**Logo, company name

Description automatically generatedLEADERSHIP IN COMMUNITIES**

**KCML Lecturer:**

**Content**

This course is designed to enable leaders to reflect critically on the nature of Christian communities and the kind of leadership that facilitates health and mission in a constantly changing context. It uses three basic foci to achieve this: biblical and theological concepts which underpin communities and leadership; the nature of communities as social/cultural systems and religious organisation; and social science understandings of leadership, with a focus on transformational leadership for adaptive change.

**Outcomes**

At the end of this course, students should be able to:

1. Demonstrate an understanding of the congregation as a system and the factors that promote health within it.
2. Identify the strengths and weaknesses of different approaches to congregational leadership and begin to identify their own style of leadership and factors that will lead to sustainability.
3. Discuss the tensions that exist within congregational life and the impact of those upon congregational leaders.
4. Identify significant causes of conflict within congregational systems and be aware of helpful approaches in dealing with these
5. Explain and utilise effective approaches to managing change in a congregation
6. Demonstrate an ability to integrate a sound biblical and theological understanding into their approach to congregational life and leadership.

**Block Course Modules**

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| --- | --- |
| **Introduction 1. Leadership and Ministry**   * What is leadership? * Leadership, ministry and theology. * Ecclesiology and ordination * Leadership today: changes and challenges | Summer 2022 Intern induction |
| **Congregational Systems and Building Resilience**   * Understanding congregations as systems * Building Resilient Leadership | Summer 2022 (Year B1) |
| **Leadership Styles and the Book of Order**   * Leadership Styles and Communication * Book of Order and Leadership | Winter 2022 (Year B2) |
| **Managing conflict**   * Understanding yourself in conflict * Preventing and managing congregational conflict | Spring 2022 (Year B3) |
| **The Dynamics of Change and Leading Teams**   * Understanding change dynamics and leading the process of change * Leading teams | Summer 2023 (Year A1) |
| **Congregational cultures**   * Understanding congregations as cultures. * Developing cultural intelligence for multicultural ministry | Winter 2023 (Year A2) |
| **Developing Good Governance in Leadership**   * Managing the church: how will we get there? * Strategic planning: where are we going? | Spring 2023 (Year A3) |

**Assignments**

**(1) Ordination**

This is an essay on ordination and leadership. It has three parts.

* What do you understand by ordination, in the context of being a Minister of Word and Sacrament within the PCANZ?
* In this role how will you function to exercise the leadership which is a critical function of ministry in today’s context?
* What biblical, theological and social science principles are important in informing your understanding and practice in this?

You should give evidence of using the readings in the course to inform your answer, and provide a bibliography

**Length:** 2000 words

**Worth:** 40% of final grade

**Due date:** 6th May 2022

**(2) & (3) Leadership Skills Development**

You are to lead two sessions (one each year) of an intern presenting a case in a colloquia. Within 2 weeks of the colloquia, you are to have a brief reflective conversation/debrief on your leadership’s strengths and weaknesses (what you did well and what you could have done differently) and any personal learnings, with a faculty member who was present.

**Worth:** each conversation/debrief 5% of final grade

**Due date:** within two weeks of the colloquia, you lead a session in 2022 and 2023

**(4) Change Management**

Select and describe an area of change occurring within your internship context. Analyse the stages of change being experienced. How is it dealt with and what factors impact this response? Recognising your own leadership styles, what might you do similarly/differently if you were the minister?

You should give evidence of using the readings in the course to inform your answer and provide a bibliography.

**Length:** 1500 words

**Worth:** 25% each

**Due date:** 24th March 2023

**(5) Year B Essay on Conflict Management**

Select and describe an area of conflict (above or below the surface) within your internship context. How is it dealt with and what factors impact this response? Recognising your own leadership styles, what might you do similarly/differently if you were the minister?

You should give evidence of using the readings in the course to inform your answer and provide a bibliography.

**Length:** 1500 words

**Worth:** 25% each

**Due date:** 17th November 2023

**Plagiarism**

It is the responsibility of the intern to make sure that all work submitted to KCML is their own. Generally, we follow the University of Otago’s definition and policy regarding plagiarism (refer to http://www.otago.ac.nz/study/plagiarism) where plagiarism is defined generally as:

1. copying or paraphrasing another person’s work and presenting it as your own;

2. being party to someone else’s plagiarism by letting them copy your work or helping them to copy the work of someone else without acknowledgement;

3. using your own work in another situation, such as for the assessment of a different paper or program, without indicating the source.

Plagiarism can be unintentional or intentional. Even if it is unintentional, it is still considered to be plagiarism. Where it is found that plagiarism has taken place, penalties will be applied (see process and penalties <https://knoxcentre.ac.nz/wp-content/uploads/2020/12/2021-KCML-Internship-Programme-Handbook.pdf>

**Indicative Bibliography**

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Everist, Norma Cook & Nessan, Craig, *Transforming Church Leadership: New vision for a church in mission*, Minneapolis: Fortress, 2008

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Galindo, Israel. *The Hidden Lives of Congregations: Discerning Congregational Dynamics,* Alban Institute, 2004.

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Lencioni, Patrick, *The five dysfunctions of a team,* Jossey-Bass, 2002

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Livermore, David, *Improving your CQ to engage our multicultural world,* Grand Rapids: Baker. 2009

Nelson, John, *How to become a creative church leader,* Chaucer, 2008

Peterson, Eugene. *Working the Angles: the shape of pastoral integrity* Wm. B. Eerdmans Publishing Company, 1989

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**Helpful Extra Reading**

Branson, Mark Lau. *Memories, Hopes and Conversations,* Alban Institute, 2004

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