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CL7522: The Missional Leader

October 2009-March 2010

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## SEMINAR DESCRIPTION

This seminar helps students develop an understanding of the role of leadership and organization in Christian faith communities in relation to the mission of the Triune God in all creation and the student's particular context. Literature from social theory and Christian theology is used to help students construct a theologically informed perspective on leadership and organization.

## APPROACH

Participants will access and use resources that assist in thinking on, and creating, theology that arises from the missional character of leadership and organization. Using missional ecclesiology to serve as a foundation will help each student reflect on their leadership style and organizational practices in relation to ministries presently being conducted.

## OBJECTIVES

Each seminar participant will...

- Gain theological perspective on how leadership and organizational practices are related to a missional ecclesiology and the ministry of the Church
- Gain an understanding of the subjects of leadership, organization, and social theory in relation to Christian theology
- Critically review formal and informal styles of leadership and organization in ministries currently being served
- Refine and develop present leadership styles, and develop a plan to enhance them
- Engage in a constructive critique of current literature on leadership, organization, and social theory in regards to missional ecclesiology
- Engage in disciplined conversation (both on-line and during on-site class time) with fellow participants about the subject matter

- Complete the seminar project of developing a missional polity for one's ministry in areas of leadership style and organizational practices

## **COURSE FORMAT**

Seminar Structure:

- Module 1: Preparation, October 15, 2009- January 22, 2010
- Module 2: On-Site Seminar, Luther Seminary, January 25-29, 2010
- Module 3: Seminar Project, Due: March 31, 2010

Use of technology:

To facilitate communication, each participant will be expected to have a Luther Seminary email account. The course will be conducted through MyLutherNet, and regular communication and posting on the course site is required.

## **COURSE ASSIGNMENTS**

Required Texts:

Robert Bellah, *The Good Society*

Lee Bolman and Terrence Deal, *Reframing Organizations: Artistry, Choice, and Leadership*

Alan Hirsch, *The Forgotten Ways*

Scott Cormode, *Making Spiritual Sense*

Craig Van Gelder, *The Ministry of the Missional Church*

Patrick R. Keifert, *Welcoming the Stranger*

Darrell Guder, *The Missional Church: A Vision for the Sending of the Church in N.A.*

Alan Roxburgh and Fred Romanuk, *The Missional Leader*

Margaret Wheatley, *Leadership and the New Science*

Jackson W. Carroll, *God's Potters: Pastoral Leadership and the Shaping of Congregations*

Phyllis Tickle, *The Great Emergence: How Christianity is Changing and Why*

Anthony B. Robinson, *Changing the Conversation: A Third Way for Congregations*

- A book of your own choosing (see assignment # 3)

### Assignment # 1

The purpose of this assignment is to familiarize the student with some recent social and leadership theory, and to use these readings as a way to reflect on the formal and informal leadership styles and organizational patterns operating in their current ministry setting.

Robert Bellah, *The Good Society*

Phyllis Tickle, *The Great Emergence*

Part 1: read the books by Bellah and Tickle and write a 6-8 page paper (typed, double-spaced) in which you note:

- What insights can we glean from these readings which may help a congregation discern leadership and organizational issues?
- Assess your leadership style, organizational habits, and how these books inform your growing understanding of what leadership means
- Offer a reflection on how your ideas about leadership and organization relate to your missional ecclesiology

#### **Part 1 Post due NOVEMBER 6, 2009**

Part 2: read the other participant's posts and offer a summary analysis of similarities and differences in leadership and organizational issues.

#### **Part 2 Post due NOVEMBER 20, 2009**

### Assignment # 2

Each participant will complete the assigned readings for the week. At the end of each week a person assigned will post a 600-800 word critical response to the readings (Primary Post). During the following week the other participants will respond to the primary post (Secondary Post). Each week you will be responsible for at least one post, and in the week you are assigned for a Primary Post, you will have two.

**Primary Post:** this post will seek to engage the readings on a theological level, as well as how the work helps to develop missional leadership style and organization practices. Also, participants may explore how the readings will help in your current ministry context.

**Secondary Post:** (200-250 words) this post will build on the Primary Post in suggesting how the readings make sense in the participant's context, and supporting the work in the Primary Post.

November 13: (Primary Post)

Readings: Van Gelder, *The Ministry of the Missional Church*

Primary Post responsibility: Jacob F. and Kerry

November 20: (Primary Post)

Readings: Keifert, *Welcoming the Stranger*

Primary Post responsibility: Peg and Jim (formally known as Jacob)

December 4: (Primary Post)

Readings: Bolman and Deal, *Reframing Organizations*, p. 3-238

Primary Post Responsibility: Ron and Corey

December 11: (Primary Post)

Readings: Bolman and Deal, *Reframing Organizations*, p. 239-438

Primary Post Responsibility: James

December 18: (Primary Post)

Readings: Robinson, *Changing the Conversation*

Primary Post Responsibility: Blair

January 4: (Primary Post) **THIS IS A MONDAY!!**

Readings: Cormode, *Making Spiritual Sense*

Primary Post Responsibility: Charles

January 8: (Primary Post)

Readings: Hirsch, *The Forgotten Ways*

Primary Post Responsibility: Carol

January 15: (Primary Post)

Readings: Guder, *The Missional Church*

Primary Post Responsibility: Glorestine

### Assignment # 3

Read a book of your choosing on social theory, congregational leadership and/or organization, and write a brief summary to be shared during seminar time with the other participants. Assignment will be posted on **Thursday, January 28**, after discussion in the seminar.

### Seminar Meeting (January 25-29, 2010)

Each participant will read and discuss in our time together the books reviewed, with special attention to the works by Roxburgh and Romanuk, Keifert, and Wheatley. Each day will be spent in Bible study as well. There will also be time devoted to preparing and developing the final seminar paper for the course.

### Project Assignment: Drafting a Missional Polity

Each participant will write a paper that develops a polity for their congregation or ministry setting based upon the theological learnings of the course. This polity is to involve the structures and practices used in the areas of leadership and organization. The following areas should be included:

- Review your initial assessment of the current practices of leadership and organization. What further reflections would you add to this assessment in light of your learnings in this course?
- Develop a critique of the strength and weaknesses of the current formal structures and practices of your congregation or ministry setting: what's working? What's not working? Assess elements of the formal structure that are open to change, which are non-negotiable, and what changes might be possible within the current "official" structure?
- Use key learnings from this course to redesign, re-shape, or enhance your current leadership and organizational structures and practices.
- Using the work from this course, as well as the ecclesiology developed in CL 7521, formulate a comprehensive missional polity for your congregation or ministry setting.
- Design a provisional implementation plan for introducing any changes that are informed both theologically and contextually.
- Convene a conversation team to review and evaluate your proposal, and make comments on how this process worked.

### **Paper (@ 25 pages) due March 31, 2010**

Please note you may develop a PowerPoint presentation to accompany your paper, if you desire.