



CHRISTIAN HERITAGE COLLEGE

**JM507**

**CHRISTIAN PERSPECTIVES ON ORGANISATIONAL  
MANAGEMENT**

This sample unit outline is provided by CHC for prospective and current students to assist with unit selection.

Elements of this outline which may change with subsequent offerings of the unit include Content, Required Texts, Recommended Readings and details of the Assessment Tasks.

Students who are currently enrolled in this unit should obtain the outline for the relevant semester from the unit lecturer.

<b>Unit code</b>	JM507	
<b>Unit name</b>	Christian Perspectives on Organisational Management	
<b>Associated higher education awards</b>	Master of Ministry Leadership	
<b>Duration</b>	One semester	
<b>Level</b>	AQF Level 9	
<b>Unit coordinator</b>	Dr Rod St Hill	
<b>Core/elective</b>	Core	
<b>Weighting</b>	Unit credit points: 10cp	Total course credit points: 80cp
<b>Student workload</b>	<b>Face-to-face on site</b>	<b>External</b>
	Timetabled hours: 40	Directed study hours: 40
	Reading and study hours: 60	Readings and study hours: 60
	Assignment preparation hours: 50	Assignment preparation hours: 50
	Total hours per unit: 150	Total hours per unit: 150
	Students requiring additional English language support are expected to undertake an additional one hour per week	
<b>Delivery mode</b>	Face to Face on site External	
<b>Pre-requisites/ co-requisites/ restrictions</b>	Prerequisites: JM504 Ministry Leadership – A Commissioned Paradigm Co-requisites: Nil Restrictions: Nil	
<b>Rationale</b>	<p>While there are numerous models and theories for organisational management in general, the ministry organisation is considered to be divinely appointed and commissioned. Hence an integrative framework for the management of a ministry organisation warrants the inclusion of biblical and theological perspectives.</p> <p>The unit will analyse organisational management insights from biblical, theological, and contemporary perspectives and provide critical contrasts and comparisons in the formation of an integrative framework. It will promote a deeper understanding of theoretical, conceptual and ethical issues that contribute to effective leadership of the ministry organisation.</p> <p>The formation of this integrative framework within the context of the “Commissioned” paradigm will enhance the ministry leader’s understand and implementation of the management practices necessary for the ministry organisation.</p>	
<b>Prescribed text(s)</b>	Welch, RH 2011, <i>Church Administration: Creating Efficiency for Effective Ministry</i> , 2 <sup>nd</sup> edn, B&H Publishing, Nashville, TN.	

<p><b>Recommended readings</b></p>	<p>Anthony, MJ &amp; Estep J Jr (eds.) 2005, <i>Management Essentials for Christian Ministries</i>, B&amp;H Publishing, Nashville, TN.</p> <p>Benke, W &amp; Benke, L 2014, <i>Church Wake-Up Call: A Ministries Management Approach that is Purpose-Oriented and Inter-Generational in Outreach</i>, Routledge, New York, NY.</p> <p>Berkley, JD (ed.) 2007, <i>Leadership Handbook of Management and Administration</i>, Baker Books, Grand Rapids, MI.</p> <p>Brown, J 2013, <i>Corporate Decision-Making in the Church of the New Testament</i>, Pickwick, Eugene, OR.</p> <p>Malphurs, A 2013, <i>Advanced Strategic Planning: A 21st-Century Model for Church and Ministry Leaders</i>, Baker Books, Grand Rapids, MI.</p> <p>Migliore, RH, Stevens, RE &amp; Loudon, DL (eds.) 2009, <i>Church and Ministry Strategic Planning: From Concept to Success</i>, Routledge, New York, NY.</p> <p>Renz, DO (ed.) 2010, <i>The Jossey-Bass Handbook of Nonprofit Leadership and Management</i>, 3<sup>rd</sup> edn, Jossey-Bass, San Francisco, CA.</p> <p>Satterlee, B 2009, <i>Organizational Management and Leadership: A Christian Perspective</i>, Synergistics, Roanoke, VA.</p> <p>In addition to the resources above, students should have access to a Bible, preferably a modern translation such as <i>The Holy Bible: New King James Version (NKJV)</i>.</p> <p>This translation and many others may be accessed free on-line at <a href="http://www.biblegateway.com">http://www.biblegateway.com</a>. The Bible app from LifeChurch.tv is also available free for smart phones and tablet devices.</p>
<p><b>Specialist resources requirements</b></p>	<p>Nil</p>
<p><b>Content</b></p>	<ol style="list-style-type: none"> <li>1. Toward a Commisisonal (Co-missional) Leadership paradigm on organisational management</li> <li>2. Biblical and theological perspectives on organisational management</li> <li>3. Organisational structures and management practices</li> <li>4. Strategies for employing staff and volunteers – called, appointed, recruiting and induction</li> <li>5. Biblical considerations for human resource management for staff and volunteers</li> <li>6. Case studies in decision making</li> <li>7. Priorities, stewardship and financial management</li> <li>8. Legal, ethical and compliance considerations</li> <li>9. Networking for leadership effectiveness</li> <li>10. Toward an integrative framework for the management of a ministry organisation</li> </ol>
<p><b>Learning outcomes</b></p>	<p>On completion of this unit, students should be able to:</p> <ol style="list-style-type: none"> <li>1. Critically reflect on biblical and theological perspectives on organisational management;</li> <li>2. Compare and contrast differing strategies to effectively manage resources and tasks in a ministry organisation;</li> <li>3. Identify sound management practices from a biblical perspective;</li> <li>4. Demonstrate and reflect on the application of selected management practices from your integrative framework; and</li> <li>5. Communicate at an appropriate tertiary standard with special attention to correct grammar, punctuation, spelling, vocabulary, usage, sentence structure, logical relations, style, referencing and presentation.</li> </ol>

<b>Assessment tasks</b>	<b>Task 1: Action-Reflection Paper</b> Word Length/Duration: 7,000 words Weighting: 100% Learning Outcomes: 1-5 Assessed: Week 13
<b>Unit summary</b>	This unit contributes to the leader's understanding and practice of organisational management from an integrative "Commissional" approach.

SAMPLE