

**Advance Ministry Preparation
Sponsored by Gateway Seminary
CLE 1312 Ministry Leadership
事工領導學 - 3 Hours**

**Late Fall (Sep-Nov) 2020
Meeting Online Tuesday 7:30-10PM (PST) 9/8-11/24**

The Crosspoint Institute of Ministry Leadership

匯點事工領袖學院



Milpitas, California, USA

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COURSE DESCRIPTION
課程簡介

An introduction to basic principles and methods of Ministry Leadership. Unique aspects of biblical leadership as applied to church, parachurch organizations, and denomination will be explored. Current resources and techniques are examined.

此課程將探討作為基督教事工領袖的基本原則與方法，從不同層面研究聖經中的領袖觀和現時常用的領袖技巧，以裝備教會、福音機構和宗派的領袖人材。

COURSE OBJECTIVES
課程目的

- 1) At the conclusion of the semester, the student will be able to demonstrate competence in practical skills for Ministry Leadership:
 - a. Leadership:
 - A student understands the biblical, personal, and experiential foundations of being a Christian leader.
 - A student comprehends the value of relationship development, team-building, and delegation.

COURSE COMPONENTS

課程內容

The student will be exposed to the following basic subject areas:

- Biblical and Theological Basis for Ministry Leadership
 - How God develops a Christian leader 上帝如何培育基督徒領袖
 - Spiritual Leadership 屬靈領袖
- Leadership Theory: Secular and Christian 屬世與屬靈領袖
- The Leader 作領袖
 - Characteristics
 - Vision: Casting and Implementing
 - Leading Staff and volunteer groups
 - Transformational Leadership
- The Follower 做跟隨者
 - Teamwork and Groups
 - Mentoring techniques
 - Conflict management and resolution
 - Coaching
 - Mentoring
- The Situation 領導的處境
 - Leadership Styles and Personality
 - Charismatic Leadership
 - Leading Through Change
 - Dark Side of Leadership
 - Networking and Partnerships in the Community

The student will demonstrate affective growth in the following areas:

- Patience in the leadership development of others
- Value the spiritual walk of a godly leader
- Greater sensitivity to team members
- Appreciate the importance of planning and organizing
- Appreciate the importance of leading like Jesus

GRADING SCALE

評分等級

Grade 等級	Score 成績
A	94-100
A-	90-93
B+	87-89
B	83-86
B-	80-82
C+	77-79
C	73-76
C-	70-72

D	65-69
F	0-64

LECTURES AND ASSIGNMENTS
講座編排與閱讀任務

Week 周		Lecture 講座	Reading 閱讀	Others 其他
1	9/6-12	Spiritual Leadership & Part 1	Blackaby 1-49	Explain class expectation & assignments
2	9/13-19	The Leader—Part 2	Blackaby 51-84	Class short quiz
3	9/20-26	The Leader—Part 3	Blackaby 85-118	Class short quiz
4	9/27-10/3	The Leader—Part 4	Blackaby 119-145	Class short quiz
5	10/4-10	The Leader—Part 5	Blackaby 313-350	Class short quiz
6	10/11-17	Midterm on “The Leader”		
7	10/18-24	The Follower—Part 1	Blackaby 147-179	Class short quiz
8	10/25-31	The Follower—Part 2	Blackaby 181-217	Class short quiz
9	11/1-7	The Follower—Part 3	Blackaby 219-241; 293-311	Saturday class & group presentation
10	11/8-14	The Situation—Part 1	Blackaby 243-273	Class short quiz
11	11/15-21	The Situation—Part 2	Blackaby 275-373	Class short quiz
12	11/22-29	Final Exam		

This class will be offered on Tuesday evening from 7:30 to 10:00 pm for 12 weeks (September 8 to November 24, 2020) plus a Saturday class.

Content Outline:

Sessions 1-2: Spiritual Leadership and the Leader – Part One

Upon successful completion of this module, participants should be able to:

1. Define leadership as a process.
2. Identify the components of leadership.
3. Comprehend leadership emergence.
4. Analyze leadership entrenchment.
5. Comprehend how God makes a leader using spiritual gifts.

Sessions 3-4: The Leader – Part Two & Three

Upon successful completion of this module, participants should be able to:

1. Identify the characteristics of a leader.
2. Comprehend how the intelligence level of the leader impact effectiveness.
3. Assess the personal traits of a leader.
4. Comprehend how a leader can improve their talents and skills.

Sessions 5-6: The Leader – Part Four & Five

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Upon successful completion of this module, participants should be able to:

1. Identify the characteristics of Transformational Leaders
2. Identify the characteristics of Charismatic Leaders.
3. Utilize the S.W.O.T.S analysis.

Session 7 & 8: The Follower – Part One & Two

Upon successful completion of this module, participants should be able to:

1. Identify ways to support and motivate followers to gain satisfaction.
2. Evaluate when groups are ready to become a team.
3. Apply mentoring techniques to develop followers.
4. Determine when followers need coaching verses mentoring.

Sessions 9 & 10: The Follower – Part Three

Upon successful completion of this module, participants should be able to:

1. Apply leader-style appropriately to followers.
2. Determine the selection of the best leader-style and follower style.

Session 11: The Situation – Part One

Upon successful completion of this module, participants should be able to:

1. Comprehend the relationship of the leader in bringing about change in an organization.
2. Determine the best leader-style to use when dealing with conflict.
3. Determine the best leader-style to use when dealing with problem solving.

Sessions 12-13: The Situation – Part Two

Upon successful completion of this module, participants should be able to:

1. Apply power in the correct manner.
2. Identify the correct influence tactic to use at the appropriate time.
3. Apply the correct ethical behavior for leaders in a church organization.
4. Identify the substitutes for leaders.
5. Comprehend the Dark side of leadership and its effect on effectiveness.
6. Comprehend leadership and the role of gender.

Suggested Evaluation:

1. In-Class Assignments and Participation
2. Midterm
3. Final Exam
4. Ministry Project and Reflection Paper:
Here is one example plus a rubric:

Students will develop a 4-hour ministry project that include elements of working with leadership, followership, and situational development (ex. Small Group Bible study, church picnic, retreat, conference, work day at church, youth lock in, children’s ministry project, campus Bible study, new student fellowship, etc.). Students will write a minimum six-page paper (double spaced) reflecting on their abilities in leadership, followership, and situational development. The student will conclude with an additional two-page summary that synthesizes how insights listed under the section “required course components” from the course syllabus will apply to their personal life and ministry through this exercise. Thus, the paper is a minimum of 8 pages.

Total points: 100

Evaluation Rubric for Church Leadership and Artifact

Categories	No credit	Below Expectations	Meets Expectation	Exceeds Expectation
Vision Casting and implementing 15%	Did not address	Incomplete or vague ideas	At least one appropriate insight from the experience that reflects understanding of vision casting principles.	At least two appropriate insights from the experience that reflects understanding of vision casting principles articulated exceptionally well.
Leading volunteers 15%	Did not address	Incomplete or vague ideas	At least one appropriate insight from the experience that reflects understanding of leading volunteers.	At least two appropriate insights from the experience that reflects understanding of leading volunteers articulated exceptionally well.
Teamwork 15%	Did not address	Incomplete or vague ideas	At least one appropriate insight from the experience that reflects understanding of teamwork principles.	At least two appropriate insights from the experience that reflects understanding of teamwork principles articulated exceptionally well.
Conflict management 15%	Did not address	Incomplete or vague ideas	At least one appropriate insight from the experience that reflects understanding of	At least two appropriate insights from the experience that reflects understanding of

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			Conflict management Principles.	Conflict management principles articulated exceptionally well.
Leadership Styles and personality 15%	Did not address	Incomplete or vague ideas	At least one appropriate insight from the experience that reflects understanding of Leadership Styles and personality.	At least two appropriate insights from the experience that reflects understanding of Leadership Styles and personality articulated exceptionally well.
Synthesis and Application 25%	Did not address	Incomplete or vague ideas	At least 2 appropriate applications to personal future ministry.	At least 4 appropriate applications to personal future ministry articulated exceptionally well.

REQUIRED TEXTBOOK
必備課本

Holy Bible

Blackaby, Henry & Richard. *Spiritual Leadership*. Nashville: Broadman & Holman, 2011 (ISBN – 9781433669187). 有中文翻譯版

Mohler, Albert. *25 Principles for Leadership That Matters-The Conviction To Lead*. Broadman & Holman, 2012. (9780764210044).

SELECTED BIBLIOGRAPHY
其他相關書籍

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- Blanchard, Ken. *The Leadership Pill*. New York: FP Press, 2003.
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- Galloway, Dale. *Leading In Times of Change*. Kansas City: Beacon Hill Press, 2001.
- Herrington, Jim. *Leading Congregational Change*. San Francisco: Jossey -Bass, 2000.
- Hughes, Richard L. *Leadership: Enhancing The Lessons Of Experience*. Boston: McGraw-Hill Irwin, 2009.
- Hunter, James C. *The World's Most Powerful Leadership Principle*. New York: Crown Business, 2005.
- Kouzes, James M. *Credibility: How Leaders Gain and Lose It, Why People Demand It*. San Francisco: Jossey-Bass Pub., 1993.
- Lencioni, Patrick. *The Five Dysfunctions of a Team*. San Francisco: Jossey-Bass Pub., 2002.
- Maxwell, John C. *Developing the Leader Within You*. Nashville: Thomas Nelson Pub., 1993.
- _____. *The 21 Irrefutable Laws of Leadership*. Nashville: Nelson Business, 1998.
- _____. *Equipping 101*. Nashville: Thomas Nelson Pub., 2003.
- _____. *The 360 Degree Leader*. Nashville: Nelson Business, 2005.

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McCauley, Cynthia D. *Handbook of Leadership Development*. San Francisco: Jossey- Bass Pub., 1998.

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Weems, Lovette H. *Church Leadership: Vision, Team, Culture, and Integrity*. Nashville: Abingdon Press, 1993.

Welch, Bobby. *You The Warrior Leader*. Nashville: Broadman & Holman, 2004.

Wilkes, C. Gene. *Paul On Leadership*. Nashville: Broadman & Holman, 2004.