



**Church Leadership and Administration**  
**CEAM6320: Mentoring Summer 2019**  
New Orleans Baptist Theological Seminary  
Division of Discipleship and Ministry Leadership

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*The mission of New Orleans Baptist Theological Seminary is to equip leaders to fulfill the Great Commission and the Great Commandments through the local church and its ministries.*

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**Purpose of the Course**

The purpose of this course is to provide the student with the basics of Christian leadership and administration built around servant and transformational leadership principles.

**Core Value Focus**

*Doctrinal Integrity* – Knowing that the Bible is the Word of God, we believe it, teach it, proclaim it, and submit to it. The doctrinal statements used in our evaluations are our Articles of Religious Belief and the Baptist Faith and Message Statement.

*Spiritual Vitality* – We are a worshiping community, with both personal spirituality and gathering together as a Seminary for the praise and adoration of God and instruction in His Word.

*Mission Focus* – We are not here merely to get an education or to give one. We are here to change the world by fulfilling the Great Commission and the Great Commandments through the local church and its ministries.

*Characteristic Excellence* – What we do, we do to the utmost of our abilities and resources as a testimony to the glory of our Lord and Savior Jesus Christ.

*Servant Leadership* – We follow the model of Jesus and exert leadership and influence through the nurture and encouragement of those around us.

Annually, the President will designate a core value that will become the focus of pedagogy for the year. This year the Core Value is *Doctrinal Integrity*.

## **Curriculum Competencies Addressed**

This course will address the following curriculum competencies:

1. *Biblical exposition:* The student will discover passages of Scripture that will address biblical foundations for leadership in the local church or Christian ministry setting .
2. *Theological and historical perspective:* The course will provide a systematic and historical progression of church leadership and ministry as it has evolved to the requirements today.
3. *Effective servant leadership:* The course is designed not only to teach about servant leadership but also to encourage the student to practice this leadership style.
4. *Interpersonal relationships:* The course contains a strong emphasis on interpersonal skills as a vital aspect of leadership and administration.
5. *Disciple making:* In this course, students are encouraged to understand that the ultimate purpose of leadership is transforming.
6. *Worship leadership:* The course does not directly address worship leadership, however the leadership principles discussed will relate to any venue of ministry in the local church.
7. *Spiritual and character formation:* Students are taught that ministry leadership and administration should flow out of a transformational walk with Jesus Christ.

## **Course Description**

This course will focus on a study of the servant leadership model as a basis for personal concepts of church and Christian ministry. By combining the requisite skills for a biblical concept of church administration, the student will explore appropriate models and formulate their personal leadership and administration style for Christian ministry. The student will engage an approved mentor in one of the following Christian education ministry areas: administration, adult ministry, children's ministry, collegiate ministry, discipleship or student ministry.

## **Student Learning Outcomes**

By the completion of the course, you will be able to:

1. Identify from Scripture, biblical concepts for leadership in the local church and Christian ministry venues, and analyze these practices in terms of a biblical worldview.
2. Develop an understanding of the leadership principles found in Transformational/Servant Leadership and how they integrate into the management of the local church or Christian ministry.
3. Know and apply the administrative principles and practices necessary for planning, organizing, leading and evaluating ministries of the local church and Christian organizations.
4. Develop an understanding of how the leadership and administrative practices in the course apply to the principle church administrative arenas of personnel, finance, and property and then be able to communicate those in their ministry context.
5. Integrate and synthesize responses to situational studies relating to leadership and administration in the local church or Christian ministry setting.

## Required Readings

The following texts and resources are required reading for class discussions and are to be read in their entirety unless otherwise specified.

### **Required Texts**

Malphurs, Aubrey. *Being Leaders: The Nature of Authentic Christian Leadership*. Grand Rapids: Baker Book House, 2003.

Welch, Robert. *Church Administration: Creating Efficiency for Effective Ministry*, Second Edition. Nashville: Broadman & Holman, 2011.

### **Optional Texts**

See attached bibliography

## Course Teaching Methodology

### **Units of Study**

#### **Unit 1-7**

Material taken from Malphurs, *Being Leaders*

- Historical overview of leadership and the biblical response.
- The call of the Christian leader.
- Biblical perspectives on Transformational/Servant Leadership.
- Introduction to leadership and change agency.
- The envisioning process and leading volunteers.
- Issues in leadership style.

#### **Unit 8-15**

Material taken from Welch, *Church Administration*

- Introduction to administrative principles.
- Administrative processes of planning, organizing, leading and evaluation.
- The administrative composite.
- Skills for effective leadership and administration: committees, meetings and budgets.
- Skills for effective leadership and administration: personnel management.
- Skills for effective leadership and administration: time management, decision making, delegation and communication.
- Skills for effective leadership and administration: ministry program management.
- Ministerial salary and allowances.

**Teaching Method.** The course is being offered in a mentored teaching format with internet delivery including video, discussion threads and assignments for teaching units and course content. The professor interaction will be through email, course announcements and feedback through grading rubrics and assignments.

**Response Time.** Regarding all forms of correspondence and communication, students can expect a response within one working day. Questions over a weekend may not have the same response rate as Monday through Friday due to travel and serving in ministry.

### Assignments and Evaluation Criteria

*The student should plan their summer schedule for course and assignment completion. The summer schedule requires two teaching units to be covered each week. In addition, assignments can fall in back to back weeks. The course is to be completed by July 26, 2019.*

1. Develop a chapter summary of the text: *Being Leader: The Nature of Authentic Christian Leadership*. Write approximately one-half page on each of the eight chapters for a total of four pages (double-spaced). (15%) **Due: 6/21/19**
  
2. Create an Annotated List of Sources: Develop 5 annotations for leadership and 5 annotations for administration following the annotated bibliography format in Turabian. The annotations can come from articles, magazines, journals, books or websites. These sources are intended to create a binder for you in the areas of leadership and administration in relation to personnel, finances and property in the context of the local church. A total of 10 annotations should be submitted for this assignment. *This assignment is related to SLO #4.* (15%) **DUE: 7/15/19**
  
3. Write an Administration Synthesis Paper: Write a five page, double spaced paper outlining your implementation plan for how administrative work is applied in the local church. The student should highlight the planning, organizing, leading and evaluating components outlined in the Church Administration textbook as well as from several teaching units about these functions. A student may also consider aspects of personnel management, guiding church documents and budgets within this paper. This assignment is related to SLO #3. A rubric for this assignment may be found on Blackboard. (15%) **DUE: 7/22/19**
  
4. Respond and contribute to directed content on discussion boards (15%) as assigned through Blackboard. (15%) *This assignment is related to SLO #5.*
  
5. Mentored Experience (40%)
  - a. The student will engage in a mentoring relationship with a local church minister or christian organizational leader for a minimum of 40 total hours. Mentorship hours include weekly mentor meetings (one hour minimum per week) to discuss spiritual formation, course content and evaluation of the student's work in ministry (based on three or more hours of ministry per week). Hours of work in ministry for evaluation should not include worship, Bible study or age-group weekly meetings.
  - b. Mentor Agreement: The student will enlist a mentor and have them complete the Mentor Agreement found in Content on Blackboard. If the student is not serving on a church staff, ask a church minister or leader of a Christian organization to be your mentor. Volunteer three or more hours a week to be evaluated in the weekly Mentor Meeting. **DUE: 6/7/19**
  - c. Mentor Meeting (10%) **Due: Weekly by Friday at 4:00 PM beginning 6/7/19.** Meet with your mentor each week for a minimum of one hour to discuss personal and ministry progress in the area of church leadership and administration. Each meeting should have three components: spiritual formation, course content discussion and evaluation of the previous week's ministry.

d. Reflection (20%) **Due: Each week by Monday at 4:00 PM beginning 6/10/19.** A *Ministry Supervision Weekly Report* will be completed by you each week. The completed report will be submitted and uploaded through Blackboard. This report should follow the template provide in Blackboard based on your mentor meeting, course content and experiences during the week of ministry.

e. Mentorship Hours Submit a weekly report of the time spend meeting with your mentor (one or more hours) and time spent in ministry (three or more hours) for a total of five hours per week. **Due:** Friday of each week, unless otherwise noted, for a total of 40 hours by the conclusion of the course.

f. Final Due Date for mentorship hours completed: (15%) **Due: 7/25/19 by 4:00 PM**

*NOTE: All above times are Central Standard Time.*

Malphurs Chapter summary	15%
Annotations	15%
Administration Synthesis Paper	15%
Discussion Boards	15%
Mentored Experience	40%

### **Course Policies**

**Academic Honesty Policy:** All graduate and undergraduate NOBTS students, whether on-campus, internet, or extension center students, are expected to adhere to the highest Christian standard of honesty and integrity when completing academic assignments for all courses in every delivery system format. The Bible provides our standard for academic integrity and honesty. This standard applies whether a student is taking tests, quizzes, exams, writing papers, completing Discussion Boards, or any other course requirement.

**Assignment Formatting:** Unless otherwise noted, all assignments are to be created in Turabian format. All written assignments must be Word documents, written in third person unless otherwise instructed, and created in 12 pt. Times New Roman font. PDFs will not be accepted.

**Assignment Submission:** All assignments are to be submitted to Blackboard by 11:59 p.m. of the due date unless otherwise indicated. Do not send files as attachments via email to the professor. For technical reasons, this mode of file transmission is extremely inefficient.

**Grading Scale:** Your final grade will be based on your total accumulation of points as indicated under the *Assignments and Evaluation Criteria* section of this syllabus according to the grading scale in the NOBTS 2015-2016 catalog.

A 93-100 B 85-92 C 77-84 D 70-76 F 69 and below

**Late Assignments:** Only under extreme circumstances, and with prior approval, will a late assignment be accepted. Late assignments will be assessed an initial 10 percent penalty and 1 percent for each day after the due date (i.e. 10/1 points for a 100 point assignment, 3/.3 points for a 30 point assignment). No assignments will be accepted more than two weeks after the original due date. Missed presentations may not be made up.

**Netiquette: Appropriate Online Behavior:** Each student is expected to demonstrate appropriate Christian behavior when working online. The student is expected to interact with other students in a fashion that will promote learning and respect for the opinions of others in the course. A spirit of Christian charity is expected at all times in the online environment.

**Plagiarism:** A high standard of personal integrity is expected of all students. Copying another person's work, submitting downloaded material without proper references, submitting material without properly citing the source, submitting the same material for credit in more than one course, and other such forms of dishonesty are strictly forbidden. *Although anything cited in three sources is considered public domain, we require that all sources be cited.* Any infraction will result in failing the course. Any infraction will be reported to the Dean of Students for further action.

**Revision of the Syllabus:** The course syllabus is not a legal contract. Any syllabus revision will be preceded by a reasonable notice to students. The standards and requirements set forth in this syllabus may be modified at any time by the professor. Notice of such changes will be by announcement in class or by email notice.

**Withdrawal from the Course:** The administration has set deadlines for withdrawal. These dates and times are published in the academic calendar. Administration procedures must be followed. You are responsible to handle withdrawal requirements. A professor can't issue a withdrawal. You must do the proper paperwork to ensure that you will not receive a final grade of "F" in the course if you choose not to attend once you are enrolled.

### **Additional Information**

**Blackboard and SelfServe:** You are responsible for maintaining current information regarding contact information in Blackboard and SelfServe. The professor will utilize both to communicate with the class. Blackboard and SelfServe do not share information so you must update each. Assignment grades will be posted to Blackboard. You will be need to enroll in the course in Blackboard.

**Correspondence with the Grader:** You should contact the grader via email at (see professor contact). The grader responds to email during normal business hours, 8 a.m. and 5 p.m. on weekdays only. The grader may not respond to late night or weekend e-mails until regular "business" hours. Please respect the grader's personal time. Remember, graders are students as well and have their own coursework and research to complete. Please be respectful in the language you use in your emails to the grader.

**Correspondence with the Professor:** Every effort is made to respond to emails and phone calls within 24-48 hours, excluding weekends. Please feel free to contact the professor(s) with any question you may have regarding this course.

**NOBTS Emergency Text Messaging Service:** Once you have established a SelfServe account you may sign up for the NOBTS emergency text messaging service by going to <http://nobts.edu/NOBTSEmergencyTextMessage.html> .

**Special Needs:** If you need an accommodation for any type of disability, please set up a time to meet with the professor(s) to discuss any modifications you may need that are able to be provided.

**Technical Support:** Need technical assistance? Contact the ITC today!  
Selfserve@nobts.edu - Email for technical questions/support requests with the  
Selfserve.nobts.edu site (Access to online registration, financial account, online transcript, etc.)

BlackboardHelpDesk@nobts.edu - Email for technical questions/support requests with the  
NOBTS Blackboard Learning Management System NOBTS.Blackboard.com.

ITCSupport@nobts.edu - Email for general technical questions/support requests.

504.816.8180 - Call for any technical questions/support requests.

www.NOBTS.edu/itc/ - General NOBTS technical help information is provided on this website. If you experience any problems with your Blackboard account you may email [BlackboardHelpDesk@nobts.edu](mailto:BlackboardHelpDesk@nobts.edu) or call the ITC at 504-282-4455, ext. 8180.

### Selected Bibliography

#### Texts

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Yukl, Gary. *Leadership in Organizations*. 7th ed. Upper Saddle River, NJ: Prentice Hall, 2009.

### **Data Sources**

*Christianity Today Magazine*. ChristianityToday.com. 465 Gundersen Drive, Carol Stream, Illinois 60188; Email: Connection@ChristianityToday.com.

*Church Executive Magazine*. Power Trade Media LLC. 4742 N. 24th Street Suite 340 Phoenix, AZ 85016; Email: churchexecutive.com

*Leadership Magazine*. LeadershipJournal.net. *The Leadership Journal* is published bimonthly by Christianity Today International, 465 Gundersen Drive, Carol Stream, Illinois 60188 and is offered by subscription to churches at leadershipjournal.net.

*Leadership Network*, 2626 Cole Avenue, Suite 900 Dallas, Texas 75204; Email: leadnet.org.

*Ministry Today Magazine*, Strang Communications Company, 600 Rinehart Road, Lake Mary, FL 32746. Email: ministriestodaymag.com.

*NACBA Ledger and NACBA-gram*. National Association of Church Business Administration, 100 North Central Expy., Suite 914, Richardson, TX 75080; Email: nacba.net.

*The Clergy Journal*. The Alban Institute, 2121 Cooperative Way, Herndon, VA 27101; Email: logosproductions.com and at congregationalresources.org

*Managing Your Church* and *Church Law and Tax* and *Leadership Journal* Newsletters published monthly by Christianity Today International, 465 Gundersen Drive, Carol Stream, Illinois 60188 Email: managingyourchurch.com, churchlawandtax.com and Leadershipjournal.net..