ME 745 Leading the Church for the Unchurched

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ME 745 Leading the Church for the Unchurched

Spring, 2002
School of World Mission and Evangelism,
Asbury Theological Seminary
Instructor: George Hunter

I. Course Description

A study of the driving “paradigm”, main agenda, and known dynamics of “Missional” or “Apostolic” congregations, mainly in the Western world, with emphasis upon “outreach ministries,” building “apostolic congregations,” transitioning traditional congregations, and increasing the effectiveness of churches in their total mission; includes attention to the relevant leadership and management issues.

II. Course Objectives

1. To understand theories relevant to effective organization leadership and change.
2. To develop approaches for analyzing a church, and discerning its options.
3. To explore, from “paradigm theory,” the essential nature of the “apostolic congregation” and its contemporary forms.
4. To learn skills, interventions, and strategies for leading churches “from tradition to mission.”
5. To apply leadership and management lore to church turn-around and growth.
6. To contribute to what is known about effective leadership of the Christian movement.

III. Reading Assignments

Masters degree students are expected to read four assigned textbooks, and two collateral texts; doctoral students are expected to read the same four assigned texts, and four collateral texts, and (if they declare a Church and Mission Leadership major) the texts by Bennis and Nanus, Kouzes and Posner, Drucker, and Hunter’s Church for the Unchurched—for Qualifying Exams. All students are also expected to read any in-class handouts. Alas, for the course’s many readings and handouts, students will need to pay Pat Richmond, in the ESJ office, $10.00 to help with the costs of photocopying.

IV. Requirements and Assignments

The instructor expects the student to accept responsibility for her/his own learning. This responsibility will normally be exercised through:

A. Regular and involved class attendance.
B. Thorough reading of assignments and collateral literature.
C. Submission to the ESJ office, by “high noon” on Tuesday May 15, of one of the following six types of a research paper (sugg. 12 to 15 pages):

*1. A study of an effective church leader (or leader group) of the present or past.
*2. A study of an effective apostolic congregation (or movement) of the present or past.
*3. A report, with analysis, of a specific local-church-based “outreach ministry;” feature the kinds of insights that would inform the “planting” of such a ministry in another church.

*4. Delineation of a process, with the essentials of a strategic plan, for moving a specific traditional congregation "from tradition to mission."

5. A traditional term paper on some specific aspect of leadership theory or congregational mission theory.

6. A study of representative writings from an important writer in one of the fields informing this course--such as Peter Drucker, Warren Bennis, Joel Barker, Lyle Schaller, Leith Anderson, or Rick Warren.

In any of those options, the writer should interface the project with the relevant course resources.

*In the first four options, you will proceed by gathering data on the chosen church, outreach ministry, movement, or leader(s) through field research and/or through library research in relevant sources, preferably multiple sources. The instructor does not want a verbatim of your interview(s), or any other mere data, submitted as a research paper. (It is acceptable to include, as an addendum, the raw data (your notes, quotations, etc.) that you gathered on the church or leader(s) that helped to inform your study; at the top of each sheet, put a) researcher’s name at the top left, and b) church or leader's name at top right.)

D. Completion of the course's final exam on Wednesday December 11, 9:00 to 10:30 (11:00 for English-second-language students). The exam will consist of several questions, each requiring an essay in response. Please bring Blue Books for the final exam.

V. Evaluation

A student's course grade will be based upon the research paper and the final exam, with the final exam given slightly greater weight. Secondary weight will be given to class involvement and contribution.

Literature

The course presupposes that the student is familiar with, and can draw from, the insights of established Church Growth lore, as reflected in:


Required Textbooks for masters and doctoral students:


Required Textbooks for doctoral students who declare a Church and Mission Leadership Major:

Class Sessions

(Subject to Modification)

Class sessions will vary in their manner of presentation. While some sessions will feature some version of the traditional lecture, others will be devoted to processing readings or case studies, and others will feature some of the videos that the management field and church publishers have produced to teach and dramatize the important ideas and paradigms.

The class will meet Wednesday afternoons, from 2:30 to 5:15, normally in two sessions with break. Notice: We are also scheduling a Monday and Tuesday with the Alpha Conference at Southland Christian Church. (Students who can only schedule the Monday will not be penalized. Substantial prior experience with Alpha can exempt the student from this conference.)

Part One: Orientation

Sept. 4: Toward Rethinking Christianity's Mission in the Western World.
1. The church’s Mission to Secular Pre-Christian People

2. The Emerging “Apostolic” Congregation

**Video:** the WGN "Chicago's Very Own" feature on Willow Creek

**Sept. 11: Theories for Understanding People in Organizations.**
Come to class having read Sider, *Churches That Make a Difference*, part 1.

1. Theory X and Theory Y  
2. Maslow’s Hierarchy of Human Needs  
3. The Informal Organization  
4. The "Open System" Theory of Organizations

**Part Two: Effectiveness**
Come to class having read Sider, *Churches That Make a Difference*, part 2.

**Sept. 18: Effectiveness in the Organization**

1. The Effective Group  
2. The Effective Group Leader  
3. The Effective Organization  
4. The Effective Meeting

**film:** "Meetings, Bloody Meetings."

**Sept. 25: The Effective Leader.**
Come to class having read Sider, *Churches That Make a Difference*, part 3 and the conclusion.

1. The Bennis Contribution to Leadership Theory  
2. The Hersey and Blanchard Leadership Model  
3. The Kouzes and Posner Leadership Model  
4. Video: Joel Barker’s "Leadershift"

**October 2: The Effective Management of People and Organizations.**
Come to class having read Hunter, *Leading and Managing a Growing Church*.  
Bring to class prepared to speak, 3 to 5 minutes, on ONE of the following topics:

a. A case study, describing a time when you discovered you had the same problem that Jethro identified in Moses.
b. (For second career people) How your first career prepared you for church leadership.
c. How your church does, or intends to, deploy laity in ministry.
d. A case study describing a “war story” of a church, or church organization, that built
more (or less) facility, or amassed more (or less) staff, than they needed to fulfill their mission.
e. How your church does Job Descriptions, with one job description as a case.
f. A description of the one task where your church is strongest, and where it is weakest, in the management process.

1. Review: the Generic Principles of Management
2. Presentations (3 to 5 minutes) by randomly selected students on ONE of the six topics above:

Oct. 9: The Effective Management of Decisions and Agreements
Come to class having read Warren, The Purpose Driven Church, part 1.

1. Decisions and Agreements
2. Video: “The Abilene Paradox”

Part Three: Understanding and Changing Churches for More Effective Mission

October 14-15: Alpha Conference at Southland Christian Church
Details to be announced.

October 16: Discovering More “Apostolic” Ways to “Do Church:” Part One

1. Oral class reports: “What Can Alpha Can Teach Us About Doing Church to Reach People?”
2. Advancing Change through “Paradigm Shifts:” Part One

Oct. 23: No class; instructor out of town.

Oct. 30: Discovering More “Apostolic” Ways to “Do Church:” Part Two
Come to class having read Warren, The Purpose Driven Church, part 2.

2. Advancing Change through “Paradigm Shifts:” Part Two
   Video: “Paradigm Principles.”
3. Advancing Change through “Paradigm Shifts:” Part Three
   Video: “Paradigm Pioneers”
4. Emerging Church Paradigms for the Twenty First Century

Nov. 6: “Christian Mission in Europe Today”
Guest Presenter: Dr. Patrick Streiff, International Beeson Scholar in Residence

Nov. 13: Discovering More “Apostolic” Ways to “Do Church:” Part Three
Come to class having read Warren, The Purpose Driven Church, part 3.
1. Presentation: Apostolic Ministry in Historical Perspective
2. Presentation: Apostolic Ministry through an Empowered Laity

Nov. 20: Discovering More “Apostolic” Ways to “Do Church:” Part Four
Come to class having read Warren, The Purpose Driven Church, part 4.

1. Presentation: Recovery Ministries as a Prototype for Outreach Ministries
2. Presentation: Witness through Ministry, Hospitality, and Conversation

Nov. 27: No class: Thanksgiving Week.

Dec. 4: Leading the Change from Tradition to Mission
Come to class having read Warren, The Purpose Driven Church, part 5.
(Come to class having read Schaller, Strategies for Change)

Video: “Tactics of Innovation”

Monday, December 9: Research Papers Due! Turn in to Pat Richmond, ESJ office.

Dec. 11: Final Exam, 9:00 AM/

Selected Bibliography On Contemporary Ways of "Being and Doing Church"

Anderson, Leith. A Church for the 21st. Century: Bringing Change to your Church to Meet the Chal-


Braoudakis, Paul., ed. Willow Creek Community Church CHURCH LEADERS HANDBOOK. Willow Creek Association, 1997.


__________. Five Challenges for the Once and Future Church. Alban Institute, 1996.
__________. Activating the Passive Church
__________. Looking In the Mirror.
__________. The Seven Day a Week Church. Abingdon, 1992.

______________. *The Lay Driven Church*. Regal, 1997


______________. *Churchquake! How the New Apostolic Reformation is Shaking Up the Church as We Know It*. Regal, 1999.


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**Selected Bibliography on Leadership, Management, and Organizations**


Blanchard, Kenneth. *The One Minute Manager*. 1982

__________, 1984.


__________. *The Nonprofit Drucker*. five volumes of audiocassettes, available in ATS media.

Volume I --- Mission and Leadership
Volume II -- Strategies
Volume III -- Performance and Results
Volume IV -- People and Relationships
Volume V -- Managing and Developing Yourself


"Unchurched" (alternatively, "The Unchurched" or "unchurched people") means, in the broad sense, people who are Christians but not connected with a church. In research on religious participation, it refers more specifically to people who do not attend worship services. In this sense it differs slightly from the term 'nones' which denotes an absence of affiliation with a religion and not an absence of attendance at religious services. The Barna Group defines the term to mean "an adult (18 or older) Church for the Unchurched book. Read 3 reviews from the world's largest community for readers. Hunter discusses the rebirth of the apostolic congregation...Â “Apostolic churches present a tremendous challenge to stagnant traditional churches. It is required reading for all who yearn to see the growth of the church.” - -Sir Alan Walker, Australia ...more. Get A Copy. When unchurched people actually start connecting with your church, things change deeply. So how can you tell youâ€™re really making inroads with the unchurched? When you see these 8 signs pop up in your church, you will know that you are really making inroads with the unchurched. Hoping to reach unchurched people is one thing.Â The goal is not to get unchurched people to singâ€”itâ€™s to lead them into a growing relationship with Jesus. Think of it this way: Christians get to sing. Unchurched people appreciate the band, the atmosphere, and the way Christians engage with their faith. And through it all, peopleâ€™s lives get changed.Â They will have unchurched friends who are coming and theyâ€™ll be thrilled that the church is (finally) accomplishing its mission. Run with them.