

Strategic Leadership and Management DAI Leadership Ministries Winter 2021

Course Description

We live in a fast-moving, rapidly changing, unpredictable and sometimes confusing world. As church and ministry leaders one of our responsibilities is to make sense of this world and bring God's vision, clarity and understanding to our people. This is perhaps one of the most challenging tasks of a leader.

Far too often Christian leaders have tried to make sense of the world through focusing on applying the behavioral sciences or business management concepts to churches and ministries – often without sufficient theological reflection.

This course is based on the belief that the foundation of strategic thinking, management and leadership is the relationship between God and the leader. God is the initiator in the strategic management process. He has a vision for His people and a plan to see His Kingdom come and His will be done – even in the turbulent times in which we live. As a result, strategic management is a journey in which God's people follow the leading of the Holy Spirit, looking to Him for guidance, while making the best use of the human skills and resources He has provided us with.

The purpose of this course is to equip participants with an understanding of the critical importance of good strategy to the long-term health of churches and organizations and how scriptural authority, biblical wisdom, and prayerful discernment of God's will, combined with modern best practices and the use of our own gifts can be used to this end. By the end of the course, you will have a framework and the tools you need to "see" the world in which we live, discern God's preferred future and move towards accomplishing His vision for your church or ministry.

Learning Objectives

1. Define the terms Strategy and why effective leaders need to think strategically.
2. Describe characteristics of today's world and their implications for our roles as strategic leaders.
3. Identify and explain Biblical examples of strategic thinking, planning and management.
4. Lead a church/ministry through a spiritual discernment process as part of the journey of fulfilling God's purpose for your church/ministry.
5. Understand how to develop a mission, vision and values statement for your church and ministry.
6. Understand the importance of research in discerning God's will and direction.
7. Demonstrate an ability to ask good questions and to listen to God and others when seeking to discern the real needs of your church, ministry, and community.
8. Create a SWOT Analysis that informs an organization or ministry's journey to God's intended future.
9. Explain how to identify strategic issues and understand why strategic issues are important in the development of a God-given mission and vision.
10. Define and write SMART goals for your church and ministry.
11. Understand how to write actions steps that will lead to the fulfillment of God's purposes for your ministry and church.
12. Create a simple budget and identify potential resources to fund that budget.

13. Understand the importance of monitoring and evaluation in the process of accomplishing God's purposes.
14. Articulate the Biblical importance of, and the Holy Spirit's role in monitoring and evaluation.
15. Understand when and how you may need to change and adjust your strategy to accomplish your mission.

Course Schedule and Topics

Classes will be held online using Zoom technology. The course begins on Thursday evening January 21, 2021 and ends on March 25, 2021. Each of the 10 Thursday evenings classes will begin at 5:45pm Mountain Time. Each class will be about two hours in length for a total of 20 hours of instruction.

Topics include:

- Strategic Leadership in the current context.
- The role of the Holy Spirit in strategic thinking and management.
- Developing clear mission/purpose, vision and values statements.
- The role and importance of research in strategic leadership and management.
- Understanding the strengths weaknesses, opportunities and threats faced by your church and ministry.
- Identifying Strategic Issues in your church or ministry that impact your future.
- Understanding SMART Goals and how to create Action Steps.
- Creating budgets to fund your church and ministry.
- Creating and implementing appropriate tools for effective impact evaluation
- Adjusting your strategy to accomplish God's mission for your church and ministry.

Course Expectations and Assignments

Assignment 1 – Due February 25, 2021

Based on what you have learned about mission/purpose, vision and values statements do one of the following:

- If your church or ministry has Mission/Purpose, Vision and Core Values statements state them and then, critique and refine them based on what you have learned. Be sure to include the current statements along with how you would change them. Give the reasons why you would keep them the same or change them.
- If your church or ministry does NOT have Mission/Purpose, Vision and Core Values statements then create them.

Assignment 2 – Due April 1, 2021

Do a SWOT analysis of your church or ministry and identify the strategic issues. Take the strategic issue you think is the most important and:

- List the issue and state why you think it is the most important.
- Write one SMART Goals and state the Actions Steps you will take to deal with this issue.

Course Facilitators

Ashok Ghimire is involved in ministry to students, professionals, businesspersons, immigrants and refugees from various cultures and religions. He has more than 31 years of cross-cultural ministry and professional experience in civil and environmental engineering, marketing, administration, management and socio-religious programs in Asia and USA. Since 2012 his primary focus has been sharing Christ's love among international students and scholars, and immigrant communities in the USA. He has lived cross-culturally for more than 28 years. Ashok speaks 5 languages fluently. He is pursuing PhD in 'International Development' at William Carey International University (WCIU) in Pasadena, California.



Jack Hazelwood has worked in international consulting and education in Armenia, China, Kenya, Honduras, Russia and Ukraine. His passion for people has led him to be involved in extensive mediation work for many years. He holds a master's degree in Adult Education and is a Certified Executive Coach as well as having earned Chartered Mediator Status in Canada. Jack has been married for 53 years and lives in Alberta, Canada.



Lorinda Lee is a DAI Certified Facilitator who has worked in leadership roles in Human Resources for almost 20 years and is currently the Senior Director of Human Resources at a hospital in the Toronto, Ontario area. Lorinda is a graduate of Brock University, York University, Tyndale University College and Seminary and recently received her PhD in Applied Management and Decision Science from Walden University. Lorinda has extensive ministry experience in her local church and in various community organizations. She is involved at a leadership level in several not-for-profit organizations and ministries in Canada.



Karl Mueller is the Canadian Director of DAI and the Senior Consultant for Diaspora Ministry in North America. He has served in leadership with Youth With A Mission, the North American Baptist Conference and Visionledd. Karl has also been the President of a Canadian Bible College and a missions/justice pastor in two mega-churches in the USA. He serves on the Board of Directors of several Christian organizations and regularly facilitates non-formal and graduate level courses on leadership issues in North America, Africa, and Asia. Karl is a graduate of the University of Alberta and the School of Intercultural Studies at Fuller Theological Seminary (Missiology/Leadership Development).

