

WESTERN SEMINARY SACRAMENTO

BUILDING THE PASTORAL TEAM

FMS503; 2 Credit Hours

Instructor: Brad Franklin, D.Min.

Mondays 5:45 - 9:55 p.m.; January 12, 26; February 2, 9, 16; March 2

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Spring Semester, 2009

Session A: Jan 12 – Mar 2

SYLLABUS

COURSE DESCRIPTION

This course will explore the concept of building the pastoral team by studying the biblical principles and the spiritual processes that make healthy pastors and healthy pastoral teams.

COURSE GOALS

1. To understand both the biblical foundations and the spiritual formation issues that are absolutely indispensable for a healthy pastor. To be part of a healthy team, you must be a healthy person.
2. To understand the spiritual processes and the relational dynamics that are crucial in developing a healthy pastoral team.

COURSE OBJECTIVES

1. To assess if God has called and equipped you to be a pastoral team member.
2. To grasp where you best fit on the pastoral team.
3. To recognize which kind of pastoral team and church is your best fit.
4. To understand how to continually grow in effectiveness as a pastoral team member.
5. To consistently apply scriptural principles that promote healthy pastoral teams.
6. To move from developing a healthy pastoral team to "doing church" as a team.

COURSE TEXTS

We are happy to announce that Western Sacramento is now an Amazon Associate. Any purchases (not just books) you make on Amazon using this link will mean that a minimum of 4% of the purchase price comes to Western. Please support your seminary by using this link for all your Amazon purchases.

Click [here](#) to order texts and other products.

To be read in the following order:

1. Rima, Samuel, *Rethinking the Successful Church*, 2002 (190 pages)
2. Schwarz, Christian, *Natural Church Development*, 1996 (127 pages)
3. Getz, Gene, *The Measure of A Man* (Revised Edition), 2004 (280 pages)
This book defines and describes 20 character qualities of leaders found in 1 Timothy 3 & Titus 1. Except for one, these qualities relate to both men and women.
4. Cordeiro, Wayne, [*Doing Church As a Team*](#), 2004 (208 pages)

These books are easy reads. They are not highly technical or deeply theological.

COURSE ASSIGNMENTS

1. Reading

The four books will be read on a mastery level as assigned in the course schedule. The mastery reading level (30 pages/hour) means you are carefully interacting with the book and taking notes that will lead to accountability in your papers. You do not have to remember all the details. These texts were carefully selected because of the impact they will have on your life and ministry. This is not busy work. They are engaging and easy to read. Each of these books describes a key area where most pastors and pastoral teams are failing.

“Good Books are Good Teachers” and “Readers Are Leaders.” God uses key books in the lives of effective leaders to change their hearts and their ministries. Remember the admonition of Lewis Sperry Chafer -- “Don’t study for a class; study for a life.” Please enjoy and read these books for your own heart. They will make an excellent addition to your personal library.

2. Written Reports

A 3-4 page report is required on each book except The Measure of a Man. This is not a book report. Do not review the contents of the book. **First**, define the basic thesis of the book. **Second**, describe the impact of the book on your life. How has the message of this book changed you? **Third**, how will the message of the book affect the way you do ministry as a pastor and a pastoral team member?

Highest grades are reserved for those papers that are well written; neat in appearance; reflect significant personal interaction with the message of the text and demonstrate thinking that is creative, critical, reflective and precise. All written assignments must be typed, double spaced, with your name, date and box number on it. The reports are due at the beginning of the class (5:45 p.m.) according to the class schedule.

3. Paper on Character and Biblical Leadership

Write a 10 page paper describing the biblical concept of character as the basis for leadership by defining, discussing and integrating the twenty major words of Scripture that describe this issue as found in 1 Timothy 3:1-7; Titus 1:5-9 and The Measure of a Man, by Gene Getz. A paragraph must be written on

each of these words or concepts. Evaluate your life in light of each of these character qualities as per the assignment given by Getz on pages 41-42.

Of the resources mentioned in the bibliography for your project/paper, two must be from a physical library. Note the physical location of each book as an addendum to each bibliographical entry.

For research papers, Western Seminary follows the MLA ("Modern Language Association") format. The basic elements are

- Double-spacing, except for block quotes
- Block quotes are single spaced
- Page numbers appear at the upper right on every text page
- Use footnotes rather than paragraph citations
- Footnotes follow a standard format.

Helpful web sites on MLA style include:

- <http://webster.comnet.edu/mla.htm>
- <http://owl.english.purdue.edu/handouts/research/index.html>
- <http://www.english.uiuc.edu/cws/workshop/bibliography/mla/mlamenu.htm>

[These websites are expanded and pasted into Western Seminary's "How to Write a Research Paper."]

A good website with footnote/bibliography entries is
<http://www.wisc.edu/writing/Handbook/DocChicabgo.html>

4. Group Project

There will be a five-hour group project.

The assignment for our group project is fourfold:

FIRST, you will read each person's 10 page paper on The Measure of a Man by Gene Getz.

SECOND, each person will take turns in their group discussing, defending and answering any questions on their paper.

THIRD, each person will give a number grade reflecting both the person's individual paper and their presentation. Is the paper and presentation excellent (93-100), good (86-92), average (79-85), below average (70-78) or poor (0-69). Grade fairly and accordingly.

FOURTH, grades will be signed and turned in to the instructor and will be worth 20% of the total grade for the paper. Students will not see the grades given by other students.

Students who do not participate in the group project will receive a lower grade on this paper.

5. **Write a 4-5 page paper on "How a Biblical Pastor Differs From a Business CEO."** Comparing the article on "Evangelical America" (Business Week, May 23, 2005) with Jeremiah 23; Ezekiel 34; John 10:1-30 and 1 Peter 5:1-4, describe how pastors and CEO's are different from one another and how they create different church models. Is the CEO church model biblical?
6. **There will be no final exam.** The assignments will demonstrate your understanding of the core biblical issues, the class texts and the class notes.

COURSE GRADING

<u>Rethinking the Successful Church</u> & 3 page Report	15%	Due Jan. 26	10 hours
<u>Natural Church Development</u> & Report	15%	Due Feb. 2	10 hours
<u>The Measure of a Man</u> & Report	30%	Due Feb. 9	20 hours
Group Project Grades		Due Feb. 16	
<u>Doing Church As a Team</u> & Report	15%	Due Feb. 16	10 hours
“How a Biblical Pastor Differs From a Business CEO” Report	15%	Due Mar. 2	10 hours
Class Participation	10%		

• A+	99-100%	• C+	84-85%
• A	95-98%	• C	81-83%
• A-	93-94%	• C-	79-80%
• B+	91-92%	• D+	77-78%
• B	88-90%	• D	74-76%
• B-	86-87%	• D-	70-73%

COURSE POLICIES

1. Participation

Participation is used here to mean attendance at all class sessions, promptness to all class sessions, attentiveness to the classroom activities, note taking when in the class, turning in all assignments on time, positive interaction during class discussion and a favorable influence on everyone in the class.

2. Absences and Late Assignments

Students are expected to attend and participate in classroom activities as directed. The student alone is responsible to make arrangements for missed course work and the instructor is under no obligation to assist the student in making up assignments unless the student provides a legitimate reason for the absence (e.g., illness or family emergency). When an absence is anticipated, a student is directed to consult the instructor in advance. Note: two class absences constitute a drop of one letter in the student's overall grade. Assignments submitted after the beginning of class on the due date are late and constitute a drop in the student's letter grade for that assignment.

3. Enrichment Students

Enrichment students are encouraged to participate in assignments, although there is no obligation to participate at any level, nor is the instructor obligated to grade or keep a record of the student's participation. Based on class size, the instructor will consider work submitted by enrichment students.

4. Incompletes

Faculty members determine their own procedures and due dates for the completion of course assignments. The instructor's expectations will be stated in the course syllabus. The latest possible deadline available to the professor for all course work is the last day of the school term (regardless of the date of the last class session) as noted in the Academic Calendar (see current class catalog). In the case of serious illness, family emergency, or other extenuating circumstances, the instructor may grant an extension **at the initiation of the student**. A temporary notation of “I” (incomplete) is assigned until a final grade can be determined. The maximum extension permissible is six weeks, **with all work due to the prof for grading on Fri, 5/29/09 at the latest**. All course assignments not completed by the extended deadline will be given a failing grade. Under no circumstances may this six-week period be extended except by petition and approval of the Administrative Committee.

5. The Availability of Disability Services at Western Seminary

Western Seminary is committed to responding to the needs of students with disabilities as outlined in both the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. Western students are assisted individually as their needs dictate. It is the responsibility of students with disabilities to identify themselves and the nature of the disability. Any student who has a disability should contact the seminary's Disability (Section 504) Coordinator, Ken Epp, at 503-517-1815/1-877-517-1800, ext. 1815.

His office is at the Portland campus. Students at the northern California campuses may contact Carrie Priest (Student Services Coordinator – San José) or PJ Oswald (Director of Student Development – Sacramento), or they may contact Dr. Epp directly. Appropriate forms will be provided and must be submitted to the Disability Coordinator's office.

LIBRARY AND INTERNET RESEARCH

All class assignments with a research element require library research annotated as such in the bibliography. A minimum of two resources must be from a physical library. Note the physical location of each resource as an addendum to each bibliographical entry.

For complete library information including: hours of operation, interlibrary loan, local library resources, etc., please:

- Visit www.westernseminary.edu .
- Click the link “Sacramento Campus” in the left navigation pane.
- Click the link “Library Resources” in the left navigation pane.

Reserve Collection

The library carries all required readings for this course.

Print Resources

Use the Western-Arcade Library catalog to find books and other materials. To search the library collection:

- Visit <http://www.westernseminary.edu/Library/SAC> .
- Click the link “Search the Library Collection Online”.

Periodical & Research Databases

As you complete your assignments for this course, don't forget about the resources in the Western research databases. Remember to evaluate and cite your information too. To access the Western research databases:

- Visit <http://www.westernseminary.edu/Library/SAC> .
- Click the link “Research Databases” from the bottom menu.
- Click the link “Ebsco Host Research Databases”.
- Log in. [User ID: westsem / Password: seminary]
- Click the link “EBSCOhost Web”.
- Click the database(s) you wish to use. Start with *ATLA Religion Database with ATLASerials*.

To cite your information, consider the following MLA composers:

<http://www.noodletools.com> and <http://www.citationmachine.net>

Western-Arcade Library offers a variety of ministry related software for student use including BibleWorks, Logos Bible Software, and SeminaryLibrary.

Course Packs (if applicable)

To access the course pack(s) for this course:

1. Go to the library homepage: <http://www.westernseminary.edu/Library/SAC>
2. Click the link 'Course Packs'.

Reference and Research Contact Information

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COURSE SCHEDULE

#1	Topics/Issues	January 12, 2009	Assignments
	<ul style="list-style-type: none"> • Introduction to Syllabus & Class • What do you want 50 years from now? • What makes a good pastor? • Five areas where pastors fail most • Why do pastors fail in their personal life? • Why do pastors fail in their marriage & family life? • Why do pastors fail in their ministries? • My Life Story & the Story of Genesis <ul style="list-style-type: none"> Generational Grids – Abraham, Isaac, Jacob & Joseph • Lessons From the Life of Joseph – Genesis 37-50 <ul style="list-style-type: none"> A case study in family failure, forgiveness & freedom • Who am I, really? 		Read: <u>Rethinking the Successful Church</u> , Samuel Rima
#2	Topics/Issues	January 26, 2009	Assignments
	<ul style="list-style-type: none"> • What is biblical leadership and how does it make a difference? • How does God make kings & build character? Deuteronomy 17 • Solomon on character & leadership failure - 1 Kings 1-11 • Healthy pastors & churches vs. dysfunctional pastors & churches • Am I ministering out of my weakness or strengths? Dysfunction or spirituality? Personality or giftedness? • What does the church want from their pastors? • What does the Senior Pastor want from the pastoral staff? • What does an Associate Pastor want from the Senior Pastor? • What does God want from you as a pastor? • Two words that define spiritually healthy pastors • Who you are determines how you do ministry • Discuss key issues from <u>Rethinking the Successful Church</u> 		Written report on <u>Rethinking the Successful Church</u> due at 5:45 pm Read: <u>Natural Church Development</u> , Christian Schwarz
#3	Topics/Issues	February 2, 2009	Assignments
	<ul style="list-style-type: none"> • Character counts - 1 Timothy 3; Titus 1 Continual character growth produces continual leadership influence • By definition leaders build teams. How? • Spiritual gifts multiply ministry through others • The Team as leaders in the body • The Team as serving leaders in the body • The Team as equipping leaders in the body • The Team as loving leaders in the body • The Team as learning leaders in the body • Discuss key issues from <u>Natural Church Development</u> 		Written report on <u>Natural Church Development</u> due at 5:45 pm Read: <u>The Measure of a Man</u> , Gene Getz

#4	Topics/Issues	February 9, 2009	Assignments
	<ul style="list-style-type: none"> • Elders/leaders are plural, not Lone Rangers • Doing church as a team • Building the pastoral team in a small church • Building the pastoral team in a medium church • Building the pastoral team in a large church • Jethro's Ministry model - Exodus 18 • Building the pastoral team through prayer • How do you choose a pastor(s) for your team? • How does a pastor choose a church? • How does a pastor continue to grow spiritually? • How does a pastoral team grow spiritually & relationally? • Discuss key issues from <u>The Measure of a Man</u> 		<p>Written report on <u>The Measure of a Man</u> due at 5:45 pm</p> <p>Read: <u>Doing Church As a Team</u>, Wayne Cordeiro</p>

#5	Topics/Issues	February 16, 2009	Assignments
	<ul style="list-style-type: none"> • How do you confront dysfunction in personal life? • How do you resolve conflict over personal differences? • How do you discipline a pastor who is in sin? • How do you resolve team dysfunction? • How do you handle failure? • What if you don't fit on the team? • How do you leave a team and a church well? • Am I accountable & responsible? • Am I asking the tough questions? • Discuss key issues from <u>Doing Church As a Team</u> 		<p>Written report on <u>Doing Church As a Team</u> due at 5:45 pm</p> <p>Group Project Grades due at 5:45 pm</p>

#6	Topics/Issues	March 2, 2009	Assignments
	<ul style="list-style-type: none"> • Biblical leadership makes a difference! • How does our culture measure success? • How does Corporate America measure success? • How do pastors measure success? • Is this the right question? • What does God measure? • What questions should we be asking? • What questions is God asking? • The Biblical model vs. the Corporate model Evangelical America – Big Business • Discuss key issues from “How a Biblical Pastor Differs From a Business CEO” • So what? 		<p>Written report on “How a Biblical Pastor Differs From a Business CEO” due at 5:45 pm</p>