

**Appalachian Local Pastor's School**  
**Course of Study 124 – Transformative Leadership**  
**May 14-18, 2018, Union College, Barbourville, KY**  
**Instructor: Dr. Rex T. Kaney**  
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**Course Description:**

This course forms the student's identity as pastoral leader and change agent in congregations, The United Methodist Church, and the world.

**Course Target Outcomes:** Students will be able to:

1. Identify and understand the attributes of good leaders, biblically and theologically.
2. Evaluate and strengthen their own identities and skills as pastoral leaders.
3. Explain and reflect on the nature of change in the local congregation and wider society.
4. Implement visioning, strategizing, and planning processes in their local congregations.

**Required Texts:**

Birch, Bruce and Parks, Lewis. Ducking Spears, Dancing Madly: A Biblical Model of Church Leadership. Nashville: Abingdon Press, 2004. (ISBN 9780687092857)

O'Brien, Brandon and Belcher, Jim. The Strategically Small Church: Intimate, Nimble, Authentic And Effective. Minneapolis: Bethany House Publishers, 2010. (9780764207839)

Weems, Jr., Lovett H. Vision, Team, Culture, and Integrity (Revised Edition). Nashville: Abingdon Press, 2010. (ISBN 9781426703027)

The Book of Discipline of the United Methodist Church, 2012, Part Five, Chapters One and Two. The United Methodist Publishing House. (ISBN9781426718120)

**Supplementary Texts:**

Goleman, Larry. Finding Our Story: Narrative Leadership and Congregational Change. Lanham, MD: Rowance and Littlefield Publishers, 2010. (ISBN 9781566993760)

Storey, Peter. With God in the Crucible: Preaching Costly Discipleship. Nashville: Abingdon Press, 2002. (ISBN 068705253X)

Kouzes, James M. and Posner, Barry Z. editors. Christian Reflections on the Leadership Challenge. San Francisco: Josey-Bass Publishers, 2004. (ISBN 0787967858)

Weems Jr., Lovett. Leadership in the Wesleyan Spirit. Nashville: Abingdon Press, 1999. (ISBN 0687046920)

**Expectations:**

All students are expected to submit course assignments to Dr. Barbara Nye by April 5, 2018. A letter grade will be deducted for each day an assignment is late unless an extension is granted by Dr. Nye. Attendance is expected at all classes. **If a student is absent more than 20% of class time a grade cannot be received.**

All work should be typed, double-spaced and in the student's own words. Avoid plagiarism by citing all sources used. Please utilize spell check and grammar check to assist in clarity of writing.

**Pre-Course Assignments:**

Read completely the Birch, O'Brien, and Weems texts and in your own words, keeping quotations to a minimum, summarize what you understand to be the most important aspects of each chapter. In addition, identify as many different qualities or characteristics of effective biblical leadership found in all

three texts. Do not repeat qualities or characteristics which may be common to all texts. (maximum of 10 pages)

Examine paragraph 316 of the 2012 Book of Discipline, *Responsibilities and Duties of Elders and Licensed Pastors*. Write a reflection paper on what you understand to be the differences between managing a United Methodist Church and leading one in Word, Sacrament, Order, and Service. (maximum 3 pages)

Classroom assignments will be given which will enable students to examine and reflect on their own leadership styles.

Complete the following church profile on the church to which you are now appointed. This profile is designed to give you a written picture of the church's understanding of its identity and ministry in the local community. (maximum of 5 pages) During class opportunity will be given to utilize the profile in developing a process for creating a "preferred" future for your church community.

#### CHURCH PROFILE

History: year established, any mergers, moves or major building projects, etc.

Location: (a) physical: rural, suburban, inner city, small town, etc.  
(b) social: highly educated, working class, racial diversity, etc.  
(c) neighborhood: stable, transitional, commercial, farming, etc.

Major stories: any old or current major stories positive or negative that impact the way the church engages in ministry. Examples: revival or renewal experiences, fire, pastoral or lay infidelity, theft, etc.

Membership: the current membership and when membership was at its greatest, any trends that have been noticed, and whether membership is increasing, decreasing, or static, etc

Worship: (a) attendance: current worship attendance and same reflections as in membership above.  
(b) style: traditional, contemporary, blended, liturgical, congregational, etc.

Mission: current mission statement and how it is used if there is one, the church's understanding of its mission in the community and the concrete ways the church is engaged in mission, etc.

Stewardship: extent of lay involvement in ministry, level of funding support for ministries, funding based upon pledge campaign or as needs arise, etc.

Evangelism: the church's understanding of and concrete ways it is engaged in evangelism, etc.

Life Cycle: recently birthed, adolescent or young adult stage, moving through mature years of ministry, older adult years of ministry, preparing for closure or expecting new birth, etc. (This is a reflection on the church as a whole and not a description of the age of individual members.)

#### **Final Examination:**

An open book final examination will be given which will cover all classroom lectures and textbooks. The exam will be due no later than 5 days following the last day of class.

**Grading:**

Grading will be based upon the following format: pre-work 25%, classroom participation and assignments 25% and final examination 50%.

**Daily Outline:****Day One:**

- Introduction and housekeeping
- Defining “transformative” leadership
- Leadership as calling and leadership as relationship
- Approaches to leadership
- Leadership from a Wesleyan perspective

**Day Two:**

- Creating a Vision
- The importance of visioning
- Discovering the church’s “root motive”
- Pastor as leader in the visioning process
- Methods and resources for visioning

**Day Three:**

- Biblical models for the visioning process
- Creating one’s own visioning process

**Day Four:**

- Developing effective Christian leadership
- The meaning and art of self leadership
- The need for leadership integrity
- Discovering one’s own leadership style

**Day Five**

- Feedback on individual visioning process
- Feedback on individual leadership styles
- “Developing capacity” or leadership development
- Creating and nurturing leaders in the local church
- Building an effective team of leaders.