

Graduate Studies

Course Descriptions: Each course is worth 3 credit hours. Credit hours are non-transferrable.

LEADERSHIP

Leadership Theories

Models of leadership are studied to provide the conceptual frameworks for understanding and analyzing effective leadership integrated with biblical principles. The models examined will include trait theories, behavioral theories of leadership, contingency theories, theory of transformational leadership, and the theory of adaptive leadership. This course will focus on the application of these theories to the practical problems of leadership.

Servant Leadership

This course will explore the practice of leadership from a biblical servant-leader point of view and the various styles of leadership. You will be encouraged to develop a personal set of leadership principles reflecting those of a servant. Considerations will also be given to developing people skills, team building skills, and conflict management skills. You must take this course during their first year in the program.

Vision, Mobilization & Management

This is a skill-enhancement course addressing the leader's ability to catalyze change by casting vision, conduct strategic planning, and manage projects and processes. Special attention is given to people skills related to: recruiting, assimilating, retaining, mobilizing, and managing volunteer and staff resources for the achievement of organizational missions.

Organizational Theory and Design

This course will cover organizational purpose, design, structure, bureaucracy, power, and politics; impact of external environmental and internal organizational factors on structure and design.

Leadership Skills & Team Building

Focus on self-assessment, tools for developing leadership skills, and concepts of, and practice in, team building. There will be special focus on team dynamics and effective decision making in, group dynamics.

Principles of Christian Leadership

You will explore the nature of Christian leadership with particular focus on leadership styles, skills, and the dynamics of leadership. A primary concern will be to encourage the development of a biblical understanding of leadership. Attention will be given to both personal leadership and leadership in an organizational setting. Issues addressed will include the personal development of the leader, the roles and responsibilities of the leader, principles of conflict resolution, and strategies for the implementation of vision. You will evaluate your own leadership style and functioning in light of your current ministry and life situation.

Developing the Leaders around You

This course helps you to understand that you cannot do it all alone. In order to be a leader you must develop the leaders around you. This course will help you establish a team, and get your vision seen, implemented, and contributed to by others.

Conflict Resolution

This course will acquaint you with the vast literature of conflict resolution with particular application to the local church setting. Emphasis is placed on identifying the types and sources of interpersonal conflict, understanding the dynamics of such conflict, and the counseling skills helpful in fostering resolution. Attention is given to anger management, mediation, and problem solving.

Strategic Leadership

This course examines fundamental issues of general management and leadership within an organization. You will learn about setting an organization's strategic direction, aligning structure to implementing strategy, and leading individuals within the church. You will study the interplay among formal structure, informal networks, and culture in shaping organizational performance.

Strategic Thinking, Planning, and Organizational Change

This course compares and contrasts strategic thinking with strategic planning and presents the value of both. You will study the leader's role in organizational change, and creating and preventing change as well as determining the organization's readiness for change. In addition, you will explore the reasons for resistance to change and strategies for coping with resistance.

The Ministry Leader: Lifestyle and Skills

This course is a study on key life-focus tasks for career ministry leaders. Explore biographical method as a means of conducting personal, theological, and professional reflection. Special emphasis given to the following life focus items: sovereign foundations, character formation experiences, early leadership formation influences, current ministry/internship options, and lifelong vocational selection.

Church Organization and Management

This is a course focusing on the design and management of congregational organization in shaping and delivering ministry. Issues of organizational development, program design, strategic planning, guiding change, and resolving conflict are addressed within the framework of developing biblical and theological foundations for the ecclesiology and polity of the church.

Leader's Life & Values

This course grapples with the ethical and integrity issues affecting the lives of leaders today. It offers a unique experience for personal assessment, refocusing, and growth. With emphasis on core values, spiritual formation, and relational development, designed to enhance leadership competence and confidence for a lifetime. Mandatory course offered once annually.