

doctor of ministry



Curriculum 5.0



outcome 1

Demonstrate an advanced understanding of self as it relates to competent care and collaborative leadership informed by integrative reflection, an understanding of human and organizational systems, and emotional-relational intelligence.

1A. Understanding Self within One's Family System

Target: Demonstrates self-awareness of one's personal strengths and growing edges in relationship to one's family of origin.

Suggested Assignment: At the conclusion of the DM 801 Foundations Seminar:

1. Read Ronald W. Richardson, *Becoming a Healthier Pastor* (Fortress Press, 2005).
2. Draw a family genogram (explained in the book) and describe the issues that emerge from your study of your family that you identify as challenges and strengths that arise from your reflection.
3. Summarize your assessment of your ability to be a differentiated leader and the challenges you still experience.
4. Have a one-hour discussion with a member of your mentor team to process what you are discovering about yourself and how it affects your work in ministry.

Estimated Hours: 11

Learning Category: Ability

Suggested Reviewer: Mentor Team

Review Level: Light

Corresponds To: DM 801 Foundations Seminar

1B. Competent Care and Reflective Ministry

Target: Demonstrates the ability to offer competent care in a ministry encounter and then analyze and learn from the encounter through a reflective process.

Suggested Assignment: At the conclusion of the DM 801 Foundations Seminar choose a moment in ministry (a visit, crisis intervention, counseling, etc.) and prepare a [Ministry Experience Report](#) of 8-10 pages, allowing adequate time for reflection and self-evaluation, and then have a discussion of the experience and what you have learned with a member of your mentor team.

Estimated Hours: 13

Learning Category: Ability/Character

Suggested Reviewer: Ministry Mentor or Personal Mentor

Review Level: Light

Corresponds To: DM 801 Foundations Seminar

1C. Leadership within an Organizational System

Target: Exhibits an understanding of leadership concepts within an organizational system.

Suggested Assignment: At the conclusion of the DM 801 Foundations Seminar read Edwin H. Friedman, *A Failure of Nerve: Leadership in the Age of the Quick Fix*, revised edition (Church Publishing, 2017). Based on the concepts presented in Friedman's book do an analysis of yourself and your ministry context and write a 4-6 page paper outlining what you discovered about yourself as a leader and the system in which you work. Describe what you might change in your leadership philosophy and practice to be a more effective leader. Share the paper with your ministry mentor.

Estimated Hours: 24

Learning Category: Knowledge

Suggested Reviewer: Ministry Mentor

Review Level: Light

Corresponds To: DM 801 Foundations Seminar

1D. Emotional-Relational Intelligence

Target: Exhibits an understanding of emotional-relational intelligence in relationship to one's self and others.

Suggested Assignment: At the conclusion of the DM 801 Foundations Seminar read Travis Bradberry and Jean Greaves, *Emotional Intelligence 2.0* (TalentSmart, 2009). After reading the book take the included "Emotional Intelligence Appraisal." Have an extended conversation with both your ministry mentor and personal mentor over your Appraisal results and how you view your own emotional-relational intelligence.

Estimated Hours: 8

Learning Category: Knowledge/Character

Suggested Reviewer: Ministry and Personal Mentor

Review Level: Light

Corresponds To: DM 801 Foundations Seminar

1E. Philosophy and Practice of Leadership

Target: Demonstrates an understanding of the various models of leadership and how to develop one's own integrated philosophy of leadership compatible with one's ministry context.

Suggested Assignment: At the conclusion of the DM 801 Foundations Seminar, using library and online resources, explore at least four different philosophies of leadership, including "Servant Leadership," "Adaptive Leadership," and "Transformational Leadership." Construct a chart or outline of what you see are the strengths and weaknesses in each of the four models you explored. Then write a 6-8 page paper on your philosophy of leadership in which you integrate much of what you have already learned in class and in target assignments 1A to 1D. Incorporate what you learned from your study in your philosophy but create a document that expresses your leadership values and commitments, the style you have leaned on in the past and what is

emerging for you in your approach to leading in your ministry context. Share this paper with your ministry mentor.

Estimated Hours: 13

Learning Category: Knowledge/Character

Suggested Reviewer: Ministry Mentor

Review Level: Light

Corresponds To: DM 801 Foundations Seminar

Once this outcome has been completed, consult with your mentor team regarding the Master Assessment for this Outcome.

outcome 2

Demonstrate a high-level of competence in the integration of knowledge, character, and ability specific to their ministry context.

2A. Research for Final Project, Part 1

Target: Demonstrates acquisition of a body of knowledge pertaining to the Final Project that integrates aspects of knowledge, character and ability specific to their ministry context.

Suggested Assignment: Based on your Project Proposal, carry out the plan of your Directed Learning Experience 1 proposal that was previously approved by your mentor team in Target 5B. Demonstrate the results of your research in oral, video, or written form, or some combination (if oral or video only it must also include a 18-20 page written summary).

Estimated Hours: 252

Learning Category: Knowledge/Ability

Suggested Reviewer: Mentor Team

Review Level: Heavy

Corresponds To: DM 811 Directed Learning Experience 1

2B. Research for Final Project, Part 2

Target: Demonstrates acquisition of a body of knowledge pertaining to the Final Project that integrates aspects of knowledge, character and ability specific to their ministry context.

Suggested Assignment: Based on your Project Proposal, carry out the plan of your Directed Learning Experience 2 proposal that was previously approved by your mentor team in Target 5B. Demonstrate the results of your research in oral, video, or written form, or some combination (if oral or video only it must also include a 18-20 page written summary).

Estimated Hours: 252

Learning Category: Knowledge/Ability

Suggested Reviewer: Mentor Team

Review Level: Heavy

Corresponds To: DM 812 Directed Learning Experience 2

Once this outcome has been completed, consult with your mentor team regarding the Master Assessment for this Outcome.

outcome 3

Articulate a biblical/theological analysis and understanding of their particular ministry context and practice.

3A. Biblical Basis for and Models of Ministry

Target: Understands the biblical basis for Christian ministry, biblical models of Christian ministry, and how this understanding impact their current ministry context and practice.

Assignment: Prior to the DM 802 Bible and Theology Seminar reflect on the passages about ordination (from the OT and NT), Paul's first letter to Timothy, and the textbooks by biblical scholars in the course syllabus and discuss them with seminar participants.

Estimated Hours: 45

Learning Category: Knowledge

Suggested Reviewer: Faculty Mentor

Review Level: Heavy

Corresponds To: DM 802 Biblical and Theological Foundations for Ministry Seminar

3B. Reception of Biblical Models by the Early Church

Target: Understands into what forms and functions the second-century church took over and adapted the models of ministry bequeathed to them by the apostles, and how this impacts their current ministry context and practice.

Assignment: Prior to the DM 802 Bible and Theology Seminar reflect on the chosen selections from Justin, Hippolytus, and other early fathers listed in the course syllabus and discuss them with seminar participants, comparing the forms and functions of ministry in the second century with those of the NT period, and with those we have in our churches today.

Estimated Hours: 20

Learning Category: Knowledge

Suggested Reviewer: Faculty Mentor

Review Level: Heavy

Corresponds To: DM 802 Biblical and Theological Foundations for Ministry Seminar

3C. Uses of Scripture in Ministry

Target: Appreciates the range of ways that scripture can be used in ministry, in addition to the obvious uses in teaching and preaching.

Assignment: Prior to the DM 802 Bible and Theology Seminar reflect on the ways scripture is presented in ministry settings in one's own ecclesiastical tradition, and share those with the seminar participants to spark discussion and evaluation.

Estimated Hours: 4

Learning Category: Ability

Suggested Reviewer: Ministry Mentor

Review Level: Light

Corresponds To: DM 802 Biblical and Theological Foundations for Ministry Seminar

3D. Theological Identity as a Minister

Target: Understands of their identity as ministers in a theologically informed manner.

Suggested Assignment: Prior to the DM 802 Bible and Theology Seminar read Wallace M. Alston and Cynthia Al Jarvis, *The Power to Comprehend With All the Saints: The Formation and Practice of a Pastor-Theologian* (Eerdmans, 2009), pp. 3-32, 82-130, and 147-202. Prepare a 4-5 page paper outlining your own theology of ministry and share it with your ministry mentor.

Estimated Hours: 14

Learning Category: Character

Suggested Reviewers: Ministry and Personal Mentor

Review Level: Light

Corresponds To: DM 802 Biblical and Theological Foundations for Ministry Seminar

3E. Theologically Informed Understanding of Ministry Tasks

Target: Demonstrates a theological understanding of the principal tasks of ministry.

Suggested Assignment: At the conclusion of the DM 802 Bible and Theology Seminar sketch your theology of: 1) worship; 2) preaching; 3) the sacraments/ordinances; 4) discipleship/spiritual formation; 5) evangelism; and 6) pastoral care in about 2-3 paragraphs per topic (6-9 pages). Then read Wallace M. Alston and Cynthia Al Jarvis, *The Power to Comprehend With All the Saints: The Formation and Practice of a Pastor-Theologian* (Eerdmans, 2009), pp. 131-46, 237-294, and 337-368; and Zac Hicks, *The Worship Pastor: A Call to Ministry for Worship Leaders and Teams* (Zondervan, 2016). In a 6-page reflection, share how your understandings were challenged (or confirmed), expanded, etc. Share paper, and have a 45 minute conversation with, your Faculty Mentor.

Estimated Hours: 28

Learning Category: Knowledge

Suggested Reviewer: Faculty Mentor

Review Level: Heavy

Corresponds To: DM 802 Biblical and Theological Foundations for Ministry Seminar

3F. Theological Interpretation of Culture

Target: Demonstrates an ability to analyze a cultural text or trend theologically.

Suggested Assignment: At the conclusion of the DM 802 Bible and Theology Seminar read Vanhoozer, Kevin J., Charles A. Anderson, and Michael J. Sleasman, eds. *Everyday Theology: How to Read Cultural Texts and Interpret Trends* (Baker Academic, 2007), 15-60, 63-79, and 209-26. Select a cultural text (examples in part 2 of the Vanhoozer book) or trend (examples in part 3 of the Vanhoozer book) from your ministry context and prepare a theological analysis paper of 14-15 pages. The text/trend could be from the culture in which your ministry context is located, from the culture of your

ministry context, or it could be present in both. Share paper with your faculty and ministry mentors.

Estimated Hours: 27

Learning Category: Ability

Suggested Reviewers: Faculty and Ministry Mentors

Review Level: Heavy

Corresponds To: DM 802 Biblical and Theological Foundations for Ministry Seminar

Once this outcome has been completed, consult with your mentor team regarding the Master Assessment for this Outcome.

outcome 4

Articulate the sociological and cultural realities that impact their particular ministry context and practice.

4A. Sociological Realities Facing the North American Church

Target: Articulates an understanding of the current sociological and cultural dynamics affecting Christian congregations in North America.

Suggested Assignment: Prior to the DM 803 Sociology and Culture Seminar read Mark Chaves, *American Religion: Contemporary Trends, 2nd Edition*, (Princeton University Press, 2017) and complete a [Reading Reflection Report](#) on the book.

Estimated Hours: 6

Learning Category: Knowledge

Suggested Reviewer: Faculty Mentor

Review Level: Confirm

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

4B. Kingdom Perspectives of Ministry

Target: Demonstrates an understanding of emerging and alternative approaches to traditional perspectives of institutional congregational life.

Suggested Assignment: Prior to the DM 803 Sociology and Culture Seminar read Reggie McNeal, *Thy Kingdom Come: Why We Must Give Up Our Obsession with Fixing the Church – and What We Should Do Instead* (Tyndall Momentum, 2015) and complete a [Reading Reflection Report](#) on the book.

Estimated Hours: 8

Learning Category: Knowledge

Suggested Reviewer: Faculty Mentor

Review Level: Confirm

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

4C. Systems Theory and Organizational Functioning

Target: Demonstrates competency in applying systems theory in the context of one's ministry.

Suggested Assignment: Prior to the DM 803 Sociology and Culture Seminar read Ronald W. Richardson, *Creating a Healthier Church: Family Systems Theory, Leadership, and Congregational Life* (Fortress, 1966). Write a 6-page analysis of your ministry context from the perspective of systems theory. Where do you see triangles, reactivity, and anxiety in the system, etc. and how can you as a leader address the challenges these dynamics pose for the organization? Identify the healthy ways your system functions and discuss how you can encourage healthier functioning. Share your paper with your mentor team and discuss with them your learning.

Estimated Hours: 14

Learning Category: Knowledge

Suggested Reviewer: Faculty Mentor

Review Level: Light

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

4D. The Church's Missionary Task

Target: Demonstrates an understanding of the church's current missionary task both locally and globally, and implications for their current ministry.

Suggested Assignment: Prior to the DM 803 Sociology and Culture Seminar read the following books:

- Larry W. Caldwell, *Missions and You! How You Can Be a Part of What God Is Doing in Today's World* (OMF, 2009)
- David Platt, *Radical. Taking Back Your Faith from the American Dream* (Multnomah, 2010)

Complete a [Reading Reflection Report](#) for each book.

Estimated Hours: 12

Learning Category: Knowledge

Suggested Reviewer: Faculty Mentor

Review Level: Confirm

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

4E. The Global Church

Target: Demonstrates an understanding of the church as seen by the non-Western world.

Suggested Assignment: Prior to the DM 803 Sociology and Culture Seminar read Phil Jenkins, *The Next Christendom: The Coming of Global Christianity*, 3rd edition (Oxford, 2007) and complete a [Reading Reflection Report](#) on the book.

Estimated Hours: 24

Learning Category: Knowledge

Suggested Reviewer: Faculty Mentor

Review Level: Confirm

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

4F. Diaspora Peoples

Target: Demonstrates an understanding of the diaspora peoples scattered throughout North America and the world, and implications for their current ministry.

Suggested Assignment: Prior to the DM 803 Sociology and Culture Seminar read J.D. Payne, *Strangers Next Door. Immigration, Migration and Mission* (Inter-Varsity, 2012) and complete a [Reading Reflection Report](#) on the book.

Estimated Hours: 7

Learning Category: Knowledge

Suggested Reviewer: Faculty and Ministry Mentor

Review Level: Confirm

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

4G. Integration of Sociological and Cultural Realities Facing the North American Church

Target: Articulates an ability to integrate understandings of the current sociological and cultural dynamics affecting Christian ministries in North America by application to a specific ministry context.

Suggested Assignment: At the conclusion of the DM 803 Sociology and Culture Seminar write a 12-14 page paper addressing the topic: “How I will integrate the sociological and cultural realities facing my ministry/church/people group. Share your paper with your ministry team.

Estimated Hours: 13

Learning Category: Ability

Suggested Reviewer: Mentor Team

Review Level: Heavy

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

Once this outcome has been completed, consult with your mentor team regarding the Master Assessment for this Outcome.

outcome 5

Present new knowledge about the practice of ministry in their particular context through completion of doctoral-level research and a project.

5A. Research Methodology for the Final Project

Target: Demonstrates an understanding of the type of research necessary for a major culminating project that is both theologically driven and practically focused and which uniquely contributes to the mission of the church.

Suggested Assignment: At the conclusion of the DM 801 Foundations Seminar read the following books:

- Tim Sensing, *Qualitative Research* (Wipf and Stock, 2011), 31-247.
- John Swinton and Harriet Mowat, *Practical Theology and Qualitative Research*, second edition (SCM Press, 2016), xi-xvi, 3-279.
- Complete a [Reading Reflection Report](#) on each book.

Estimated Hours: 37

Learning Category: Knowledge

Suggested Reviewer: Foundations Seminar Professors

Review Level: Confirm

Corresponds To: DM 801 Foundations Seminar

5B. Creating a Project Proposal

Target: Demonstrates the ability to design a Project Proposal that will lead to a culminating project that is both theologically driven and practically focused and which uniquely contributes to the mission of the church.

Suggested Assignment: At the conclusion of the DM 801 Foundations Seminar re-read Tim Sensing, *Qualitative Research* (Wipf and Stock, 2011), xiii- xxxiii, 1-30. Then, carefully following the directions in Chapter 1, write your own Project Proposal of 18-20 pages. Upon completion submit this Project Proposal to the professors of the D.Min. Foundations Seminar for possible revision. Once you have received preliminary approval from the Foundations Seminar professors you are then free to submit your Project Proposal to your mentor team for possible revision and final approval.

Estimated Hours: 40

Learning Category: Knowledge/Ability

Suggested Reviewer: Foundation Seminar Professors and Mentor Team

Review Level: Heavy

Corresponds To: DM 801 Foundations Seminar

5C. Creating a Directed Learning Experience

Target: Demonstrates the ability to create a Directed Learning Experience that will contribute to a major culminating project that is both theologically driven and practically focused and which uniquely contributes to the mission of the church.

Suggested Assignment: Based on your final approved Project Proposal fill out two [Directed Learning Experience Proposal](#) forms that incorporate library and/or field research. Upon completion submit them to your mentor team for possible revision and final approval.

Estimated Hours: 4

Learning Category: Knowledge/Ability

Suggested Reviewer: Mentor Team

Review Level: Heavy

Corresponds To: DM 801 Foundations Seminar

5D. Creating a Final Project

Target: Demonstrates the ability to create a major culminating project that is both theologically driven and practically focused and which uniquely contributes to the mission of the church.

Suggested Assignment: Based on your final approved Project Proposal, the completed assignments in the two other required Seminars, and the two DLEs, produce a project demonstrating advanced reflection as well as practical application in your ministry context. The project can be accomplished through several means, whether written, oral, or video, or some portfolio combination (if oral or video only it must also include a 18-20 page written summary).

Estimated Hours: 252

Learning Category: Knowledge/Ability

Suggested Reviewer: Mentor Team

Review Level: Heavy

Corresponds To: DM 890 The Final Project

Once this outcome has been completed, consult with your mentor team regarding the Master Assessment for this Outcome.

outcome 6

Articulate and engage their vocation in a mentored life, intentional Christian community, and whole-life stewardship.

6A. Vocation and Whole-Life Stewardship

Target: Demonstrates an awareness and integration of one's vocation into one's whole life.

Suggested Assignment: At the conclusion of the DM 803 Sociology and Culture Seminar read Parker Palmer, *A Hidden Wholeness: The Journey Toward An Undivided Life*. (Jossey-Bass, 2009) and watch the DVD included in the latest edition of the book. Write a [Reading Reflection Report](#) and an additional 4-page personal reflection of how you assess your own journey toward living an undivided life. Discuss your insights with your personal mentor.

Estimated Hours: 16

Learning Category: Character

Suggested Reviewer: Personal Mentor

Review Level: Light

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

6B. Developing Intentional Christian Community

Target: Demonstrates an understanding of a theology of "koinonia" and applies it to one's ministry context.

Suggested Assignment: Prior to the DM 803 Sociology and Culture Seminar read Deborah Van Deusen Hunsinger, *Pray without Ceasing: Revitalizing Pastoral Care* (Eerdmans, 2006) and develop a specific plan to implement the concepts of the book in your ministry context. This may involve starting some new groups to build community, or incorporate some of the ideas within your existing groups or ministry organization. Write an outline of the plan and present it to your ministry mentor. If possible implement at least two parts of the plan within six months after reading the book.

Estimated Hours: 16

Learning Category: Knowledge/Ability

Suggested Reviewer: Ministry Mentor

Review Level: Light

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

6C. Understanding the Dynamics of Building and Leading a Community

Target: Exhibits an understanding of how community forms and how leadership emerges from the community.

Suggested Assignment: At the conclusion of the DM 803 Sociology and Culture Seminar watch a movie from the following list: "[Some Recommended Movies on Community and Leadership](#)." Each of these listed movies explores the concept of community and demonstrates how leaders develop within the life of the community. Take notes on what you notice about the community depicted in the movie including, how it formed, the challenges it faced, where it failed, how it found renewal, who emerged as the leader, rituals the group engaged that helped bond them together. Then write a brief 2-3 page reflection paper on what you learned about your own community of faith and what lessons you might apply to your ministry context and any insights you discovered about leadership. Look for how God was at work within the community depicted in the movie. How is God at work in forming the community to which you belong? Share your paper and insights with your mentor team.

Estimated Hours: 6

Learning Category: Knowledge/Character

Suggested Reviewer: Mentor Team

Review Level: Light

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

6D. Whole-Life Stewardship

Target: Exhibits an understanding of how one can engage in whole-life stewardship across a lifetime.

Suggested Assignment: At the conclusion of the DM 803 Sociology and Culture Seminar read a substantial biography of someone you believe exemplifies an integrated life of vocation (stewardship of life) and, if deceased, finished his or her journey well. Then write a brief 5-6 page reflection paper on the insights you gained from reading about the person's life--including the person's struggles, failures, resilience, redemption, and commitment to their call (vocation). Express what it teaches you about your own sense of call and how you are living out your own vocation. Include a section in the paper that describes the legacy you want to leave for future generations. Share your paper and insights with your mentor team.

Estimated Hours: 17

Learning Category: Knowledge/Character

Suggested Reviewer: Mentor Team

Review Level: Light

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

6E. Mentor-based Leadership

Target: Shows familiarity with the core principles of mentor-based leadership.

Suggested Assignment: At the conclusion of the DM 803 Sociology and Culture Seminar read Randy D. Reese and Robert Loane, *Deep Mentoring: Guiding Others on Their Leadership Journey* (InterVarsity, 2012) and meet with a triad [student and 2 other persons of their choice] for 8 times to discuss and discern each chapter of the book. Write out 8 key insights you gathered from the book and your triad conversations about mentoring and leadership and share with your personal mentor.

Estimated Hours: 20

Learning Category: Knowledge

Suggested Reviewer: Personal Mentor

Review Level: Heavy

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

6F. Personal Reflection on Personality and Gifts

Target: Exhibits discernment about one's personality and gifts.

Suggested Assignment: At the conclusion of the DM 803 Sociology and Culture Seminar revisit the information you received from your Professional Development Assessment interview in Outcome Zero, then conduct a one hour conversation with your personal mentor. What stands out to you now? What areas of strength in your life are being lived out? Where do roadblocks still exist? Design a plan for lifelong learning to suit your calling and context and share it with your personal mentor.

Estimated Hours: 5

Learning Category: Character

Suggested Reviewer: Personal Mentor

Review Level: Light

Corresponds To: DM 803 Sociological and Cultural Foundations for Ministry Seminar

Once this outcome has been completed, consult with your mentor team regarding the Master Assessment for this Outcome.