PT 512 LEADERSHIP
SYLLABUS

REFORMED THEOLOGICAL SEMINARY
CHARLOTTE

FALL 2008

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Syllabus for PT512: Leadership
REFORMED THEOLOGICAL SEMINARY - CHARLOTTE
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ASSOCIATE PROFESSOR OF PRACTICAL THEOLOGY

COURSE DESCRIPTION: The historical development and biblical principles of management theory and leadership style are examined. Attention is given to personal and spiritual development as a leader, development of future leaders, handling normal hindrances to leadership in ministry, vision casting and strategic planning, setting goals, budgeting, and overseeing the church organization.

COURSE OBJECTIVES:

COGNITIVE (KNOW/UNDERSTAND):

1. The student will understand the nature of Biblical leadership and its application to Christian ministry.
2. The student will grow in his/her understanding of himself/herself (personality traits, gifts, strengths and weaknesses) and how these affect his or her calling to ministry and to the dynamics of ministry.
3. The student will understand the significance of being “in Christ” in the midst of ministry.
4. The student will understand the various types of leadership, as they apply to different ministries and stages of ministry.
5. The student will better understand the process involved in his or her leadership development and in the development of other Christian leaders.
6. The student will learn how to build and create an effective Philosophy of Ministry.
7. The student will learn basic principles of conflict management and how to deal with difficult people in their church or ministry.
8. The student will learn how to assist in the development of leaders.
9. The student will better understand vision, mission and organizational dynamics and how to better administrate the church (or ministry) as an organization.

AFFECTIVE (FEEL/MOTIVATION):

1. The student will sense a deeper calling to serve Christ as a leader in His kingdom.
2. The student will gain more confidence in leading God’s people and will gain a trust in the Lord for the needs of the Christian leader.
3. The student will grow in his/her appreciation of God’s work in his/her life as preparation to lead in God’s kingdom.
4. The student will grow in confidence regarding his/her philosophy of ministry and how that affects the ministry.
5. The student will build convictions about how to survive in ministry.
6. The student will grow in assurance that God has designed and developed him/her for use in ministry.
7. The student will gain a deeper desire to share leadership and to therefore attempt to develop and train other leaders.
8. The student will build a deeper sense of the need for organization and administration in the ministry.

VOLITIONAL (DO/COMPETENCIES):

1. The student will study a significant leader in history and apply learned leadership principles to ministry in God’s kingdom.
2. In order to assist in the student’s survival in Christian ministry, the student will create a Philosophy of Ministry statement related to his or her perceived future ministry.
3. In order to assist the student in becoming a leader in ministry, the student will write a brief but comprehensive analysis of his or her own personality traits, spiritual gifts, strengths and weaknesses and explain how these will affect the leader in his or her future (or theoretical) ministry. The student’s analysis will also include a brief explanation of how his leadership profile will affect working with other (or potential) leaders in the context of ministry.

REQUIRED TEXTBOOKS: (963 pages)

REQUIRED ASSESSMENTS (Purchase the first three in the RTS Bookstore)
1. DISC: The Personality Profile
2. Myers-Briggs Personality Profile
3. Clifton Strengths Finder

Recommended Reading:


**REQUIREMENTS AND EVALUATION:**

I. Class attendance and discussion (13% of course grade).

You will be expected to participate in the class discussion, especially as we interact with the lecture concepts, the textbooks and assigned reading, as well as the required papers.

II. Reading (12% of course grade)

Reading is required and the student will be graded through an honor system approach. The manual by the late Dr. Frank Kik can be appropriately skimmed for content and concepts.

III. Personal Assessments and meeting with the professor.

You (and your spouse, if married) will complete the following personal assessments:

   1. DISC
   2. Myers-Briggs
   3. Clifton Strengths Finder

Due: September 4, 2008

You will write the basic results on a one page (or less) report and hand that report in no later than **September 4**. I.e., answer these questions: 1. What is your DISC profile? 2. What is your Myers-Briggs profile? 3. What are your strengths and weaknesses? 4. What are your predominant spiritual gifts?

You (and/or your spouse) will be asked to pick a day and time (lunch or dinner on RTS) to **meet with Dr. Culbertson** (and/or his wife) in order to review your assessments and discuss their relevance to your personal life, leadership style, marriage and future ministry.

IV. Papers (60% of course grade)

Three papers are required for the course. Papers must be double-spaced, 12 point/Times Roman typeset with standard margins.
1. Models of Leadership (30%):

Length: 8 pages

Choose a famous leader, known for his or her leadership abilities, character and effectiveness. The leader does not necessarily need to be an evangelical Christian, although that would be preferable (*see list at bottom of syllabus). Use of a Bible character is allowed only with special permission. You cannot use an individual whom someone else in the course is using (therefore, choose early and get the professor’s permission asap). Using at least four cited sources, do a study of his or her life, growth, development and leadership style(s). Summarize the following observations in his/her life: personal development and early influences, family life as a child and into adulthood, character traits, key influences or influencers in his/her life and why, leaders in his/her life, trials, challenges, victories and defeats, accomplishments, support systems, the place of faith, Scripture and the church in his/her life; include anything which might be unique. Integrate concepts learned in class lectures when possible. Note any differences between “worldly” and Christian principles of leadership that you observe. Be sure to spend ample time applying what you have learned (and observed) to leadership in your own life, to life in the local church or to the Christian ministry in which you envision yourself being involved. You will briefly present your discoveries and observations in class.

Due: October 2.

2. Practical Ministry Assignment #1 (15%) PHILOSOPHY OF MINISTRY STATEMENT

You will write out an entire personal philosophy of ministry statement for your church (or ministry), based upon the guidelines discussed in class.

Length: 5 pages.

Due: November 6.

3. Practical Ministry Assignment #2 (15%) SELF ASSESSMENT STATEMENT

Using the DISC profile, the Myers-Briggs Assessments, the Spiritual Gifts Questionnaire and Clifton’s Strengths Finder, analyze the various personality profiles and explain how your specific personality traits and gifts will affect your leadership in the following areas: 1. your personal life, 2. your ministry: leadership and interactions with others, church leaders, congregants, management, etc. and 3. your marriage and family.

Length: 4 pages

Due: November 20.

V. Final Exam (15% of course grade)

The final exam will be a comprehensive, written exam covering content from all of the lectures and all of the reading (general concepts).
Due: Exam Week

**POLICY ON CHEATING AND PLAGIARISM:** Cheating is the use of another person’s work on behalf of your own work, with the assumption being that it is your work. The MLA Handbook for Writers of Research Papers says, “To plagiarize is to give the impression that you have written or thought something that you have in fact borrowed from someone else.” Plagiarism is the use of ideas, information and content from a particular source without giving credit to that source by footnoting the source or accounting for it in a bibliography. Cheating will result in an automatic zero (0) grade for the assignment, paper or exam involved. Plagiarism, whether intentional or unintentional, is considered academic theft. The RTS academic consequences of plagiarism are as follows: 1) First offense: The student must rewrite the paper and receive no better than a passing “D” grade for it. 2) Second offense: The student fails the entire course.

**POLICY ON LATE WORK:** Any work turned in late and without either a written excuse or previous permission granted by the professor will be docked one point/day for that assignment. Excuses for late work will be accepted for dire medical needs or reasons or other extreme emergencies.

**POLICY ON GRAMMAR AND SPELL CHECK:** Any work turned in which appears to lack “proofing” or displays poor grammar will receive a small penalty affecting the grade.

**POLICY ON INTERNET USAGE (From the RTS/Charlotte Student Handbook):** Students are expected to conduct themselves at all times as mature believers. Godly behavior, expected of all Christians, is especially required of those who are preparing themselves to become ministers of the Word. Classroom manners should reflect this maturity. Students should be respectful of professors, attend all class periods, and hand in assignments on time. Classroom etiquette also includes leaving cell phones turned off, refraining from surfing the Internet and laptop computer games and talking to your neighbor during lectures.
<table>
<thead>
<tr>
<th>Week</th>
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| 1    | 8/21  | Introduction  
Leadership Paradigms and Portraits                                |
| 2    | 8/28  | Calling and the Servant Leader                                        |
| 3    | 9/04  | The Personal Development of a Leader (Part 1): Clinton              |
|      |       | >Personal Assessments Page Due                                      |
| 4    | 9/11  | The Personal Development of a Leader (Part 2): Assessment            |
| 5    | 9/18  | Leadership: Understanding Yourself as a Leader in Christ            |
| 6    | 9/25  | Leadership in the Church: Developing a Philosophy of Ministry       |
| 7    | 10/02 | Leadership in the Church: Developing a Philosophy of Ministry       |
|      |       | >Leaders in History* – Presentations Due                            |
| 8    | 10/09 | Problems in Ministry: Conflict Management                           |
| 9    | 10/16 | READING WEEK                                                        |
| 10   | 10/23 | Problems in Ministry: Antagonists in the Church                     |
| 11   | 11/06 | Leadership in the Church: Developing and Training Leaders           |
| 12   | 11/06 | Leadership in the Local Church: Dr. Mike Ross, Christ Covenant Church, Charlotte, NC |
|      |       | >Practical Ministry Assignment #1 Due                                |
| 13   | 11/13 | Vision and Mission Statements                                       |
| 14   | 11/20 | Leadership in the Church: Church Administration:                    |
|      |       | Overseeing the Organization                                         |
|      |       | >Practical Ministry Assignment #2 Due                                |
| 15   | 11/27 | THANKSGIVING                                                        |
| 16   | 12/04-09 | FINAL EXAMS                                                    |
A LIST OF POSSIBLE LEADERS TO STUDY

A. Any US President
B. Other World/National Leaders
C. Political Leaders
D. Military Leaders
E. Entrepreneurs
F. Sports Leaders – Managers, Coaches
G. Business Leaders/CEOs
H. Evangelical Christian Leaders/Pastors/Evangelists
I. College/Seminary Presidents
J. Scientific Leaders
K. Musical Leaders
L. Adventurers/Explorers