

MFM/CNS/DIS 500 DISCOVERING & DEVELOPING YOUR MINISTRY POTENTIAL

Fall 2006

Western Seminary -- Portland Campus
Randal Roberts, D.Min. Office: 3rd Floor, BH
E-Mail: rroberts@westernseminary.edu
Office Phone: (503) 517-1860

COURSE DESCRIPTION

This personal assessment course uses a wide variety of tools that will enable you to gain greater insight into how your gifting, personality, passion and background might best be matched with potential ministry opportunities. Substantial attention will also be given to gaining maximum profit from formal and informal ministry training. An additional materials fee will be charged. Required of all M.A. and M.Div. students during their first year of studies. Two units.

COURSE GOALS

Since you as a potential (or current) church leader have been uniquely gifted by God and shaped by circumstances permitted by His providence, identifying key elements of your individuality can greatly assist you both discern an appropriate ministry role and further develop your capabilities to fulfill that role most effectively. Upon completion of this course, therefore, you should be able to:

- A. better identify what type of ministry role(s) might best fit your gifting and background;
- B. generate information that will help you formulate (in consultation with your mentors) a training program best suited to prepare you for that ministry role;
- C. learn how to maximize your profit from both formal and informal training for this role;
- D. feel a greater confidence in the sufficiency of God's provisions for life and ministry;
- E. appreciate the contribution of different temperaments, gifts, passions, etc.; and
- F. assess the potential value of this type of testing for personal and ministry development.

COURSE REQUIREMENTS AND GRADING

This course will be graded S/U (for "satisfactory" or "unsatisfactory"); receiving a "S" is dependent upon completing all of the assignments below in a timely and appropriate manner.

Regular attendance is important for you to profit from this assessment experience. "Unexcused" absences (i.e., "cuts") that exceed 20% of the regular course meetings will jeopardize your satisfactory completion of this course. By Dec. 15 turn in a 3x5 card on which you indicate how many class sessions you missed for reasons other than illness or genuine emergency (feel free to use the same card that you use for your reading report; cf. below).

REQUIRED READINGS (32 hours)

The following texts are to be read (all are on reserve in the library):

Aubrey Malphurs, *Maximizing Your Effectiveness* (either edition; 2nd preferred)

R. Oswald and O. Kroeger, *Personality Type and Religious Leadership* -- read pp. 1-56, 136-144 and those sections pertaining to your Myers-Briggs type; skim the rest

G. McIntosh and Samuel Rima, Sr. *Overcoming the Dark Side of Leadership*

Lee Ellis, *Leading Talents, Leading Teams*

Gary Thomas, *Sacred Pathways*

At a projected rate of reading 45 pages per hour (and allowing an additional three hours to complete the various exercises in the Malphurs and Ellis texts), this reading should take you approximately 32 hours. Due Date: Dec. 15 (turn in a 3x5 card indicating how much of this reading you completed)

TESTS/INVENTORIES/QUESTIONNAIRES (16 hours)

Each test or assessment instrument will be discussed at the class session indicated on the course schedule below. Students are normally expected to complete each instrument sometime **before** that class session, unless otherwise indicated. All instruments preceded by an * need to be purchased from the bookstore. All other instruments will be distributed in class.

INTERVIEW (2 hrs)

Choose one individual who is currently performing (or has performed) the type of ministry role to which you are aspiring at

this point in your life. Conduct at least a 30 minute interview with this individual, asking him/her the following questions (use these just as guidelines to learn as much about the nature and demands of that role as possible): What types of tasks are involved in this ministry? What skills are needed to do this ministry well? What are the most frustrating and fulfilling aspects of your ministry? What advice would you give to someone beginning to train for this type of ministry? etc.

After doing this interview, prepare and turn in a one-page (typed, single space) summary of key information learned. Be sure to identify who you interviewed and what ministry role he/she represents. Due: Dec. 15

INTEGRATIVE PAPER (10 hrs)

After thoughtfully reflecting upon and integrating all the data that you've accumulated to date, write a 10-12 page paper (double-spaced) that addresses each of the issues below. Do your best to be specific and concrete in discussing each issue. Due: Dec. 15

For what type of ministry role do you believe God has designed you? Did your interview with a current practitioner of that ministry tend to confirm or challenge that belief? If so, in what ways? Does your "ministry passion" support that sense of calling?

Based upon testing and/or reflection, describe how you best learn. What implications does this have for your formal and informal training?

What sort of devotional practices or strategies might be best suited for your temperament, learning style, etc.? What is your "sacred pathway" (cf. Thomas' book) and what are its implications for your spiritual development (and how you seek to nurture it)?

What seem to be your primary gifts and talents, and what evidence (including, but not limited to, the tests taken in this course) do you have for making this assessment? In which of the different types of intelligences are you strongest? Weakest? What are the implications of these scores for your anticipated ministry? Do you have a gift cluster? Include an evaluation of the ministry experience that you may have had so far in your life and the input from any others that you consulted in the process of doing your gift evaluation.

How will your personality type contribute to your effectiveness in that ministry, and in what ways might it hinder it? With what other personality types might you be most vulnerable to conflict, and what attitudes/actions do you need to cultivate to minimize the potential for such conflict?

What insights (if any) did the Ellis book and tests provide by way of your self-awareness and what circumstances contribute to your optimal productivity?

[Only for those aspiring to church leadership roles] With respect to the biblical qualifications for church leadership roles (e.g., I Tim. 3, Tit. 1), in which areas are you the strongest? The weakest? How do you intend to strengthen any area(s) in which you wouldn't receive a passing grade?

Based upon the various tests you have taken, how would you describe your current leadership style? What adjustments might you need to make to enhance your effectiveness as a ministry leader?

How has your family of origin background shaped you with respect to your life and ministry (both positively and negatively)? How are you trying to counter any negative influences? Did any of the leadership styles discussed in McIntosh/Rima seem to describe you, and if so, how? Is your self-image biblically balanced? If not, what adjustments do you need to make?

Are any non-Christian spiritual experiences still influencing your life? If so, how are you seeking to minimize (and hopefully eliminate) that influence?

How well are you managing stress, time, conflict and your emotions? If not well, what plans for improvement will you make?

In which of the various approaches to evangelism are you most and least effective?

What was your score on the CCAI and what significance might that have for your involvement in cross-cultural ministry? What adjustments might you need to make to enhance your cross-cultural adaptability?

To what extent might your health or physical condition affect your ministry? Are there any adjustments you could make in your appearance to give your ministry more credibility or to minimize unnecessary distractions?

How does your family (e.g., parents, spouse, etc. as appropriate) feel about your sense of ministry direction?

What sort of ministry training plan will you follow (cf. Malphurs, chaps. 7ff)? What Western program (and elective options) would seemingly best be suited to prepare you for your intended ministry role? Who will serve as your mentor(s)?

What is your current attitude towards the appropriateness and helpfulness for personal and ministry development of the kind of tests you took this term? Which were most helpful, and which were least helpful -- and why?

One copy of this paper will be forwarded to your faculty mentor and one copy to the director of placement/mentoring, so please turn in at least *two* copies. If you'd like me to comment on your paper, please turn in a *third* copy. Be sure to staple the "Testing Summary Sheet" to the front of each copy.

TENTATIVE COURSE SCHEDULE

9/4 NO CLASS (HOLIDAY)

9/11 Course Introduction and Syllabus
 Ministry Passion

Reflect upon your ministry passion **following** class discussion.

9/18 Personality Inventories Introduction/Myers-Briggs

Complete both Temperament Indicators in the appendices in the Malphurs text. Compare your scores for Indicator 2 with the abridged Myers-Briggs instrument in Oswald/Kroeger (pp. 10-16) OR with the "Jung typology test" at <http://www.humanmetrics.com/cgiwin/JTypes2.asp> to get a sense of your Myers-Briggs "type."

9/25 Personality Inventories/DiSC
 Evangelism Styles

Complete Lesson 2 in *"Discover Your Giftedness in Christ" and the RightPath 4 test (see Ellis' book for instructions). Following class discussion, complete the Hybels and Boursier evangelism style instruments.

10/2 Spiritual Gifts and Talents
 RightPath 4

Complete the various Spiritual Gift and Natural Gift inventories found in the Malphurs' Appendices, and Lesson 1 in *"Discover Your Giftedness in Christ." If you'd like to supplement these tests (especially if you believe that **all** gifts described in Scripture are operational today), also obtain from the bookstore the *Wagner-Modified Houts Questionnaire. After comparing the results, enter what you believe to be your primary gifts on the "Testing Summary" sheet. Note both gift-mix and gift cluster, if appropriate.

Compare the results gleaned from the above tests with your results for the RightPath4 (see Ellis' book for information on how to take that test) so you can identify your dominant "talents"/preferred behaviors. Reflect upon the implications of these for your interactions with others involved in your ministry.

10/9 Learning Styles/Multiple Intelligences
 Study Tips/Writing Guide

Complete the Multiple Intelligences test at http://www.nedprod.com/Niall_stuff/intelligence_test.html and ponder the implications for how you optimally learn. In class we'll use a similar test to explore talents and their implications for ministry.

10/16 Emotional Intelligence/Maturity

After class, complete the emotional intelligence instrument and think about its implications for your life and ministry.

10/23 Time and Stress Management

It is recommended that you complete the *Time Mastery Profile, especially if you are having difficulties in managing your time (e.g., meeting deadlines, setting priorities, etc.). Complete Archibald Hart's Type A personality and physical symptoms of stress questionnaires,

along with the Holmes/Rahe life change inventory at <http://www.stresstips.com/lifeevents.htm>.

10/30 Cross-Cultural Adaptability
 Managing Finances

Complete the *Cross-Cultural Adaptability Inventory (CCAI).

11/6 Family Background
 Non-Christian Spiritual Experiences

Begin working on either a kinship chart or a genogram, traced back to your grandparents (instructions on doing this will be given in class). Complete this by the end of the term. Complete Neil Anderson's *"Steps to Freedom in Christ."

11/13 Self-image
 Physical Appearance and Vitality

Reflect upon how biblically-balanced your self-image is **following** class discussion. Reflect upon personal applications from the class discussions on professional appearance and physical vitality.

11/20 Leadership Issues

Following class discussion, prayerfully examine your life for conformity to the biblically-based character qualifications for leadership. Also, complete Appendix D in Malphurs and the *Team Profile by Bobb Biehl. Following class discussion, reflect upon both your approaches to effecting change and addressing conflict. Complete Lesson 3 in "Discover Your Giftedness in Christ." In class you will complete a conflict resolution style instrument.

11/27 Leadership Issues (cont.)
 Sacred Pathways

Read Thomas' *Sacred Pathways*.

12/4 Finding a Mentor
 Transitional Tasks
 Strategic Ministry Opportunities
 Summary/Review

Bring any questions or unresolved issues relating to the course topics.

12/11 NO CLASS (FINALS WEEK)

12/15 (integrative paper, interview paper, reading and attendance reports due)

TESTING SUMMARY (attach as cover page of integrative paper)

Student _____ Faculty Mentor _____

Age _____ Place of Birth _____

Undergrad degree (give degree, major and school)

Currently Married? Y N If yes, how long? _____

Past Divorce? Y N If yes, when? _____

Number of Children? _____ Ages? _____

How long have you been a Christian? _____

Myers-Briggs Type _____ DiSC Type _____

Primary Gifts/Talents 1. _____

2. _____

3. _____

4. _____

Ministry Passion _____

Intended Ministry Role _____

Prior Ministry Experience _____

Denominational Preference _____

Life Change Stress Points _____ Type A Score _____

Physical Symptoms of Stress Score _____

Primary Leadership Style/Team Profile _____

N.B. If you question the accuracy of any of the test/assessment results entered above, place a "?" beside the pertinent data and explain your questions or disagreement in your integrative paper.