70% = C-.

- Reading 25% of Grade
- Pre-Session Paper 15% of Grade
- Final Project 50% of Grade
- Class Attendance and Participation 20% of Grade

**CLASS ATTENDANCE**

Due to the accelerated pace of each course, regular and punctual attendance is expected of each participant for all course activities. Because attendance is such a crucial element of the cohort peer-learning process, a participant cannot be absent for more than four hours of class and still receive credit.

**LATE WORK**

In extreme circumstances, extensions may be requested from the professor. (It is the student’s responsibility to communicate with the professor.) Each week beyond the due date by which the post-session project is received may reduce its score by one letter grade. Grade deduction for late work is at the discretion of the professor. The maximum extension is 90 days from the original due date.

**ELECTRONIC DEVICES IN THE CLASSROOM**

It is recommended that electronic devices be used during class to support the participant’s learning experience. Out of respect for your fellow participants, as well as the professor, please do not talk on the phone or text during class.

**NON-DISCRIMINATORY LANGUAGE**

Participants should use non-discriminatory language in all written and spoken communication in this class. For specific guidelines, see the Student Handbook at: [http://legacy.agts.edu/community/student_life.html](http://legacy.agts.edu/community/student_life.html).
ACADEMIC INTEGRITY
It is assumed that students at AGTS will endeavor to be honest and of high integrity in all matters pertaining to Seminary life. A lack of respect and integrity is evidenced by cheating, fabricating, plagiarizing, misusing facilities, removing books and other property not one's own and disrupting classes.

“Cheating is defined as intentionally using or attempting to use unauthorized materials, information, or study aids in any academic exercise. It is assumed that whatever work is submitted is the student’s own work and is new work for that course. Fabrication is defined as intentional and unauthorized falsification or invention of any information or citation in an academic exercise or form. Plagiarism is defined as representing the words or ideas of another as one's own in any academic exercise. One who facilitates any of the above is equally responsible with the primary violator.”[1]

Penalties may include restitution, an "F" on an individual paper, exam, or course; loss of campus employment; disciplinary probation; removal from extracurricular activities; and suspension.

DISABILITY ACCOMMODATION
As defined in Section 504 of the Rehabilitation Act of 1973 and the American Disabilities Act as amended (ADA), the Assemblies of God Theological Seminary at Evangel University is committed to equal educational opportunities and the provision of reasonable accommodations for students with disabilities. If you anticipate the need for reasonable accommodations to meet the requirements of this course, you must set up academic accommodations through Academic Support in the Center for Student Success at 1111 N. Glenstone Ave, Springfield, MO 65802, (417) 865-2815 ext. 8215. Academic Support is the office designated by Evangel University to review disability documentation, determine reasonable accommodations and develop plans for the provision of such accommodations.

COURSE COMMONS
This course may utilize Evangel's learning management system, Course Commons, powered by the Canvas Learning Management System. All participants have access to the Course Commons Student Orientation. If you are new to Course Commons, you are encouraged to take advantage of this excellent resource. As part of your course preparation, this will help you make the most of the features that are available to you as a student. Login to the Student Portal and use your Evangel username and password to login.

To access this course, hover over or click Courses at the top of the page after logging in. See https://help.evangel.edu/hc/en-us/articles/202448915-Course-Commons for additional helpful information, if applicable.

COURSE TEXTBOOKS
This course requires reading 2000 pages. The following texts are required as indicated below, for approximately 1,100 pages total. Additional reading to complete the required 2,000 pages shall be selected from the additional reading list. Students shall select from the alternative list to substitute for any books already read or reported on in other classes.

Required Texts (Approx. 1150 pages):

Bradbury, Travis and Jean Graves. *Emotional Intelligence 2.0*. Los Angeles: TalentSmart, 2009. ISBN: 978-0974320625 (255 pages hardcover) (Take online assessment and bring results to class – see code on reverse side of book dust jacket or note number in separate e-mail if ordered on Kindle via amazon.com.)


Detrick, Don. *Preventing Self-Sabotage*. Unpublished manuscript available as a PDF from author, 2018. (197 pages)


ALTERNATE READINGS (850 Pages)


<table>
<thead>
<tr>
<th>Author(s)</th>
<th>Title</th>
<th>Publisher</th>
<th>Location</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kida, Thomas</td>
<td><em>Don’t Believe Everything You Think: The Six Basic Mistakes We Make in Thinking.</em></td>
<td>Prometheus Books</td>
<td>Amherst, New York</td>
<td>2006</td>
</tr>
<tr>
<td>Lencioni, Patrick</td>
<td><em>The Five Dysfunctions of a Team.</em></td>
<td>Jossey-Bass</td>
<td>San Francisco</td>
<td>2002</td>
</tr>
<tr>
<td>Logan, Robert E. &amp; Sherilyn Carlton</td>
<td><em>Coaching 101: Discover the Power of Coaching.</em></td>
<td>ChurchSmart Resources</td>
<td>St. Charles, IL</td>
<td>2003</td>
</tr>
<tr>
<td>Maxwell, John C., and Jim Dornan</td>
<td><em>Becoming a Person of Influence.</em></td>
<td>Thomas Nelson</td>
<td>Nashville</td>
<td>2006</td>
</tr>
<tr>
<td>McHugh, Adam S.</td>
<td><em>Introverts in the Church: Finding our Place in an Extroverted Culture.</em></td>
<td>IVP Books</td>
<td>Colorado Springs</td>
<td>2009</td>
</tr>
<tr>
<td>Nelson, Alan &amp; Gene Appel</td>
<td><em>How to Change Your Church (Without Killing It).</em></td>
<td>Word Publishing</td>
<td>Nashville, TN</td>
<td>2000</td>
</tr>
<tr>
<td></td>
<td><em>Why We Believe What We Believe.</em></td>
<td>Free Press</td>
<td>New York</td>
<td>2006</td>
</tr>
<tr>
<td>Ortberg, John</td>
<td><em>Soul Keeping: Caring for the Most Important Part of You.</em></td>
<td>Zondervan</td>
<td>Grand Rapids</td>
<td>2014</td>
</tr>
</tbody>
</table>


**AGTS MISSION STATEMENT**

The purpose of AGTS is to train men and women to fulfill the mission of the church as taught in Scripture—*Shaping servant leaders with knowledge, skill and passion to revitalize the church and evangelize the world in the power of the Spirit.*
**EVANGEL UNIVERSITY MISSION STATEMENT**

Evangel University is a comprehensive Christian university committed to excellence in educating and equipping students to become Spirit-empowered servants of God who impact the Church and society globally.

**SPECIFIC DATA**

*Syllabus prepared by Don Detrick, D.Min. January 2018.*

*Dr. Detrick is the Associate Network Leader, Corporate Secretary/Treasurer for the Northwest Ministry Network (District) of the Assemblies of God.*

Don Detrick, D.Min.
Secretary/Treasurer, Northwest Ministry Network
35131 SE Douglas St, Suite 200
Snoqualmie, WA 98065
[dond@northwestministry.com](mailto:dond@northwestministry.com)
(425) 888-4800
### PTH 980 RELATIONAL LEADERSHIP & EMOTIONAL INTELLIGENCE

Reading Report – Summer 2018

Name ____________________________________________

<table>
<thead>
<tr>
<th>Book Title</th>
<th>Number of Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total number of pages

Signature ____________________________________________ Date ______________________