

STMA 555 Theology of Pastoral Leadership II
Syllabus Winter 2007
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Goal: To further develop students as effective leaders of faith communities

M.Div. Competencies this course addresses:

Interior faith life:

- Ability to reflect on one's own theological method, to contrast it with other methods, and the ability to enable a community to reflect theologically.
- Ability to articulate a personal and ecclesial theology of ministry.
- Ability to articulate one's relationship with God, as it is informed by theological reflection in one's social context.

Interior faith lived within community of faith

- Ability to integrate theology with pastoral practice.
- Knowledge that action toward justice flows out of spirituality.
- Knowledge of and ability to work within one's faith tradition.
- Ability to lead communities in prayer.

Communication and leadership skills

- Ability to supervise and delegate to employees as well as volunteers.
- Ability to lead a community in articulating, celebrating and living the faith heritage in its present cultural context.
- Knowledge of one's church polity and the leadership skills and pastoral practice implied in that polity.
- Knowledge of appropriate boundaries and ability to exercise good judgment and ethical behavior in relation to a variety of leadership issues (i.e. sexual boundaries, fiduciary responsibility, dual relationships, etc.)
- Ability to communicate and adjust one's leadership to various cultural groups.
- Ability to recruit, motivate, utilize and support volunteers.
- Ability to lead a group in a collegial manner.
- Ability to accomplish institutional goals/ objectives determined by others.
- Ability to function as a change agent- to use and mediate the range of social process (including conflict) in a way that contributes to the common good.
- Ability to articulate and communicate the mission that guides the community.

Leading faith communities in spirit, justice, and action

- Knowledge of contemporary social, political and justice issues.
- Ability to interpret the moral tradition within one's ecclesial community and to enable the community to face moral issues in a manner that brings about a dialogue between the heritage of faith and those issues.
- Ability to engage the community with the larger social context in which they live their faith.

Knowledge of how socioeconomic factors influence and affect religious organizations.
Ability to sustain action-manifesting faith that does justice.
Ability to help a community ground its action for justice.

Course Description:

Theology of Pastoral Leadership II completes a two-quarter, internship-related sequence. This course encourages the student to examine: leadership styles and metaphors; theologies of the local church; skills for effecting change, and nurturing staff and volunteers; and processes for social analysis within a congregational setting. The student participates in classroom activity, shared theological reflection, and a pastoral internship. The course culminates with an integrative process that results in a student's formally written and orally presented theology of pastoral ministry.

Required Foundational Reading:

Daloz, Laurent A. Parks, Cheryl H. Keen, James P. Keen and Sharon Daloz Parks. *Common Fire: Leading Lives of Commitment in a Complex World*. Boston: Beacon, 1996.
Heifetz, Ronald A. *Leadership Without Easy Answers*. Cambridge, MA: Belknap, 1994.

Course Assumptions: Students will have completed STMA 546 and will continue to work at their internship site for 8-10 hours per week.

Course Requirements:

- 1.) **Internship** requiring 8-10 hours pastoral work involving leadership.
- 2.) **Written work:**
 - a. **Complete social analysis of parish context.** You will submit the final multi-page report by the end of class Jan 30. Please utilize the material from Foster's book and the summary outline provided in your first quarter coursepack. The last section of the social analysis paper should include the process you would adopt as pastoral leader/ change agent toward addressing one or more issues you surfaced through analyzing the congregation.
 - b. **Final Paper: Theology of your Pastoral Ministry of Leadership.**
This paper reflects your understanding of yourself as minister/ leader. You will include such items as: your understanding of vocation and call; the qualities, skills, and talents you bring to this call; what your vision of the "people of God" includes and how your call responds to that vision; what you find most attractive toward implementing your vision; what is most difficult; what nourishes you for this work; what de-energizes you- and potential strategies for coping with the decreased energy; what settings, groups, individuals draw you to ministry (include specifics regarding socio-economic, gender, identity, demographics, type

of setting, diversity, etc.), what unfinished business continues to surface, what areas of growth still on your horizon. Due by end of class, March 13, 2007.

- c. **A Grade Rationale** that articulates your understanding of what grade you believe you have earned this quarter. Please address the objectives of the class as well as your fulfillment of the requirements. This is due at the end of class (March 13, 2007).

B. Oral Presentations

1. Social Analysis of your Internship Site

You will present your Social Analysis of your internship site to your peers. We will use the middle the last two weeks of January and the first week of February to accomplish this. Please have read all of Heifetz' book as we will use the material from STMA 546 as well as images from Heifetz to understand and explore further the social analyses you present. Each oral presentation will be limited to a total of 20 minutes. All students will give each speaker written feedback, and each presenter will have an additional 10 minutes to receive oral feedback, answer questions, and conduct a discussion with their peers after their presentation.

2. Theology of your Pastoral Ministry of Leadership.

You will present your theology of pastoral ministry of leadership to your peers during the final three weeks of the course. The oral presentation will be limited to a total of 20 minutes. All students will give each speaker written feedback, and each presenter will have an additional 10 minutes to receive oral feedback from their peers after their presentation. Please invite your on-site supervisor to participate in these presentations.

Grading:

This course in leadership assumes that leaders act out of a self-reflective stance. Thus participants will demonstrate self-reflection as well as incorporate input from the on-site supervisor, the course faculty and peers in your group. Please understand that the completion of all the elements listed in this syllabus are basic to the course and therefore earn a "B" (if your paper and participation in the course demonstrate that you understand the material and have appropriated it in the context of the class).

Students who earn an "A" demonstrate superior grasp of the material, are able to apply the knowledge to theirs and their peers experience, and integrate leadership skills with their knowledge base. The course objectives offer students a list of competencies to be considered in the self-evaluation and the suggestion for the final grade.

Your participation in your field internship will constitute the "context" for learning. The reading for this course has been substantially reduced to acknowledge the 8-10 hours a week you are serving in a leadership situation. The faculty retains the final decision about grades. I will review the evaluation of the supervisors, consider the feedback from peers in your small group, and my own assessment of each person's contribution and grasp of the material and demonstration of skill.

Academic Honesty:

The School of Theology and Ministry strictly adheres to the Academic Policy concerning Academic Honesty as published in the Seattle University Student Handbook. (see the Seattle University website).

Students with disabilities:

If you have, or think you may have, a disability (including an “invisible disability” such as a learning disability, a chronic health problem, or a mental health condition) that interferes with your performance as a student in this class, you are encouraged to discuss your needs and arrange support services and/ or accommodations through Disabilities Services staff in the Learning Center, Loyola 100, (206) 296-5740.

Attendance:

Attendance is expected of students and faculty. Full participation in the 8-10 hour weekly field placement is also expected. If one is absent, either planned or unplanned, from either the classroom or the field placement, one needs to contact the faculty and the on-site supervisor and make arrangements to find alternatives for the missed opportunities.

Deadlines:

Leadership is about meeting and negotiating deadlines with people. Rarely do leaders act alone. Thus, I will take seriously the published deadlines. Failure to meet them will result in a reduction of the grade for the course. While it may or may not result in an entire grade reduction, it will definitely affect borderline grades and move them lower rather than higher.

The Themes of class sessions with associated readings and assignments:

- Jan. 9** **Week One: Overview**
Initiate course, reflect on internal call to leadership.
Prayer:
- Jan. 16** **Week Two: Three Reports of Social Analysis**
Heifetz, begin the book
Prayer:
Presenter 1:
Presenter 2:
Presenter 3:
:
- Jan. 23** **Week Three: Three Reports of Social Analysis**
Complete Heifetz
Prayer:
Presenter 1:
Presenter 2:
Presenter 3:
:
- Jan 30** **Week Four: Three Reports of Social Analysis**
ALL WRITTEN SOCIAL ANALYSIS DUE
Prayer:
Presenter 1:
Presenter 2:
Presenter 3:
- Feb. 6** **Week Five: Three Reports of Social Analysis**
ALL WRITTEN SOCIAL ANALYSIS DUE
Prayer:
Presenter 1:
Presenter 2:
Presenter 3:
- Feb13** **Week Six: Examine issues of leadership using Daloz, Parks and Keen as well as Heifetz**

Prayer:

Presenters:

Feb. 20 **Week Seven: Three Theology of Ministry/ Leadership presentations.**

Prayer:

Presenter 1:

Presenter 2:

Presenter 3:

(Coffee, tea, scones for supervisors of above)

Feb. 27 **Week Eight: Three Theology of Ministry/ Leadership presentations.**

Prayer:

Presenter 1:

Presenter 2:

Presenter 3:

(Coffee, tea, scones for supervisors of above)

March 6 **Week Nine: Three Theology of Ministry/ Leadership presentations.**

Prayer:

Presenter 1:

Presenter 2:

Presenter 3:

:

(Coffee, tea, scones for supervisors of above)

March 13 **Week Ten: Three Theology of Ministry/ Leadership presentations
Wrap up; evaluation; final words. Pull together final insights.**

Prayer:

Presenter 1:

Presenter 2:

Presenter 3:

*ALL submit **Written** Theology of Ministry/ Leadership final paper;*

*ALL submit **Grade rationale.***

We will arrange for refreshments for supervisors. We will also have certificates for auditing courses (anytime during the year) to thank the supervisors. Each person might think about how that person wants to thank and to invite the supervisor to the event. Sharon will work with Dick to get a formal invitation that allows people to feel comfortable in declining ☺ or accepting!)

The process for each of the class sessions from Jan 16 through Mar 13 (with the exception of one class) will be as follows:

1. Prayer and check-in led by the one who volunteered (see above). (15 min)

2. Presentation one (20 min) feedback (10 min)
3. small break (5 min)
4. Presentation two (20 min) feedback (10 min)
5. small break. (5 min)
6. Presentation three (20 min) feedback (10 min)
7. small break. (5 min)
8. Small group gathering. Sharon will pose questions related to our reading and theology. (30 min)
9. Large group analysis of issues of leadership. (20 min) evaluation of class session, time for issues regarding assignments, etc.