



# CL7512 – Section 2 PASTORAL IDENTITY, LEADERSHIP AND SPIRITUAL LIFE October 2006 – March 2007 rev.

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## SEMINAR DESCRIPTION

This seminar introduces students to extensive self-reflection and evaluation of their pastoral identity in regard to their ministry experience in order to enhance their leadership effectiveness. Attention is given to forming pastoral and leadership identity in relation to the person and work of the Holy Spirit. Issues explored include life mapping, personality profile, leadership style, spiritual giftedness, and discipleship.

## APPROACH

Participants will access and use resources that assist them in reflecting on their pastoral identity and leadership both through theological reflection and personal assessment. This work will focus on a participant's personal and professional development in ministry, as well as on the ministry location that each person is presently serving. The purpose of the project component is to help each person integrate the readings, research, and seminar discussion in a way that strengthens their professional development and serves their current ministry.

## **OBJECTIVES**

Each seminar participant will . . .

1. Gain biblical and theological perspective on the issues of pastoral identity, leadership, and spiritual formation in relation to Christian ministry.
2. Engage in self-evaluation of personality profile, leadership style, conflict management style, and spiritual giftedness.
3. Interact with peers around an extended case study in bringing personal reflections and insights to bear on the practice of ministry.
4. Review and interact with several theological traditions regarding spiritual formation and discipleship.
5. Engage in active conversation and discussion with his/her peers around the subject matter of the seminar, especially through an on-line extended case study and shared readings.
6. Complete a seminar project on a life map of his/her journey to date in being formed as a leader for ministry within the church.

## **COURSE FORMAT AND EXPECTATIONS**

### ***Seminar Structure***

The seminar is divided into three phases.

Phase I – Preparation October 16, 2006 – January 7, 2007

Phase II – Seminar January 8-12, 2007 in Phoenix

Phase III – Project Completion January 13 – March 31, 2007

### ***Using Technology***

To facilitate communication, each participant will be expected to have a Luther Seminary email address. This address will allow each person to access the software that is being used for course management, which is available on MyLutherNet. In addition, this course requires participants to use electronic databases and to conduct on-line research. It is expected that participants will be proficient in using Word and communicating electronically.

## **COURSE ASSIGNMENTS**

### ***Required Books***

The following books are required for this seminar in addition to the on-line reading materials that each participant will access. In addition to these assigned texts, each participant will also read other books in module 4 to bring their total reading to 2,500 pages.

Barbara C. Crosby and John M. Bryson, *Leadership for the Common Good*, 2<sup>nd</sup> edition, Jossey-Bass, 2005.\*

George Cladis, *Leading the Team-Based Church*, Jossey-Bass, 1999.

Ronald A. Heifetz and Marty Linsky, *Leadership on the Line*, Harvard Business School, 2002.

Peter G. Northouse, *Leadership: Theory and Practice*, Sage Publications, 2004.

Alan Roxburgh and Fred Romanuk, *The Missional Leader*, Jossey-Bass, 2006.

Margaret J. Wheatley, *Leadership and the New Science* rev., Berrett-Koehler, 2001.

Michael Welker, *God the Spirit*, Fortress Press, 1994.

\*This is an additional required text that is being assigned for the seminar. It will be read following the week of meeting in January.

Note: Each participant will be expected to complete a number of assessment instruments in module 3 related to the seminar project. Several of these will be provided by the instructors, but several others will need to be purchased. There are modest reading assignments associated with these various tools.

**Purchasing Books** – It is recommended that seminar participants go “on-line” to one of the bookstores available (i.e. Amazon, Barnes and Nobles, etc.) and purchase their copies of the volumes that are required or selected for reading. All items listed are available in this format.

### ***Module Assignments***

Each participant is expected to complete four modules in this seminar. These modules involve a wide range of reading and writing requirements.

#### **Module 1:**

#### **Reflections on the Missional Character of Pastoral Identity, Leadership and Spiritual Life**

The purpose of this module is to introduce seminar participants to thinking about pastoral identity, leadership and spiritual life from a missional perspective. Read the assigned chapters from the required texts and then write the short reflection paper.

Roxburgh and Romanuk, pp. ix-36

Cladis, pp. ix-30

## **Assignment**

Write a three page reflection paper (typed, double-space) regarding your understanding of how the missionary nature of the church could/should influence the formation of your pastoral identity, leadership, and spiritual life in relation to the ministry of the church. Post your paper in the assigned location in MyLutherNet. Read the papers posted by your classmates. We will engage in some preliminary on-line discussion of these papers, and then plan to deal with them in more detail during the seminar.

**Posting Date for Reflection Paper:    October 22, 2006**

## **Module 2: Interacting with an Extended On-Line Case Study With Reflective Reading**

The purpose of this module is to help each participant reflect on his/her leadership in ministry through engaging in conversation with peers around an extended case study. Each participant will enter the following website: [www.christianleaders.org/](http://www.christianleaders.org/), and then interact with their assigned discussion group of five/six persons regarding the various episodes within this website on the following schedule:

Oct. 23-Nov. 5       Explore site and become familiar with its resources  
                          Background Episode A  
                          Background Episode B

Additional Readings:

Cladis, pp. 31-65  
Heifetz & Linsky, pp. ix-50  
Northouse, pp. 1-64  
Wheatley, pp. ix-49

Nov. 6-19            Episode 1: The Housing Development  
                          Episode 2: Brandi's Confessions

Additional Readings:

Cladis, pp. 66-106  
Heifetz & Linsky, pp. 51-122  
Northouse, pp. 65-108  
Roxborough & Romanuk, pp. 37-78  
Wheatley, pp. 49-74

Nov. 20-Dec. 3     Episode 3: The Hymns Conflict  
                          Episode 4: Vic Vargo Dies

Additional Readings:

Cladis, pp. 107-140  
Heifetz & Linsky, pp. 123-162  
Northouse, pp. 109-168  
Roxborough & Romanuk, pp. 79-124  
Wheatley, pp. 75-114

Dec. 4-17                    Episode 5: The Worker Bees  
                                  Episode 6: The Mentor's Reflection

Additional Readings:

Cladis, pp. 141-178

Heifetz & Linsky, pp. 163-206

Northouse, pp. 169-234

Roxborough & Romanuk, pp. 125-164

Wheatley, pp. 115-156

Dec. 18-31                Episode 7: Personnel Matters  
                                  Episode 8: Camille's Quandary

Additional Readings:

Heifetz & Linsky, pp. 207-236

Northouse, pp. 235-330

Roxborough & Romanuk, pp. 165-206

Wheatley, pp. 157-175

Bi-weekly Assignment:

1. Read the assigned episodes and reflect on Charlotte's thoughts, decisions, and actions.
2. Read, where they are available in the site, Charlotte's journal and experienced voices related to each episode, in addition to accessing other information sources in the site that relate to each episode.
3. Read, if available, at least two of the resource articles listed in the site for each episode.
4. Read the additional sections from the assigned books that are designated for each two-week period. Incorporate into your posted responses insights from these readings as they are helpful or useful.
5. In your assigned discussion group in MyLutherNet, post by the end of week one of the two-week period a one-page response (400-500 words) regarding:
  - a. your assessment of how Charlotte handled either one or both of the episodes
  - b. how she might have approached it/them differently
  - c. insights that can be gained about pastoral identity, leadership and spiritual life from reflecting on Charlotte's involvement in this/these episodes – be sure to draw into your discussion some of the resource perspectives from the background readings related to the assigned episodes in addition to your own knowledge base.
6. By the end of week two, post a short response (at least 75-100 words) to each of your discussion group partners regarding your response to and/or interaction with their assessment of the assigned episodes.
7. You are encouraged to interact further with one another in each conversation as you find it helpful.

## **Seminar Meeting**

Participants will meet together for the week of January 8-12, 2007 in a group seminar which will be held in Phoenix, AZ. The instructors will facilitate the seminar, which will include presentations by both the instructors and participants. There will be extensive time spent in discussion and reflection on the readings completed and research done during the preparation phase of the seminar. Participants will also spend time taking various diagnostic tools and preparing for the development of their seminar project.

### **Module 3: Assessment Tools and Developing a Life-Map As Seminar Project**

This module introduces participants to a series of assessment tools and the construction of a life-map as the project for the seminar. Each participant will complete the following assessment tools during the week of seminar. Following the seminar, each participant will draw on these materials in constructing a life map.

#### **Assessment Tools\***

Keirse-Bates – Personality profile

Leadership Practices Inventory LPI – published by Jossey-Bass/Pfeiffer

LSI Conflict – published by Human Synergistics

Spiritual Gift Inventory – as developed in *Life Keys: Discovering Who You Are, Why You're Here, and What You Do Best* published by Bethany House Books

Developing a Life Map – based on selected sections from J. Robert Clinton, *The Making of a Leader*

\*These tools will be made available by the instructors. The cost of these various instruments for each participant will be \$95, which will be due at the time of the seminar.

#### **Seminar Project Assignment**

Summarize what you have learned about yourself from the diagnostic instruments, and the implications these insights have for shaping your spirituality and leadership identity. Then develop a life map of your journey to date in being shaped as a leader by God. Identify the various phases you have gone through over time. Then develop a set of core values, purpose statement, and vision for the next phase of your life/ministry (5-7 year planning window). The project should include the following sections:

1. Develop an introductory summary of what you have learned about yourself from the assessment tools and readings.
2. Develop a map of your life to date, indicating the primary phases that you have gone through over time in being shaped by God as a leader.
  - a. Identify key influences that contributed to your growth and development in each phase you have been through; also noting struggles and/or challenges encountered.

- b. Identify key lessons learned and perspective gained in each phase
- c. Identify any transition events and/or experiences that God seems to have used in moving you from one phase into another
3. Clarify the phase you are currently in and what you believe God wants you to be learning and working on at this time
4. Develop a framework for your life and ministry
  - a. Identify the core values that have been developed along the way, or which you would like to incorporate into your life and ministry
  - b. Develop a purpose statement for your life's ministry
  - c. Develop a vision statement for the next "chapter" of the ministry God appears to be leading you into (a five year window)
  - d. Develop some action steps that might be helpful in pursuing the vision God is giving you for the next chapter of your ministry.

**Post completed project by:**

**March 31, 2007**

#### **Module 4**

#### **Exploring Pastoral Identity, Leadership and Spiritual Life through Additional Reading**

This module has two reading components, one that is required and the other which allows for personal choice.

##### *Component 1: Reflecting on the Ministry of the Spirit*

Each participant will read the following two books:

Michael Welker, *God the Spirit*, Fortress Press, 1994.

Barbara C. Crosby and John M. Bryson, *Leadership for the Common Good*, 2<sup>nd</sup> edition, Jossey-Bass, 2005

They will then write a reflection paper of 7-8 pages that interacts with these two books and draws on their insights in developing a theology of the Spirit for both his/her personal ministry and for the church's participation in God's mission in the world.

**Paper to be posted by February 25, 2007**

##### *Component 2: Reflecting on Participating in God's Mission in the World*

Each participant will keep a record of the total number of pages read through the assigned modules and then develop a reading plan to bring his/her total pages read up to 2,500. You should plan to do your additional reading in the available literature dealing with the topics of spiritual formation and Christian discipleship, and write an annotated bibliography for each book read (approximately 150-200 words). These will be posted in the designated location within MyLutherNet for all seminar participants to access.

**Annotated Bibliographies to be posted by March 15, 2007**

Selection of Books – There are literally hundreds of books to choose from in this area. If you go to Amazon.com and use the following topic requests, you will discover a wide array of offerings:

Spiritual Formation  
Lutheran Spiritual Formation  
Reformed Spiritual Formation  
Christian Discipleship  
Lutheran Christian Discipleship  
Reformed Christian Discipleship, etc.

Some Possible Considerations – For those who may want to have a few suggestions as a starting point, the following list is provided. Please note these cover a broad range of theological perspectives (see variety of publishing houses).

- John Ackerman, *Listening to God: Spiritual Formation in the Congregation*, Alban Institute, 2001.
- Diogenes Allen, *Spiritual Theology:; The Theology of Yesterday for Spiritual Help Today*, Cowley Publ., 1997.
- Michael W. Foss, *Power Surge: 6 Marks of Discipleship for a Changing Church*, Fortress Press, 2000.
- Michael C. Gemignani, *To Know God: Small-Group Exercises for Spiritual Formation*, Judson Press, 2001.
- Kent Ira Groff, *Active Spirituality: A Guide for Seekers and Ministers*, Alban Institute, 1994.
- Ben Campbell Johnson & Andrew Dreitcer, *Beyond the Ordinary: Spirituality for Church Leaders*, Wm. B. Eerdmans, 2001.
- Gary L. McIntosh & Samuel D. Rima, Sr., *Overcoming the Dark Side of Leadership*, Baker Books, 1997.
- Luis Palau, *Healthy Habits for Spiritual Growth: 52 Principles for Personal Change*, Discovery House Publ., 1994.
- Richard Peace, *Spiritual Autobiography: Discovering and Sharing Your Spiritual Story*, Navpress, 1999.
- Jana Rea & Richard J. Foster, *A Spiritual Formation Journal: A Renovare Resource for Spiritual Renewal*, Harper, 1996.
- Tom Rogers, *Life in the Fishbowl: Building Up Church Workers*, Concordia Publishing House, 1996.
- Thomas P., C.S.P. Ryan & Henri J.M. Nouwen, *Disciplines for Christian Living: Interfaith Perspectives*, Paulist Press, 1993.
- J. Oswald Sanders, *Spiritual Discipleship: With Study Questions*, Moody, 1994.
- Jerry L. Schmalenberger, *Preparation for Discipleship: A Handbook for New Christians*, CSS Publ. Co., 1998.
- Leonard Sweet, *Eleven Genetic Gateways to Spiritual Awakening*, Abingdon, 1998.
- Theodore W. and Ted Schroeder, *The Pilgrim Path: Five Discipleship Dramas With Homilies and Discussion Helps*, Concordia Publ. House, 1997.
- Dwight W. and Linda Jane Vogel, *Syncopated Grace: Times and Seasons With God*, Upper Room, 2002.
- Robert W. Webber, *Journey to Jesus: The Worship, Evangelism, and Nurture Ministry of the Church*, Abingdon Press, 2001.

## ***Conversation Team***

During the CL7511 seminar, each participant formed an initial “conversation team” in their congregation or ministry for the purpose of “walking alongside of you” and interacting with your work during the seminar. Now it is time, during the CL7512 seminar, to finalize the formation of a “Journey Partner Team” that will walk with you over the five years of your study. You are free to adjust the membership of this team along the way as needed in order to have the persons you feel can best work with you in supporting you and engaging your DMin work. You will also likely need to replace a person or two over time in light of the normal circumstances of life of people coming and going.

This seminar focuses more on you as a leader than on your congregation or ministry directly. During this seminar, you will want to use your Journey Partner Team to help you reflect on your leadership in your ministry in relation to the various reading and reflection assignments and in relation to the course project.