## Syllabus

<table>
<thead>
<tr>
<th>COURSE NUMBER and TITLE:</th>
<th>INSTRUCTOR: Jim D. Rion</th>
</tr>
</thead>
<tbody>
<tr>
<td>PTH 905 Leading Christian Organizations</td>
<td>PHONE: 210-523-1505, ext. 240</td>
</tr>
<tr>
<td>CREDIT HOURS: 3</td>
<td>OFFICE: N/A</td>
</tr>
<tr>
<td>SEMESTER: Fall 2019</td>
<td>EMAIL: <a href="mailto:pastorjim@westoverhills.church">pastorjim@westoverhills.church</a></td>
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<tr>
<td>COURSE DAY/TIME: October 14-18, M 1-5pm; T-Th 8am-5pm; F 8am-12noon</td>
<td>OFFICE HOURS: N/A</td>
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<td>LOCATION: AGTS 226</td>
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### PRE-SESSION REQUIRED TEXTS:
(Unless otherwise noted, textbooks may be purchased through the Evangel Bookstore [http://www.bkstr.com/evangelstore/home.](http://www.bkstr.com/evangelstore/home.))

#### A. ORGANIZATION


#### B. STRATEGY


#### C. TEAMS

#### D. LEADERSHIP

NOTE: If you have read any of the required texts previously for academic credit, please substitute a book from the “Additional Reading List.”
PRE-SESSION ADDITIONAL READING LIST: Read 800 pages.


Note: Participants may purchase the “LDR Church Development Process Workbook 1 - Version 7” as an additional resource, if desired. The workbook is available online at [http://ldrteam.com/product/church-workbook-1-foundations-v-7/](http://ldrteam.com/product/church-workbook-1-foundations-v-7/).

**ASSEMBLIES OF GOD THEOLOGICAL SEMINARY MISSION:**
The purpose of Assemblies of God Theological Seminary 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:**
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.

**D.MIN. MISSION:**
The mission of the D.Min. is threefold: 1) to enhance the participants’ professional competence in the particular area of their gifts and calling; 2) to integrate learning into the context of each participant’s ministry; and 3) to develop strong Pentecostal scholar-practitioners/ministers.

**COURSE DESCRIPTION:**
Leadership of the contemporary church or ministry with special consideration given to the integration of biblical values, contemporary leadership theory, contemporary organizational theory, and the participant's context of ministry.

**COURSE PREREQUISITES:**
There are no prerequisites.
COURSE PURPOSE:
The purpose of this course is to equip leaders to serve and advance Christian organizations with biblical clarity and effective contemporary practices.

COURSE REQUIREMENTS:

Pre-Session
1. Complete reading from the Pre-Session Required Reading List (approximately 1,400 pages). Also, from the Additional Reading List, complete an additional 800 pages of reading. This course has an extensive reading requirement. This is necessary to acquaint you with key issues in Organizational Leadership. You will be expected to arrive at class sessions prepared with: 1) a high level of understanding of the text books and their concepts, 2) well-developed ideas about how these text books and their concepts relate to Scripture and how concepts from these texts can and should be integrated into Church leadership.

2. Complete a two-page typed report for each text which includes:
   a. Your name and the date on the first page.
   b. A clear, signed statement that you have read the book in its entirety as the first item of each report.
   c. Two typed pages containing your answers to the following questions:
      (1) What is the author's thesis?
      (2) What two to four insights from the book will be the most helpful to you in your personal ministry? Why?
      (3) What two to four insights from the book would be the most helpful in training church leaders? Why?
      (4) On a scale of 1 (low) to 5 (high) – What is your assessment of the book as it related to leading Christian organizations? Who would you recommend it to?

   (NOTE: This is not a summary of the textbook, but your higher level analysis and synthesis.)

   • All Reading reports are due at the beginning of the first session. Late work will have the grade lowered.
   • Each participant is expected to have a working knowledge of each book read and be prepared to dialogue in a meaningful and competent way on each.

In-Session
1) Engage in collaborative learning with other participants.

Post-Session
Choose one of the following three options.

1. Research Paper
   Write a 20 to 25 page paper identifying current research and business insights in one of the following areas:
   1) Leading cultural change
   2) Building teams and collaboration in an organization
   3) Systems-thinking applied to a church or organization
4) Creating a missional organization for the 21st century

Research paper must include and demonstrate:
1) Significant contemporary organizational leadership reading and research. Must demonstrate exposure to at least twelve significant additional sources not used in the class
2) Analysis and synthesis of works cited
3) Correlation of research and analysis with Scripture
4) Significant recommendations and conclusions

2. Applied Project
Write a 20 to 25 page paper "integrating" and "applying" concepts from the course and reading to your ministry situation in one of the following areas:
1) Leading a church or ministry through a major "shift in culture"
2) Leading a church or ministry through a major "change in strategy"
3) Leading a church to apply "systems thinking" to their operation
4) Leading a church or ministry to develop their core values/culture.

Applied Project must include and demonstrate:
1) Significant contemporary organizational leadership reading and research. Must demonstrate exposure to at least five significant additional sources not used in the class
2) Comprehensive analysis of your ministry/organization context
3) Correlation of research and analysis with Scripture
4) Significant conclusions and recommendations that are consistent with biblical truth, current research and contextual analysis

3. Training Project (academic equivalent of 20-25 pages)
Prepare a three to four hour training curriculum on one of the following:
1) Development of "teamwork skills" for multiple staffs of mid to large churches.
2) Helping mid-level church/ministry leaders develop and implement a ministry strategy.
3) Preparing pastors with "cultural change skills" needed to bring about significant change in a local church

Project should include:
1) Complete and comprehensive leader notes
2) Complete participant’s notes
3) Copies of all handouts, visuals, etc.
4) Clearly stated measurable outcomes for each session

All work is due within 60 days from the last day of class (due by December 18, 2019).
All post-session work should be submitted in digital form to: pastorjim@westoverhills.church, (Office: 210-523-1505, ext. 240 [Administrative Assistant, Becky])
All written work is to be formatted according to the *Turabian* style manual, 9th edition: https://www.amazon.com/Manual-Writers-Research-Papers-Dissertations/dp/022643057X/ref=sr_1_1?__encoding=UTF8&dchild=1&keywords=turabian+style+manual&qid=1528946818&sr=11. Writing from previous academic work may not be recycled. The D.Min. Office can recommend a Turabian editor, as well as a writing coach (contact OlenaL@evangel.edu for further details).

**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.

**COURSE LEARNING OUTCOMES (CLOs), PROGRAM LEARNING OUTCOMES (PLOs), EU20 OUTCOMES AND FAITH, WORK & ECONOMICS OUTCOMES (FWE):**
The objectives of the course are stated in terms of learning outcomes. All AGTS Program Learning Outcomes, EU 20 Outcomes, and Faith, Work, and Economic Outcomes are found on the website: https://agts.edu/current-students/academic-policies/. Upon successful completion of this class, the participant will be able to:

**CLOs**
1. Assess the value of contemporary organizational theories (PLO #2)
2. Analyze the role of system thinking, team leadership, empowerment strategies, and learning organizational approaches to ministry (PLO #2)
3. Perceive the importance of integrity and credibility in leadership and relationships (PLO #2)
4. Improve their personal understanding and appreciation of team approaches to ministry (PLO #2)
5. Develop specific organizational development skills and strategies (PLO #2)
6. Compose a project that demonstrates integration of contemporary research findings and biblical understandings into their present context of ministry (PLO # 2, EU E4)

**PLOs**
This course supports and assesses PLO #2.

**EU20 and FWE Outcomes**
This course supports and assesses EU20 Outcome E4.

**COURSE ASSIGNMENTS:**
- See Course Requirements section for details. All papers should have the participant’s name, course title, course dates and AGTS on the front.

**ASSESSMENT:**
All assignments will be assessed using the grading and weighting scales noted below. page.
AGTS DMIN GRADING SCALE:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage Range</th>
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<tbody>
<tr>
<td>A</td>
<td>94 to 100%</td>
</tr>
<tr>
<td>A-</td>
<td>90 to 93%</td>
</tr>
<tr>
<td>B+</td>
<td>87 to 89%</td>
</tr>
<tr>
<td>B</td>
<td>84 to 86%</td>
</tr>
<tr>
<td>B-</td>
<td>80 to 83%</td>
</tr>
<tr>
<td>C+</td>
<td>77 to 79%</td>
</tr>
<tr>
<td>C</td>
<td>74 to 76%</td>
</tr>
<tr>
<td>C-</td>
<td>70 to 73%</td>
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GRADING POLICY:
Grading is a composite of points earned in each phase of the course:

- Pre-session Reading
- Reading Reports
- Final Project/Paper

WRITING PROJECT EVALUATION:
1. Cogency
   Are the major assertions clear, specific, adequately supported, and well organized?
2. Creativity
   Do the major ideas represent original and insightful formulation?
3. Depth
   Are the ideas in the paper important and substantial, reflecting significant research and high-quality, formulative thinking?
4. Quality
   Is the writing clear, compelling, professional, and consistent with Turabian standard?

LATE WORK:
In extreme circumstances, extensions may be requested from the professor. It is the participant’s responsibility to communicate with the professor prior to the post-session due date if an extension is needed. If the participant requests additional time, an incomplete “I” grade may be given at the discretion of the instructor for the extension (not to exceed 90 days). In the event the instructor approves an extension, he or she will have the option of lowering the final grade for the course one letter grade lower than it would have been had the work been submitted on time. A failing “F” grade may be issued if the work is not submitted before the expiration of the established extension. No participant will be permitted to register for a class if more than two (2) IP or I grades are posted on the participant’s transcript.

SPECIFIC DATA:
Prepared by Jim Rion, March 2019
**ACADEMIC INTEGRITY:**
As people of Christ, members of the broader academic community, and future professionals, it is incumbent upon every member of the Evangel community to employ and encourage integrity in all our academic and professional pursuits. Any and every instance of academic dishonesty compromises the mission of Evangel University and violates the standards we hold as people of Christ and practitioners within our professional fields. Students are expected to understand and avoid all forms of academic dishonesty, which includes falsification, cheating, collusion, and plagiarism.

As members of the Evangel community, students share the responsibility to deter and report academic dishonesty. Should a student become aware of a violation of academic integrity, he or she is encouraged to report the incident to a faculty member or department chairperson.

It is the responsibility of the faculty to address any and all acts of academic dishonesty. Sanctions for violations of academic dishonesty can include but are not limited to a failing grade on an assignment, a failing grade for the course, suspension from school, or expulsion from the university. Evangel’s policy on academic integrity, as published in the Student Handbook, appears in Section VIII. University Policies: Academic Integrity.

**ELECTRONIC DEVICES IN THE SEMINAR:**
It is expected that electronic devices will be used during seminar presentation to support the students’ learning. Any use of technology that substantially degrades the learning environment, promotes dishonesty or illegal activities is prohibited. Cell phones should only be used for academic purposes during the sessions.

**DISABILITY ACCOMMODATIONS:**
Evangel University is committed to equal educational opportunities for students with disabilities in accordance with Section 504 of the Rehabilitation Act of 1973 and the American with Disabilities Act as amended (ADA). Academic Support, a division of the Center for Student Success, is the office designated by Evangel University to review disability documentation, determine reasonable accommodations, and develop plans for the provision of such accommodations.

If you have already established accommodations through Academic Support and receive accommodation memos, please meet with me to discuss the provisions of those accommodations as soon as possible (accommodations are not retroactive). If you have not yet established accommodations, but have a disability or health condition (permanent or temporary) that may have some impact on your work in this class and for which you may require accommodations, you are welcome to contact Academic Support staff in the Center for Student Success (ZM-208; 417-865-2815 x.8215) so that accommodations can be arranged. See the Disability and Academic Accommodations Handbook for further information on the accommodations process.
This course may use COURSE COMMONS, Evangel’s learning management system. There are links to COURSE COMMONS in the Student Portal and the Evangel website. The login page for COURSE COMMONS is https://courses.evangel.edu.

Use your Evangel username and password to login.

COURSE COMMONS STUDENT ORIENTATION
All Evangel students 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.

ACCESSING THE COURSE IN COURSE COMMONS
Access your courses list by clicking on the Courses icon on the Global Navigation menu on the left of the screen. You can also click on the course card on the Dashboard.

To customize your Courses list, see the following Help Guide: How do I customize my Courses list?
Students will have access to this course in COURSE COMMONS seven (7) days before the official beginning of the semester. Students have until seven (7) days after the semester begins to complete financial registration. If financial registration is not completed by the seventh day, course access will be revoked.
After the end of the semester, students will have read-only access to the course through COURSE COMMONS. Only access to already submitted work, course resources and grades will be available.

ACCESSING COURSE CONTENT IN COURSE COMMONS
The professor controls the availability of course content and features. Some items may be unavailable until a date set by the professor.

You can navigate the course content and features using the Course Navigation menu on the left. This menu can be customized by the professor, so it may differ from course to course, depending on what features the professor has chosen to make available.

You can collapse the Course Navigation menu to focus on the page content. Click on the menu icon in the upper left (which looks like 3 lines). You can expand the menu by clicking on the menu icon again.

All course content (syllabus, modules, course materials, assignments, online quizzes, online discussions, grades, etc.) can be accessed using the links in the Course Navigation menu. Students can adjust their personal settings in COURSE COMMONS. Click on the Account icon to access the Account menu.

On the Profile page, you can add a profile picture to your account. You can also edit your display name, which will show to your instructor and peers throughout COURSE COMMONS.

The Settings link allows you to add additional contact methods (personal email or cell phone number for text message alerts) to your account. You can also add external services, like Twitter, Skype or Google Drive.

The Notifications link allows you to customize what notifications you receive from COURSE COMMONS and how and when you receive them. This is a student-centered feature that allows you to optimize your notifications to help you stay connected to what is happening in all your courses.

For more information, see the following pages in the COURSE COMMONS Student Orientation: How to Update your Profile and Settings and How to Update Your Notifications Preferences.

ACCESSING GRADES IN COURSE COMMONS
All course grades will be recorded and shown through COURSE COMMONS. Simply click the “Grades” button on the lower right of the Dashboard to access your grades for all courses. You can also use the Grades link in the Course Navigation to access your grades for this course.

For more information on how to check your grades and what you can do from the Grades page, see the following page from the COURSE COMMONS Student Orientation: How to Check My Grades.
HOW TO GET HELP WITH COURSE COMMONS
Help is never more than a few clicks away! You can access the Help menu from any page in COURSE COMMONS.

Click on the Help icon in the lower left corner of the screen. Because the COURSE COMMONS is powered by the Canvas Learning Management System, all help guides and helpdesk tickets will reference Canvas.

From the Help menu, you can send a message to your instructor, search the Canvas Help Guides, or report a problem.

You can browse and search the Help Guides using the following link: https://community.canvaslms.com/community/answers/guides/.

COURSE COMMONS TROUBLESHOOTING
Do you have a question about a quiz, an assignment, or another item in the course? Contact your professor.

Are you having technical problems with COURSE COMMONS? Click the Help icon, click “Report a Problem” and complete the form to file a ticket for a personal response from the support team. Please be sure to include a thorough description of the problem.

Are you having trouble with your Evangel account (username and password)? Contact the IT Helpdesk at 417-865-2815 ext. 8368 (phone), helpdesk@evangel.edu