



Creating a Winning Team CEAM8304

A Professional Doctoral Seminar

New Orleans Baptist Theological Seminary
Christian Education Division

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Mission Statement

The mission of New Orleans Baptist Theological Seminary is to equip leaders to fulfill the Great Commission and the Great Commandments through the local church and its ministries.

Core Value Focus

The seminary has five core values.

- 1. Doctrinal Integrity:** Knowing that the Bible is the Word of God, we believe it, teach it, proclaim it, and submit to it. This course addresses Doctrinal Integrity specifically by preparing students to grow in understanding and interpreting of the Bible.
- 2. Spiritual Vitality:** We are a worshipping community emphasizing both personal spirituality and gathering together as a Seminary family for the praise and adoration of God and instruction in His Word. Spiritual Vitality is addressed by reminding students that a dynamic relationship with God is vital for effective ministry.
- 3. Mission Focus:** We are not here merely to get an education or to give one. We are here to change the world by fulfilling the Great Commission and the Great Commandments through the local church and its ministries. This course addresses Mission Focus by helping students understand the biblical foundations for fulfilling the Great Commission and the Great Commandments.
- 4. Characteristic Excellence:** What we do, we do to the utmost of our abilities and resources as a testimony to the glory of our Lord and Savior Jesus Christ. Characteristic Excellence is addressed by preparing students to excel in their ability to interpret Scripture, which is foundational to effective ministry.
- 5. Servant Leadership:** We follow the model of Jesus and exert leadership and influence through the nurture and encouragement of those around us. Servant Leadership is modeled by classroom deportment.

The core value focus for this academic year is **Characteristic Excellence**.

Curriculum Competencies

NOBTS faculty members realize that all ministers need to develop specific competencies if they are going to have an effective ministry. To increase the likelihood of NOBTS graduates having an effective ministry, the faculty developed a competency-based curriculum after identifying seven essential competencies necessary for effective ministry. All graduates are expected to have at least a minimum level of competency in all of the following areas:

1. **Biblical Exposition:** to interpret and communicate the Bible accurately.
2. **Christian Theological Heritage:** To understand and interpret Christian theological heritage and Baptist polity for the church.
3. **Disciple Making:** To stimulate church health through mobilizing the church for missions, evangelism, discipleship, and church growth.
4. **Interpersonal Skills:** To perform pastoral care effectively, with skills in communication and conflict management.
5. **Servant Leadership:** To serve churches effectively through team ministry.
6. **Spiritual and Character Formation:** To provide moral leadership by modeling and mentoring Christian character and devotion.
7. **Worship Leadership:** To facilitate worship effectively.

The curriculum competencies addressed in this course include: **Disciple Making, Interpersonal Skills, Servant Leadership and Spiritual and Character Formation.**

Course Description

This seminar will focus on identifying characteristics of successful teams in local churches and other ministry situations. Students will address critical components, necessary leadership styles, communication and other team building strategies, and barriers to effective teamwork in ministry situations. Students will utilize an assessment instrument to analyze the dynamics of their own ministry teams.

Student Learning Outcomes

By completion of the course, each student will have had an opportunity to:

1. Identify the stages of team development as well as the significant issues at each stage.
2. Conduct an assessment of the strengths and weaknesses of their present ministry team.
3. Apply the strategies of transitioning a staff to a team within a personal ministry situation.
4. Survey the characteristics of winning teams within the context of the athletics and the military and contrast these approaches to biblical mandates and principles.
5. Identify the barriers to effective team building and develop solutions for these barriers in a ministry context.
6. Survey a variety of formats for staff ministry teams within the context of local church or other ministry situations.

Course Teaching Methodology

The course will involve the following methodologies: Individual and group presentations, discussions, Socratic questioning, lecture, case studies, and organizational analysis.

Required Textbooks

Cladis, George. *Leading the Team-Based Church*. San Francisco: Jossey-Bass, 1999.

Rath, Tom and Barry Conchie. *Strengths Based Leadership: Great Leaders, Teams and Why People Follow*. New York: Gallup Press 2008.

Hartwig, Tom and Warren Byrd. *Teams that Thrive: Five Disciplines of Collaboration*. Downers Grove, IL: Intervarsity Press, 2015.

Additional Textbooks (Please Select One)

Lencioni, Patrick. *The Five Dysfunctions of a Team: A Leadership Fable*. San Francisco: Jossey-Bass, 2002.

Lencioni, Patrick. *Silos, Politics and Turf Wars: A Leadership Fable about Destroying the Barriers that Turn Colleagues into Competitors*. San Francisco: Jossey-Bass, 2006.

Lencioni, Patrick. *The Advantage: Why Organizational Health Trumps Everything Else in Business*. San Francisco: Jossey-Bass, 2012.

Lencioni, Patrick. *The Ideal Team Player: How to Recognize and Cultivate Three Essential Virtues*. San Francisco: Jossey-Bass, 2016.

Round Table Discussion Textbooks (Please Select One)

Cordeiro, Wayne. *Doing Church as a Team: The Miracle of Teamwork and How it Transforms Churches*. (Revised and expanded ed.) Ventura, CA: Regal/Gospel Light, 2004.

Easum, Bill and Bill Tenny-Brittian. *Effective Staffing for Vital Churches*. Grand Rapids, MI: Baker Books. 2012.

Fagerstrom, Douglas. *The Ministry Staff Member: A Contemporary, Practical Handbook to Equip, Encourage, and Empower*. Grand Rapids: Zondervan, 2006.

McIntosh, Gary I. *Staff Your Church for Growth: Building Team Ministry in the 21st Century*. Grand Rapids: Baker, 2000.

Ott, E. Stanley *Transform Your Church with Ministry Teams*. Grand Rapids: William B. Eerdmans, 2004.

Osborne, Larry. *Sticky Teams: Keeping Your Church Leadership Team and Staff on the Same Page*. Grand Rapids: Zondervan, 2010.

Course Requirements

- 1. Textbook Readings:** Each student is expected to read three required texts and one more book from the Additional Textbooks list (Lencioni). The student will make his or her own selection from the Additional Textbooks list. Students are expected to read and synthesize four books. Students will prepare an integration paper (covering four books) presented with two sections. In the first section, students should detail principles, themes, and ideas shared or complementary in each text. In the second section students, should identify weaknesses, gaps or unanswered questions based on the reading. The paper should be seven pages in length dealing with four books. The introduction page should begin with an annotated bibliography per each book. The body of the paper (six pages)

should follow. In summary, each student will review four books in a seven page paper. Precision and conciseness will be important in completing the assignment.

Due Date: The textbook review is due one week prior to the first session of the seminar posted on Blackboard.

2. **Seminar Presentation:** Each student will be assigned portions of the textbooks for a presentation during the seminar. These presentations should be form the perspective of a practitioner in a ministry setting: local church, denomination, campus ministry, etc. The student should anticipate involving seminar participants in a discussion of the assigned material.

Due Date: The presentation will be scheduled during the seminar.

3. **Round Table Book Discussion:** Each student will read one of the books listed in the Round Table Book Discussion section. Assignments of these books will be made by Nov 15, 2016. While a formal book critique is not required for these books, each seminar participant should be prepared to lead an overview and discussion of the application points for ministry of the assignment book. In addition, a one-page summary (with talking points) of the book should be distributed to all seminar participants.

4. **Analysis of Personal Team Ministry:** Each student is to analyze his current ministry situation in light of the principles of team ministry highlighted in the seminar. Students should discuss their personal situations and the application of the learned team based principles with both staff and lay church leaders. Be specific with regard to existing or potential application to the student's ministry context. The analysis should be approximately six pages in length with a balance between staff and lay aspects.

Due Date: March 9, 2016

5. **Research and Integration Paper:** Each student will choose a topic related to team building in a ministry context and prepare a team building action plan. The 10-12 page paper should reflect current research and practice in the field of team leadership and development. The paper should also highlight application of the principles of team building to the student's specific ministry practice. Possible topics include (but are not limited to): team communication, leadership styles related to team building, problem solving skills for teams, conflict resolution for teams, establishing a vision with the team, determining mission and goals with a ministry team, building a team environment in a local church context. Students should utilize a minimum of 10 to 15 sources in researching the topic.

Due Date: March 30, 2016

Evaluation of Grade

Although it should go without saying, students are expected to exercise the highest of ethics and integrity in keeping with the character of Christ when completing all assignments. The grading scale and attendance requirements will be according to those outlined in the current Academic Catalogue. The value of assignments will be as follows:

Critical Reviews of Textbooks (Assignment 1)	30%
Class Presentations (Assignment 2)	10%
Round Table Book Discussion (Assignment 3)	10%
Analysis of Team Ministry (Assignment 4)	20%

Note: Late work is penalized at the rate of 4 points per day. A student must complete ALL of the above assignments in order to pass the class.

Technical Assistance

For assistance regarding technology, consult ITC (504-816-8180) or the following websites:

1. Selfserve@nobts.edu - Email for technical questions/support requests with the Selfserve.nobts.edu site (Access to online registration, financial account, online transcript, etc.)
2. BlackboardHelpDesk@nobts.edu - Email for technical questions/support requests with the NOBTS Blackboard Learning Management System NOBTS.Blackboard.com.
3. ITCSupport@nobts.edu - Email for general technical questions/support requests.
4. www.NOBTS.edu/itc/ - General NOBTS technical help information is provided on this website.

Help for Writing Papers at “The Write Stuff”

NOBTS maintains a Writing Center designed to improve English writing at the graduate level. Students can receive writing guides, tips, and valuable information to help in becoming a better writer.

Plagiarism on Written Assignments

NOBTS has a no tolerance policy for plagiarism. Plagiarism in certain cases may result in expulsion from the seminary. See the NOBTS Student Handbook for definition, penalties, and policies associated with plagiarism.

Course Schedule

Tuesday – 1:00-7:00 p.m. (CST)

Wednesday & Thursday—8:00 a.m. – noon & 1:00-4:00 p.m. (CST)

Selected Bibliography

Berkley, James D. *Leadership Handbook of Management and Administration*. Grand Rapids: BakerBook House, 2008.

Easum, Bill. *The Complete Church Ministry Audit*. Nashville, TN: Abingdon Press, 2006

Gangel, Kenneth O. *Feeding and Leading: A practical handbook on administration in church and Christian organizations*. Grand Rapids: Baker Book House, 2000.

Getz, Gene A. and Charles R. Swindoll. *The Walk: Growing into the Fullness of Christ*. Nashville: Broadman and Holman, 2000.

Hawkins, Greg, and Cally Parkinson. *Reveal: Where Are You?* Barrington, IL: Willow Creek Association, 2007

Hellelbein, Frances, Marshall Goldsmith, and Richard Beckhard, eds. *The Leader of the Future: New Visions, Strategies, and Practices for the Next Era*. San Francisco: Jossey-Bass, 1996.

Mallory, Sue. *The Equipping Church: Serving Together to Transform Lives*. Grand Rapids, MI: Zondervan, 2001.

_____ and Brad Smith. *The Equipping Church Guidebook*. Grand Rapids, MI: Zondervan, 2001.

Malphurs, Aubrey. *Advanced Strategic Planning: A New Model for Church and Ministry Leaders*, 2nd ed. Grand Rapids, MI: Baker, 2005.

_____. *Developing a Vision for Ministry in the Twenty-first Century*. Grand Rapids: Baker, 1992.

Mancini, Will. *Church Unique: How Missional Leaders Cast Vision, Capture Culture, and Create Movement*. San Francisco: Jossey-Bass, 2008

McIntosh, Gary. *Make Room for the Boom...or Bust: Six Models for Reaching Three Generations*. Tarrytown, NY: Revell, 1997.

Mims, Gene. *The Kingdom Focused Church*. Nashville, TN: Broadman and Holman, 2003.

Osborne, Larry. *Sticky Church*, Grand Rapids: Zondervan, 2008.

Powers, Bruce (ed). *Church Administration Handbook*. Nashville: Broadman & Holman Press, 2008.

Stetzer, Ed and Thom Rainer. *Transformational Church: Creating a New Scorecard for Congregations*. Nashville: Broadman and Holman, 2010.

Stevens, Tim and Tony Morgan. *Simple Strategic Stuff: Help for leaders drowning in the details of running a church*. Loveland CO: Group Publishing, 2004.

Southern, Richard and Robert Norton. *Cracking Your Congregation's Code*. San Francisco Jossey-Bass, 2001.

Stanley, Andy and Ed Young. *Can We Do That: 24 Innovative Practices that Will Change the Way You Do Church*. Howard Publishing, 2002.

Ver Straten, Charles A. *A Caring Church: Through Shepherding Ministries*. Grand Rapids: Baker Book House, 1988.

Warren, Rick. *The Purpose-Driven Church: Growth without Compromising Your Message and Mission*. Grand Rapids: Zondervan, 1995.

White, James Emery. *Rethinking the Church: A Challenge to Creative Redesign in an Age of Transition*. Grand Rapids: Baker, 1997.