

## Course Information

 <p><b>POINT</b><sup>19</sup>  <b>LOMA</b><sup>02</sup> NAZARENE UNIVERSITY</p>	<p><b>School of Theology and Christian Ministry</b></p> <p><b>CMI6062: Leadership and Ministry</b></p> <p><b>CMI6WK: Gathering Days</b></p> <p><b>3 Units</b></p>
<p><b>Fall 2025   Quad II</b></p> <p><b>October 22 - December 19</b></p>	
<p><b>Office Hours: Appointments in Zoom by Request</b></p> <p><b>Gathering Days October 22-24</b></p>	<p>Dr. Derek Taylor</p> <p><b>Phone: by request</b></p> <p><b>Email: <a href="mailto:dtaylor1@pointloma.edu">dtaylor1@pointloma.edu</a></b></p>

### PLNU Mission

#### To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

### COURSE DESCRIPTION

A study of biblical, theological, and practical understandings of leadership in the Church.

#### Corequisite(s):

### INSTITUTIONAL LEARNING OUTCOMES

**1. Learning, Informed by our Faith in Christ**

Students will acquire knowledge of human cultures and the physical and natural world while developing skills and habits of the mind that foster lifelong learning.

**2. Growing, In a Christ-Centered Faith Community**

Students will develop a deeper and more informed understanding of others as they negotiate complex professional, environmental and social contexts.

**3. Serving, In a Context of Christian Faith**

Students will serve locally and/or globally in vocational and social settings.

### PROGRAM LEARNING OUTCOMES

1. Incorporate Christian formation in the local congregation and the life of the minister.

2. Interpret Scripture especially as related to preaching and teaching in the local church.

3. Explain the nature, mission, and social context of the church, especially as related to ecclesial practices and the leadership of the pastor in the local congregation.

4. Analyze theology, ethics, and church history, especially as related to the Wesleyan tradition and contemporary ministry.

### COURSE LEARNING OUTCOMES

The following student learning outcomes will be met in this course:

1. Construct a biblical and theological approach to leadership. PLO 1
2. Develop a team-based approach to leadership in multi-ethnic contexts. PLO 3
3. Identify the various models and approaches to leadership in ministry. PLO 1-4
4. Appreciate the role of pastoral leadership in the changing landscape of ministry. PLO 1-3
5. Understand the processes of leading congregational change. PLO 1

## REQUIRED TEXTS AND RECOMMENDED STUDY RESOURCES

1. Northouse, Peter G. Leadership. SAGE Publications. 9th Edition
2. Perry, Aaron; Easley, Bryan. Leadership the Wesleyan Way: An Anthology for Shaping Leaders in Wesleyan Thought and Practice. Emeth Press.
3. Kegan, Robert; Lahey, Lisa. Immunity to Change
4. Lencioni, Patrick. Five Dysfunctions of a Team
5. [Cultural Intelligence Assessment Access](#) (\$25 Purchase)

### Recommended Resource

American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th ed.).

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law. All supplemental materials posted on this course site (including articles, book excerpts, or other documents) are provided for your personal academic use. These materials may be protected by copyright law and should not be duplicated or distributed without permission of the copyright owner.

## COURSE CREDIT HOUR INFORMATION

### Distribution of Student Learning Hours

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a 3-unit class delivered over 8 weeks. Specific details about how the class meets the credit hour requirement can be provided upon request. The time expectations for this course are shown below:

#### DISTRIBUTION OF STUDENT LEARNING HOURS

ASSIGNMENTS	HOURS
Reading/Viewing Resources	40
Discussion Reading and Responses	30
Assignments	44
<b>Total Hours</b>	<b>114</b>

## STATE AUTHORIZATION

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, Point Loma Nazarene University is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether Point Loma Nazarene University is authorized to offer distance education courses in that state. It is the student's responsibility to notify the institution of any change in his or her physical location. Refer to the map on [State Authorization](#) to view which states allow online (distance education) outside of California.

## ASSESSMENT AND GRADING

Student grades will be posted in the Canvas grade book no later than midnight on Tuesday of each week beginning in Week Two of this course. It is important to read the comments posted in the grade book as these comments are intended to help students improve their work. Final grades will be posted within one week of the end of the class. Grades will be based on the following:

**Standard Grade Scale Based on Percentages**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>F</b>
A 93-100	B+ 87-89	C+ 77-79	D+ 67-69	F Less than 59
A- 90-92	B 83-86	C 73-76	D 63-66	
	B- 80-82	C- 70-72	D- 60-62	

**Assignments Weighted by Group**

Assignments & Discussions	40%
Reading Response Journals	20%
Final Project	40%
<b>Total</b>	100%

**LATE ASSIGNMENTS**

All assignments are to be submitted by the due dates. There will be a 10% reduction of possible points for **each day** an assignment is late and assignments will **not be** accepted for credit four days after the due date. If missing assignments result in the failure to meet learning outcomes, students may receive a letter grade reduction on the final grade in addition to the loss of points for missing work. Assignments will be considered late if posted after the due date and time using Pacific Standard Time. No assignments will be accepted after midnight on Sunday night, the last day of class.

Exceptions for extenuating circumstances must be pre-approved by the instructor and the program director.

**PLNU COPYRIGHT POLICY**

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

**PLNU ACADEMIC HONESTY POLICY**

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See [Graduate Academic and General Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

During the first week of class, you will be asked to submit an Academic Honesty Verification Statement. Submitting the statement is a requirement of this course. By submitting the Academic Honesty Verification Statement, you will be verifying all assignments completed in this course were completed by you. Carefully review the Academic Honesty Statement below.

Statement: “In submitting this form, I am verifying all the assignments in this course will be completed by me and will be my own work.”

## **PLNU ACADEMIC ACCOMMODATIONS POLICY**

PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities. Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center (EAC@pointloma.edu or 619-849-2486). Once a student’s eligibility for an accommodation has been determined, the EAC will issue an academic accommodation plan (“AP”) to all faculty who teach courses in which the student is enrolled each semester. PLNU highly recommends that students speak with their professors during the first two weeks of each semester/term about the implementation of their AP in that particular course and/or if they do not wish to utilize some or all of the elements of their AP in that course. Students who need accommodations for a disability should contact the EAC as early as possible (i.e., ideally before the beginning of the semester) to ensure appropriate accommodations can be provided. It is the student’s responsibility to make the first contact with the EAC.

## **PLNU ATTENDANCE AND PARTICIPATION POLICY**

Regular and punctual attendance at all class sessions is considered essential to optimum academic achievement. Therefore, regular attendance and participation in each course are minimal requirements.

### **Online Asynchronous Class Attendance**

Students taking online courses with no specific scheduled meeting times are expected to actively engage throughout each week of the course. Attendance is defined as participating in an academic activity within the online classroom which includes, but is not limited to:

- Engaging in an online discussion
- Submitting an assignment
- Taking an exam
- Participating in online labs
- Initiating contact with the faculty member within the learning management system to discuss course content.

**Note: Logging into the course does not qualify as participation and will not be counted as meeting the attendance requirement.**

## **PLNU SPIRITUAL CARE**

### **Bakersfield Campus:**

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our Graduate students to encounter God and grow in their Christian faith. At the Bakersfield campus, we have an onsite chaplain, Rev. Brent Kall, who is available during class break times across the week. If you have questions, desire to meet, or share a prayer request with Rev. Brent Kall, you can contact him directly at [bkall@pointloma.edu](mailto:bkall@pointloma.edu)

Also, there is a weekly Email Newsletter called “The Encourager” that provides a brief devotional and all his contact information.

### **Balboa Campus:**

PLNU strives to be a place where you grow as whole persons. To this end, we provide resources for our graduate students to encounter God and grow in their Christian faith. At the Balboa campus, we have an onsite chaplain, Rev. Kevin Portillo who is available during class break times across the week. If you have questions, desire to meet with Rev. Portillo, or prayer requests you can contact him directly at [KevinPortillo@pointloma.edu](mailto:KevinPortillo@pointloma.edu)

### **Liberty Station Campus:**

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our Graduate students to encounter God and grow in their Christian faith. At the Liberty Station campus, we have an onsite

chaplain, Rev. Dave Hazel, who is available during class break times across the week. If you have questions, desire to meet, or share a prayer request with Rev. Hazel you can contact him directly at [dhazel@pointloma.edu](mailto:dhazel@pointloma.edu) or feel free to call or text (913-231-3975).

### **Mission Valley:**

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our Graduate students to encounter God and grow in their Christian faith. At the Mission Valley (MV) campus we have an onsite chaplain who is available during class break times across the week. If you have questions for, desire to meet, or share a prayer request please email [mcvhaplain@pointloma.edu](mailto:mcvhaplain@pointloma.edu)

In addition, on the MV campus there is a prayer chapel on the third floor which is open for use as a space set apart for quiet reflection and prayer.

### **SEXUAL MISCONDUCT AND DISCRIMINATION**

Point Loma Nazarene University faculty are committed to helping create a safe learning environment for all students. If you (or someone you know) have experienced any form of sexual discrimination or misconduct, including sexual assault, dating or domestic violence, or stalking, know that help and support are available through the Title IX Office at [pointloma.edu/Title-IX](http://pointloma.edu/Title-IX). Please be aware that under Title IX of the Education Amendments of 1972, it is required to disclose information about such misconduct to the Title IX Office.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact Counseling Services at [counselingservices@pointloma.edu](mailto:counselingservices@pointloma.edu) or find a list of campus pastors at [pointloma.edu/title-ix](http://pointloma.edu/title-ix)

### **LANGUAGE AND BELONGING**

Point Loma Nazarene University faculty are committed to helping create a safe and hospitable learning environment for all students. As Christian scholars we are keenly aware of the power of language and believe in treating others with dignity. As such, it is important that our language be equitable, inclusive, and prejudice free. Inclusive/Bias-free language is the standard outlined by all major academic style guides, including MLA, APA, and Chicago, and it is the expected norm in university-level work. Good writing and speaking do not use unsubstantiated or irrelevant generalizations about personal qualities such as age, disability, economic class, ethnicity, marital status, parentage, political or religious beliefs, race, gender, sex, or sexual orientation. Inclusive language also avoids using stereotypes or terminology that demeans persons or groups based on age, disability, class, ethnicity, gender, race, language, or national origin. Respectful use of language is particularly important when referring to those outside of the religious and lifestyle commitments of those in the PLNU community. By working toward precision and clarity of language, we mark ourselves as serious and respectful scholars, and we model the Christ-like quality of hospitality.

You may report an incident(s) using the [Bias Incident Reporting Form](#).

### **PLNU USE OF TECHNOLOGY**

In order to be successful in the online environment, you'll need to meet the minimum technology and system requirements; please refer to the [Technology and System Requirements](#).

Additionally, students are required to have headphone speakers, microphone, or webcams compatible with their computers to use. Please note that any course with online proctored exams requires a computer with a camera (tablets are not compatible) to complete exams online.

*Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your classwork.*

### **ARTIFICIAL INTELLIGENCE (AI) POLICY**

Use of Artificial Intelligence (AI) tools (e.g, ChatGPT, iA Writer, Marmot, Botowski) is not permitted, and use of these tools will be treated as plagiarism.

### **COURSE MODALITY DEFINITIONS**

1. **In-Person:** Course meetings are face-to-face with no more than 25% online delivery.
2. **Online:** Coursework is completed 100% online and asynchronously.
3. **Online Synchronous:** Coursework is completed 100% online with required weekly online class meetings.
4. **Hybrid:** Courses that meet face-to-face with required online components.

In this course, the credit hour content will be delivered asynchronously, and attendance will be determined by submitting the assignments by the posted due dates.

## **COURSE SCHEDULE AND ASSIGNMENTS**

The table below lists course assignments and their due dates. Click on any assignment to review it.

# Course Summary:

Date	Details	Due
Mon Oct 27, 2025	Quiz <a href="#">Academic Honesty Verification Statement</a>	due by 11:59pm
	Page <a href="#">WK1   Overview</a>	to do: 11:59pm
Tue Oct 28, 2025	Page <a href="#">WK2   Lecture</a>	to do: 11:59pm
	Page <a href="#">Course Orientation</a>	to do: 1pm
	Assignment <a href="#">WK1   Leadership Timeline</a>	due by 11:59pm
Wed Oct 29, 2025	Discussion Topic <a href="#">WK1   Lollipop Moments Discussion</a>	due by 11:59pm
	Assignment <a href="#">WK1   Reading Response Journal</a>	due by 11:59pm
	Discussion Topic <a href="#">WK2   Share, Listen, Learn Case Study Group Discussion</a>	to do: 11:59pm
Sat Nov 1, 2025	Assignment <a href="#">WK1   Timeline Submission</a>	due by 11:59pm
Mon Nov 3, 2025	Page <a href="#">WK2   Overview</a>	to do: 11:59pm
Tue Nov 4, 2025	Page <a href="#">WK3   Lecture</a>	to do: 11:59pm
	Assignment <a href="#">WK2   Reading Response Journal</a>	due by 11:59pm
Wed Nov 5, 2025	Discussion Topic <a href="#">WK2   Share Your Timeline Discussion</a>	due by 11:59pm
	Assignment <a href="#">WK2   Followership Assignment</a>	due by 11:59pm
Sat Nov 8, 2025	Assignment <a href="#">WK2   Leadership Approaches Comparison</a>	due by 11:59pm

Date	Details	Due
	Assignment <a href="#">WK2   Share, Listen, Learn Group Case Study</a>	due by 11:59pm
Mon Nov 10, 2025	Page <a href="#">WK3   Overview</a>	to do: 11:59pm
Tue Nov 11, 2025	Page <a href="#">WK 4   Lecture</a>	to do: 11:59pm
Wed Nov 12, 2025	Assignment <a href="#">WK3   Reading Response Journal</a>	due by 11:59pm
	Assignment <a href="#">WK3   Action Research Proposal</a>	due by 11:59pm
Sat Nov 15, 2025	Assignment <a href="#">WK3   Philosophy/Theology of Leadership Presentation</a>	due by 11:59pm
Mon Nov 17, 2025	Page <a href="#">WK4   Overview</a>	to do: 11:59pm
Tue Nov 18, 2025	Page <a href="#">WK4   Lecture: Theory of Change</a>	to do: 11:59pm
	Discussion Topic <a href="#">WK4   Immunity to Change Discussion</a>	due by 11:59pm
Wed Nov 19, 2025	Assignment <a href="#">WK4   Reading Response Journal</a>	due by 11:59pm
Mon Nov 24, 2025	Page <a href="#">WK5   Overview</a>	to do: 11:59pm
Tue Nov 25, 2025	Page <a href="#">WK5   Lecture: Adaptive Leadership</a>	to do: 11:59pm
Wed Nov 26, 2025	Assignment <a href="#">WK5   Reading Response Journal</a>	due by 11:59pm
	Assignment <a href="#">WK4   Theory of Change Worksheet</a>	due by 11:59pm
Sat Nov 29, 2025	Assignment <a href="#">WK5   BART Presentation</a>	due by 11:59pm
Mon Dec 1, 2025	Page <a href="#">WK6   Overview</a>	to do: 11:59pm

<b>Date</b>	<b>Details</b>	<b>Due</b>
Tue Dec 2, 2025	Page <a href="#">WK6   Lecture: Cultural Intelligence</a>	to do: 11:59pm
	Page <a href="#">WK6   Lecture: Stages of Team Development</a>	to do: 11:59pm
Wed Dec 3, 2025	Assignment <a href="#">WK6   Reading Response Journal</a>	due by 11:59pm
Sat Dec 6, 2025	Assignment <a href="#">WK6   5 Dysfunctions Team Assessment Paper</a>	due by 11:59pm
Mon Dec 8, 2025	Page <a href="#">WK7   Overview</a>	to do: 11:59pm
Tue Dec 9, 2025	Page <a href="#">WK7   Mini Lectures: Challenge and Support, Defense Routines, and Dialogue</a>	to do: 11:59pm
Wed Dec 10, 2025	Assignment <a href="#">WK7   Reading Response Journal</a>	due by 11:59pm
Sat Dec 13, 2025	Quiz <a href="#">WK7   Debate, Dialogue, Discussion Quiz</a>	due by 11:59pm
	Assignment <a href="#">WK7   SCARF Reflection Assignment</a>	due by 11:59pm
Mon Dec 15, 2025	Page <a href="#">WK8   Overview</a>	to do: 11:59pm
Wed Dec 17, 2025	Assignment <a href="#">WK8   Reading Response Journal</a>	due by 11:59pm
Sat Dec 20, 2025	Assignment <a href="#">WK8   Final Self-Inquiry &amp; Discovery Action Research Project</a>	due by 11:59pm
	Discussion Topic <a href="#">WK8   Share Your Action Research Presentation</a>	due by 11:59pm