



**PROSPECTUS**  
**DOCTOR OF MINISTRY**

***NEXTLEADER***  
**DEVELOPING EXECUTIVE LEADERS OF EXCELLENCE**  
**FOR LARGER CHURCHES**

with

**Leith Anderson**  
**Wooddale Church**

# PROSPECTUS

Doctor of Ministry • Developing Executive Leaders of Excellence for Larger Churches

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## SUMMARY

Bethel Seminary is launching a prototype cohort in its Doctor of Ministry program that will feature Dr. Leith Anderson as its primary instructor and mentor. Leith Anderson serves as senior pastor of Wooddale Church, Eden Prairie, MN and is an internationally known Christian leader and author. This cohort will seek to engage its members in multi-sensory learning experiences in an effort to foster interaction, exploration, and research directed toward developing leaders of excellence who are uniquely equipped to serve as senior leaders in larger emerging churches.

Delivery systems for this Doctor of Ministry cohort will include residential intensives, doctoral-level reading, online interactivity via Blackboard™, participation in a Discovery Assessment process, on-site learning experiences at Wooddale Church, as well as regular interaction with a leadership mentor/coach who will remain with the student throughout their program. The cohort will begin with a residential orientation intensive at Wooddale Church facilitated by Leith Anderson, during which the cohort participants will complete a variety of assessment/psychometric tools. These assessments will assist the student in understanding their existing personal and leadership strengths, as well as the areas in which they may want to direct special developmental attention during their program. The student will complete the required coursework, research projects and writing over a three-year period.

The most unique aspect of this prototype will be the writing of a volume entitled “Developing Effective Leaders for the Emerging Church,” one of five books in a leadership series sponsored by Bethel Seminary, to be published by Thomas Nelson. The cohort mentor will serve as the volume editor as well as a significant contributor to the volume, with the potential for each student to contribute one chapter. The Director of the Doctor of Ministry program will serve as the leadership series editor. This will provide cohort members with the opportunity to make a significant contribution to the theory and practice of leadership in the emerging church, as well as enable them to gain an introduction and entry into professional book publishing. Similar doctor of ministry cohorts will produce subsequent volumes in the series. It is Bethel’s intent to launch one new cohort annually over a five-year period. The goal is to release one new volume in the leadership series each year.

The primary method for recruiting students for the cohorts will be by invitation of the Cohort Mentor after which they must apply to the doctor of ministry program and gain acceptance to the program after meeting all admissions requirements.

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# PROGRAM STRUCTURE AND OUTCOMES

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## STRUCTURE

### Year One:

- ELD520 Discovery Leadership Assessment and Program Orientation
- ELD521 Self-Leadership and Personal Soul Care for Executive Leaders
- ELD522 Effective Executive Leadership for Staff Teams and Boards

### Year Two:

- ELD523 Case Studies in Executive Leadership in the Larger Church
- ELD524 Understanding Organizational Systems and Effective Congregational Leadership
- CLD512 Research Methodology and Design (Thesis Proposal Workshop)

### Year Three:

- ELD529 The Executive Leader as Communicator
- Completion of Dissertation research and writing
- Graduation

## OUTCOMES

### Year One:

- An understanding of Bethel's Blackboard™ Distributed Learning technology.
- Familiarization with the unique design and purpose of the cohort and an opportunity to meet and interact with fellow students as well as the cohort mentor.
- Exploration and understanding of personal leadership strengths, weaknesses and the creation of a personal development plan.
- Development of a foundational understanding of the literature, theory, and models related to the leadership in the larger Church.
- Understanding of the essential nature of self-leadership and personal soul care in the context of leading the larger church.

### Year Two:

- Exposure to numerous real life case studies requiring students to engage in executive level analysis and synthesis resulting in the identification of effective methodologies and techniques for problem solving, conflict management,

corporate communication, staff management, etc. necessary for leadership in the larger church.

- Students will experience the organizational and leadership systems of Wooddale Church and have an opportunity to interact with its leaders, board and staff.
- Gain a thorough understanding of doctoral level research methods and project design necessary for completion of the thesis project. Students will receive an introduction to Bethel's library resources and Internet research tools and will also have produced an acceptable proposal for the thesis project.


**Year Three:**

- Exposure to one of the leading Churches in America and an opportunity for further study and research in that context.
- Develop an understanding of the critical role the leader plays as the primary organizational communicator as well as the numerous vehicles available for effective communication in the emerging church culture.
- The balance of year three will primarily focus on continued research and writing of the thesis project (*and the student's chapter for publication.*)

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## PROGRAM DESIGN

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Year One	<b>Module 1</b> Jun 19-23, 2006	<b>Module 2</b> Sep 11-Nov 17, 2006	<b>Module 3</b> Feb 5-9, 2007
	ELD520 Discovery Leadership Assessment & Orientation  Resident Intensive (Wooddale) 6 Credits	ELD521 "Self-Leadership and Personal Soul Care for Executive Leaders"  10wk Blackboard  6 Credits	ELD522 "Effective Executive Leadership for Staff Teams and Boards"  Resident Intensive (Wooddale) 6 Credits
Year Two	<b>Module 4</b> Jun 25-29, 2007	<b>Module 5</b> Sep 10-Nov 16, 2007	<b>Module 6</b> Jan 2008
	ELD523 "Case Studies in Executive Leadership in the Larger Church"  Resident Intensive (Wooddale) 6 Credits	ELD524 "Understanding Organizational Systems and Effective Congregational Leadership"  10 wk Blackboard  6 Credits	CLD512 "Research Methodology & Design" (Thesis Proposal Workshop)  Resident Intensive (BSSD) 6 Credits
Year Three	<b>Module 7</b> Jun 23-27, 2008	<b>Module 8</b> Jan- May 2009	
	ELD529 "The Executive Leader as Communicator"  (Writing for Publication) (Wooddale) 6 Credits	<b>Thesis Writing, Completion &amp;            Graduation</b> (See Thesis Schedule Below)  	

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## Timeline for Thesis Completion

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	30 hrs	30 hrs	40 hrs	50 hrs	50 hrs	50 hrs	30 hrs	20 hrs	
Thesis Schedule	Thesis Proposal Draft	Thesis Proposal Workshop	Final Thesis Proposal	Submit Chapters 1-2	Submit Chapters 3-4	Submit Chapters 5-7	Submit Final Draft	Oral Defense	<b>Graduation</b>
	3 Months	5 Days	2 Months	3 Months	3 Months	3 Months	3 Months	1 Day	

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## ATS Dissertation Requirements

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The Association of Theological Schools dissertation requirements indicate the following:

F.3.1.3 The program shall include the design and completion of a written doctoral-level project that addresses both the nature and the practice of ministry. The project should be of sufficient quality that it contributes to the practice of ministry as judged by professional standards and has potential for application in other contexts of ministry.

F.3.1.3.1 The Ministry project should demonstrate the candidate's ability to identify a specific theological topic in ministry, organize an effective research model, use appropriate resources, and evaluate the results, and should reflect the candidate's depth of theological insight in relation to ministry.

F.3.1.3.2 Upon completion of the doctoral project, there shall be an oral presentation and evaluation. The completed written project, with any supplemental material, should be accessioned in the institution's library.

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## PUBLISHING PROJECT

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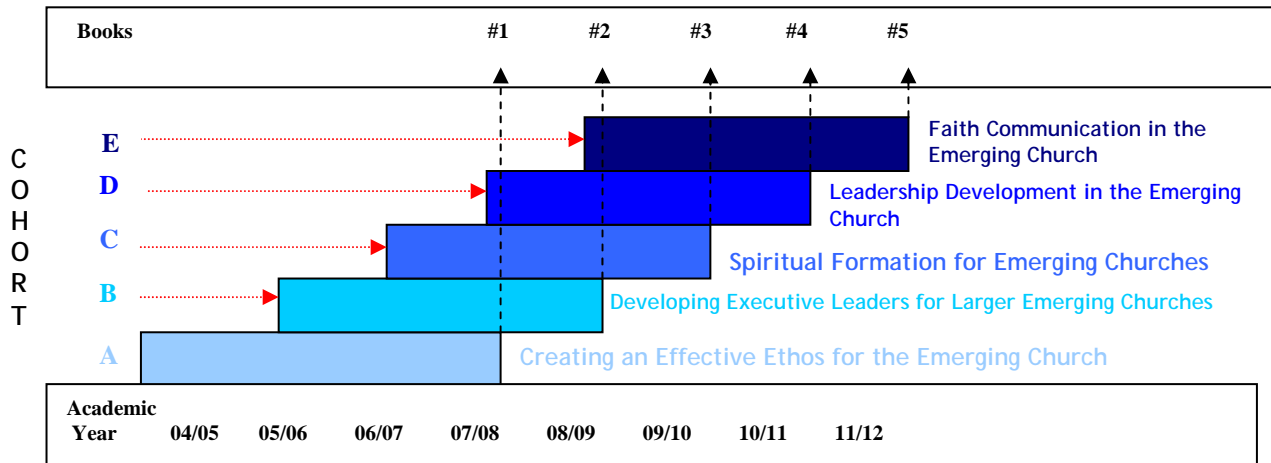
A unique element of this doctor of ministry cohort model is that the cohort will produce a volume in a leadership series focusing on the Emerging Church. The cohort mentor will serve as the volume editor and the doctor of ministry director will serve as the series editor. Each student in the cohort will have the opportunity to submit a chapter as part of the completed book. The chapter each student submits will deal with a unique aspect of developing an effective ethos for the emerging church and should (ideally) form the thesis of his or her dissertation project.

The chapters to be published in the book will be selected based on the quality of the research, ideation, and the writing submitted. The decision as to which chapters will be submitted to the publisher for inclusion in the book will be made by the cohort mentor and, if necessary, the Doctor of Ministry program director. The publisher will make all final decisions as to which chapters are included in the book.

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### Publication Project/Cohort Rollout

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**Cohort A:** Erwin McManus

**Cohort B:** Leith Anderson

**Cohort C:** Ministry Advantage

**Cohort D:** Sam Rima/Greg Bourgond

**Cohort E:** TBD

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## **Cohort Professor of Record**

### **Leith Anderson**

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Leith Anderson will function as the cohort's primary facilitator and the professor of record. Students will be admitted to the program with his approval and will be evaluated on a module-by-module basis by Leith (or his appointee) as well as the student's Leadership Mentor/Coach. Students whose performance or degree of interaction does not meet with the cohort mentor's expectations for doctoral level work will be issued a written warning by the Doctor of Ministry Program Director, upon notification by the cohort mentor, and placed on probation for one module. Should the student's performance fail to improve during the probationary module, he/she will be required to withdraw from the program.

Leith Anderson (and the other appointed mentors) will engage students both individually and corporately via email, Blackboard discussion postings, an on-going monthly Internet dialogue, as well as during the various resident intensives in which Leith will participate. Students will also be required to maintain a minimum of once monthly phone or email contact with their advisor, keeping them apprised of their progress in the program.

#### **Professor of Record – Specific Responsibilities:**

The "Professor of Record" (POR) will serve as the COO of the cohort and the primary architect of the cohort's curriculum. The POR will be responsible for establishing the ethos and focus of the cohort and provide overall direction for the trajectory of the cohort's reading, research, and writing. Though it is essential that the POR be involved in the actual instruction of certain courses, it is not necessary that he or she provide all of the instruction. It is important that the POR be willing to provide a significant amount of instruction in the core courses (typically three in this program), however, other qualified instructors may be selected by the POR to cover additional coursework in the program.\* The POR will also be responsible to maintain a consistent level of contact with the students outside of the classroom throughout the duration of the program. This can be accomplished via weekly Blackboard postings, emails, phone coaching sessions, or personal mentoring. In addition to serving as the lead author and editor, the POR will also take responsibility to determine the focus and format of the leadership volume to be published and, in consultation with each student, approve the topic of each student contributed chapter.

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\* All instructors must meet Bethel's requirements for adjunct faculty and receive prior approval before teaching.



## COHORT ACTIVITIES & HOURS

MODULES	MODULE 1 ELD520 (Wooddale) 6	Module 2 ELD521 (BLKBRD) 6	MODULE 3 ELD522 (BSSD) 6	Module 4 ELD523 (Wooddale) 6	Module 5 ELD524 (BLKBRD) 6	Module6 CLD512 (BSSD) 6	Module 7 ELD529 (Wooddale) 6	THESIS
INTENSIVES	30 Hours	0 Hours	30 Hours	20 Hours	0 Hours	30 Hours	20 Hours	Mod5 Drafts 30 Hrs
READING	100 Hours	120 Hours	100 Hours	100 Hours	120 Hours	100 Hours	100 Hours	Mod 6 Thesis WrkShp 30 Hrs
ON-SITE Experiences	0 Hours	0 Hours	0 Hours	20 Hours	0 Hours	0 Hours	20 Hours	Final Proposal 40 Hrs
Project	50 Hours	50 Hours	50 Hours	50 Hours	50 Hours	20/30 Hours	50 Hours	Ch 1-2 50 Hrs
Blackboard	0 Hours	30 Hours	0 Hours	0 Hours	30 Hours	0 Hours	0 Hours	Ch 3-4 50 Hrs
Online Mentoring	20 Hours	0 Hours	20 Hours	10 Hours	0 Hours	20 Hours	10 Hours	Ch 5-7 50 Hrs
Total Student Hours	200	200	200	200	200	200	200	Final Draft & Oral <u>50 hrs</u> 300 Hrs

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## PROGRAM EVALUATION

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There will be several different methods utilized in the evaluation of this new cohort model:

1. **Student Evaluations:** Students will be asked to evaluate each module in terms of its effectiveness in achieving its objectives related to the overall program. This evaluation will be conducted much as current course evaluations are conducted with slight modifications for the Blackboard and onsite research components of the program.
2. **Faculty Evaluations:** Those teaching and facilitating the various modules will be asked to complete an evaluation at the conclusion of each module. Again this will be done in an effort to determine the effectiveness of the various delivery systems in achieving program objectives. Faculty will also be asked for constructive feedback in the form of potential modifications.
3. **Program Coordinator Evaluations:** The program coordinator will be asked to submit feedback at the completion of module 3 in relationship to effectiveness of student/advisor coordination, cohort mentor communication, advisor communication, and other pertinent logistical issues.
4. **Program Director Evaluations:** The program director will compile the above mentioned evaluations and feedback into a mid-program in progress evaluation. Utilizing additional evaluations and feedback gathered during the second half of the program, the D.Min. Director will provide a summative evaluation at the end of module 7. A Final evaluation will be completed once students complete their dissertations and the leadership volume has been published.
5. **Blackboard Evaluations:** The effectiveness of the Blackboard delivery system will also be evaluated based on a record of web activity and the quality of those interactions.
6. **Peer Evaluation:** At the conclusion of the cohort the Cohort Mentor, the Doctor of Ministry Program Coordinator and Program Director, as well as the Mentors will meet for a day to discuss the evaluations and deliberate on any modifications that should be made in succeeding cohorts.

The following chart illustrates the basic administrative organization of the cohort.

