



PATH539
CHURCH GROWTH AND THE EQUIPPING PASTOR
Summer 2024
Yohalmo Saravia, DMin.

This course is an examination of the biblical principles of church growth, an emphasis on the roll of the pastor as an equipper as a key component for church growth.

CLASS & CONTACT INFORMATION

Class location Atlantic Union
Northern New England Conference
479 Main Street
Westbrook, ME 04092

Class meeting dates: June 2 - 6, 2024

Class meeting times: Sunday June 2: 6:00 PM to 9:30 PM
Monday June 3 – Thursday June 6
8:00 AM- 12:00 & 1:00 to 6:00 PM

Course Website: <https://learninghub.andrews.edu/>

Instructor Tel.: 619-889-3209

Instructor Email: yohalmo.saravia@seccsda.org

Office hours: 9:01 AM to 5:01 PM PST.

COURSE PREREQUISITES

Prerequisites:

1. Reading report—30 hours minimum from 3 of the books listed below in the required reading section. Submit a three-page evaluation for each book read indicating the number of hours and pages read from the required reading.

The reading report must include a presentation page with: Title of the book, name of the student and a declaration of academic honesty. Page 1 should be a summary of the book. Page 2 should evaluate the key ideas of the book. Page 3 should suggest ways this book can shape and influence your ministry in the area of church growth.

The report should be submitted electronically on the LearningHub and to the professor's email in a MSWord document by the *first day of class*.

2. *Late submission penalties.* Pre-intensive assignments are due the first day of class (**June 2, 2024**). Late submissions of these assignments are penalized with a 5 point deduction, each.

During the intensive:

Class attendance. Students will need to spend 45 fifty-minute periods during the intensive with the professor. Participants who miss four class periods without a written consent from the seminary Dean (Dr. Jiri Moskala), will have to repeat the course.

Collective learning. During the intensive students will have time to work with peers in small groups to prepare 20-minute Power Point presentations on topics related to the class.

Post-Intensive Requirements

1. **Final project.** 50 hours of study, with the following options: **1)** Write a fifteen-page paper on a text or a topic agreed upon in class; **2)** A different project in consultation with the professor. The projects or reports are due 90 days after the first day of class— **Septiembre 5, 2024 EST.**
2. The project will be graded based on the Project Rubric at the end of this document and should have the following parts: **1) Title page; 2) Table of contents; and 3) Appropriate content subheadings.** The final project paper must be submitted electronically in a MSWord document following the *Andrews University Standards for Written Work*. Available at the following site: <http://www.andrews.edu/grad/documents/andrews-university-standards-for-written-work-as-of-october-2011.pdf>
 1. This final assignment is due on Septiembre 5, **2024 EST** before midnight.
 2. Late submission of this assignment is penalized with a 25-point deduction.

COURSE MATERIALS

Required Reading:

- Brown, Brené, (2018). *Dare to Lead*, New York, NY: Random House.
- Carl F. George, Warren Bird, (2017). *How to Break Growth Barriers*, Grand Rapids, MI: Baker Press
- Christensen, Michael; Savage, Carl (2000). *Equipping the Saints: Mobilizing Laity for Ministry*. Nashville, TN: Abingdon Press.
- Mcintosh, L. Garry; Rima, D. Samuel (2007). *Overcoming the Dark Side of Leadership*. Grand Rapids, MI: BakerBooks.
- Stetzer, Ed and David Putman (2006) *Breaking the Missional Code: Your church can become a missionary in your community*. Nashville: B & H.
- Saravia, Yohalmo, (2023). *Permanecer en Cristo: Estrategias para Preservar el Rebaño*. Nampa, ID: Pacific Press

- Fugate, Jeff (2015). *Church Growth Principles and Practice*. Murfreesboro, TN: Sword of the Lord.
- Getz, Gene; Wall, Joe (2000). *Effective Church Growth Strategies*. Nashville, TN: Word Publishing.
- Maxwell, John (2019). *Leadershift*, NY: Harper Collins.
- Stetzer, Ed and Thom S. Rainer (2010) *Transformational Church: Creating a New Scorecard for Congregations*. Nashville: B & H.
- Stevens, R. Paul, Collins Phil (1993). *Equipping Pastor*. NY: Rowman& Littlefield.

Recommended Reading:

- Allan Hirsh. (2006). *The forgotten Ways*. Grand Rapids, MI: Brazos Press.
- Allan Hirsch and Tim Catchim, (2014). *The Permanent Revolution: APEST for the People of God, A Six Week Exploration*, Canada: Mission Publishing.
- Burrill, Russell. (2004). *Waking the Dead: Returning Plateaued and Declining Churches to Vibrancy*. Hagerstown, MD: Review & Herald.
- Getz, Gene; Wall, Joe (2000). *Effective Church Growth Strategies*. Nashville, TN: Word Publishing.
- Johnson, Thomas P. (2011). *Mobilizing a Great Commission Church for Harvest*. Eugene, OR: Wipf & Stock Publishing.
- Kidder, S. Joseph. (2011). *The Big Four: Secrets to a Thriving Church Family*. Hagerstown, MD: Review and Herald.
- Macchia, Stephen (2000). *Becoming a Healthy Church: 10 Characteristics*. Grand Rapids, MI: Baker Books.
- Rainer, Thom (2001). *Surprising Insights from the Unchurch and Proven Ways to Reach Them*. Grand Rapids, MI: Zondervan.
- Rich Warren. (1995). *The Purpose Driven Church*. Grand Rapids, MI: Zondervan.
- Stetzer, Ed and Thom S. Rainer. (2010). *Transformational Church: Creating a New Scorecard for Congregations*. Nashville: B & H.
- Thom S. Rainer, (1993). *The Book of Church Growth: History, Theology and Practice*. Nashville, TN: B&H Publishing Group.
- Thom S. Rainer and Eric Geiger, (2011). *Simple Church, Returning to God's Process for Making Disciples*. Nashville, TN: B&H Publishing Group.

REVISION STATEMENT

The instructor reserves the right to revise the syllabus for the benefit of the learning process with appropriate notification to the students.

COURSE OVERVIEW

Course topics and assignments have been selected to contribute to learning and evaluating these Course Learning Outcomes (CLOs) as follows:

Program Learning Outcomes (PO):

1. Exploring a biblical, theological, missiological and practical approach of church growth.
2. Challenges and opportunities for church growth
3. Church growth in a post pandemic context.
4. Understand the biblical interpretation of the Great Commission.
5. Capable of training church members for the mission.
6. Demonstrate an understanding of how to empower church members for leadership.
7. Capable of reaching specific social groups.

Student Learning Outcomes (SLO) The student:

1. Understand church growth needs, principles and practices
2. Consider biblical discipleship as a methodology for church growth
3. Assimilate an equipping philosophy of pastoral ministry
4. Analyze the importance of retention of members for church growth
5. Recognize social and cultural factors in growing churches
6. Learn to value the importance of spiritual disciplines in the process of church growth
7. Consider social media as an effective tool for church growth.

Date	Topic	Assignment Due	CLOs Addressed
Sunday, June 2	Verify electronic class registration. Syllabus review. Devotional and group presentation schedule. Subjects for study groups. Introduction to church growth.	Reading report. Assignments for group study	
Monday, June 3	Biblical and theological foundation for church growth. Biblical principles for church growth. History of church growth.	Small group discussion and collaborative learning sessions.	

Date	Topic	Assignment Due	CLOs Addressed
Tuesday, June 4	Church growth in the book of Acts. Church growth theory and praxis. An approach to discipleship as a method of effective church growth. A consideration to retention of members and church growth.	Small group discussion and collaborative learning sessions.	
Wednesday, June 5	A closer look at social and cultural factors for church growth. Contextualized methodologies for church growth in the XXI Century. Church planting and church growth. Pastor equipping as strategy for church growth.	Small group discussion and collaborative learning sessions.	
Thursday, June 6	Contextualization of the Gospel and its relationship with church growth.	Groups presentations	
Septiembre 5		Final project is due today: Septiembre 5, 2024 The project must be posted on LearningHub and email an electronic MSW document before midnight to: Yohalmo.saravia@seccsda.org	
Oct 7		Late assignments receive no more than a B by midnight on this day: oct. 7, 2024.	
Nov 7		Late assignments receive no more than a C by midnight this day: Noviembre 7, 2024.	

Date	Topic	Assignment Due	CLOs Addressed
November 28, 2024		<i>172 days from the first day of class</i> , Students who have not completed all intensive requirements by February 14 will receive an "F" and will need to repeat the class.	

ATTENDANCE

Regular attendance is required at all classes and other academic appointments. When the total number of absences exceeds 10% of the total course appointments, the teacher may assign a failing grade. Merely being absent from campus does not exempt the student from this policy. Absences recorded because of late registration, suspension, and early/late vacation leaves are not excused. The class work missed may be made up only if the teacher allows. Three tardies are equal to one absence.

TIME EXPECTATIONS FOR THE COURSE

US Credit-Hour Regulations

For every semester credit, the Andrews University credit hour definition requires that:

- **Courses for professional masters' degrees (e.g. MDiv)** include 15 instructor contact hours and 30 hours of independent learning activities.
- **Courses for academic masters' (e.g. MA [Religion]) and all doctoral degrees** include 15 instructor contact hours, and 45 hours of independent learning activities.

The calculation of hours is based on the study skills of the average well-prepared graduate student. Students weak in these skills: 1) may require more time and should consider taking fewer classes each semester; and 2) can find skill development assistance through the Seminary Study and Research Skills Colloquia, the AU Writing Center, and AU Student Success office.

In order to achieve the outcomes of this course, learning time will be distributed as follows:

		Professional Masters' Programs
		3 Credits
Instructor Contact Hours	Remote Learning Instructional time.	45 hrs
Independent Learning Activities	Name of Assignment #1 Pre-Intensive Reading	30 hrs
	Name of Assignment #2 15-page project/paper	60 hrs
Total Hours:		135 hrs

Note. In order to make grading fair for everyone, grades will be assigned on the basis of the above requirements alone. No individual arrangements will be made for those requesting last minute grade adjustment or extra credit.

Submission of Assignments

Assignments are to be turned in on Learning Hub before the dates indicated in the Course Overview--Above.

Late Submissions

Because student assignments are an essential part of class activities, assignments turned in after the time they are due will be worth a maximum of 50 of possible points%--for this course, see penalties posted on the *Course Overview Table*. Any requests for extra time on an assignment must be made in advance with the professor. Such requests should be a rarity and should be accompanied by a valid reason why the work could not be done by the date due.

ABOUT YOUR INSTRUCTOR

Yohalmo Saravia (DMin) is an adjunct professor for Andrews University. His doctorate project was on Contextualized Public Evangelism: A Strategy to Reach Culturally Assimilated Hispanic Immigrants. He served for thirteen years as a successful evangelist for the Southeastern California Conference. Currently, he is Vice President for Hispanic Ministries for the same entity. A frequent article contributor for a well-known magazine in North American Division.

OTHER COURSE-RELATED POLICIES

Academic Integrity

The Seminary expects its students to exhibit rigorous moral integrity appropriate to ministry leaders representing Jesus Christ. Complete honesty in academic matters is a vital component of such integrity. Any breach of academic integrity in this class is subject to discipline. Consequences may include receipt of a reduced or failing grade, suspension or dismissal from the course, suspension or dismissal from the program, expulsion from the university, or degree cancellation. Disciplinary action may be retroactive if academic dishonesty becomes apparent after the student leaves the course, program or university. A record of academic integrity violations is maintained by the University Student Academic Integrity Council. Repeated and/or flagrant offenses will be referred to an Academic Integrity Panel for recommendations on further penalties.

Academic Dishonesty includes:

- Plagiarism in which one fails to give credit every time use is made of another person's ideas or exact words, whether in a formal paper or in submitted notes or assignments. Credit is to be given by use of:
 - Correctly designed and inserted footnotes each time one makes use of another individual's research and/or ideas; and
 - Quotation marks placed around any exact phrases or sentences (3 or more words) taken from the text or speech of another individual.
- Presenting another's work as one's own (e.g., placement exams, homework assignments);
- Using materials during a quiz or examination other than those explicitly allowed by the teacher or program;
- Stealing, accepting, or studying from stolen quizzes or examination materials;
- Copying from another student during a regular or take-home test or quiz;
- Assisting another in acts of academic dishonesty
- Submitting the same work or major portions thereof, without permission from the instructors, to satisfy the requirements of more than one course.

For additional details see: https://www.andrews.edu/academics/academic_integrity.html

Academic Accommodations

If you qualify for accommodation under the American Disabilities Act, please see contact Student Success in Nethery Hall 100 (disabilities@andrews.edu or 269-471-6096) as soon as possible so that accommodations can be arranged.

Use of Electronics

No recording or streaming is permitted in seminary courses.

Courtesy, respect, and professionalism dictate that laptops and cell phones are to be used only for class-related activities during class time.

Communications and Updates

Email is the official form of communication at Andrews University. Students are responsible for checking their Andrews University e-mail, Moodle, and iVue alerts regularly.

LearningHub Access

Andrews University Learning Hub hosts this course online. Your Learning Hub username and password are the same as your Andrews username and password. Use the following

contact information if you need technical assistance at any time during the course, or to report a problem with Learning Hub.

Username and password assistance	helpdesk@andrews.edu	(269) 471-6016
Technical assistance with Learning Hub	dlit@andrews.edu	(269) 471-3960
Technical assistance with your Andrews account	http://andrews.edu/hdchat/chat.php	

Emergency Protocol

Andrews University takes the safety of its student seriously. Signs identifying emergency protocol are posted throughout buildings. Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting that specific location. It is important that you follow these instructions and stay with your instructor during any evacuation or sheltering emergency.

Please Note: The instructor reserves the right to revise the syllabus, with the consensus of the class, at any time during the semester for the benefit of the learning process. The up-to-date Course Description for this course may be found at www.learninghub.andrews.edu.

APPENDIX 1: INTERPRETING LETTER GRADES

Letter Grades and Percentages

95-100%	A	80-84%	B	65-69%	C
90-94%	A-	75-79%	B-	60-64%	C-
85-89%	B+	70-74%	C+	55-59%	D
				58-Below	F

THE B GRADE

The B grade is a sign that you have competently fulfilled all of the requirements stipulated for an assessment or competency evaluation. It is a very good grade and demonstrates a high level of the knowledge, insight, critical competence and professional presentation standards essential for an individual wishing to pursue a career as a professional leader in ministry.

THE A GRADE

An A grade is given only when a student not only fulfills the criteria for a B grade, but in doing so demonstrates an advanced academic aptitude for content knowledge, critique, synthesis and independent insight, while exhibiting highly developed communication skills and professional publication standards that would allow them to pursue a highly competitive academic career.

THE C GRADE

The C grade differs only from a B grade in that the traits outlined in the B grade above are not consistently applied. However, with diligence and by applying feedback from your lecturer, the

academic process can provide opportunity for a student to improve their consistency, and hence, their grade.

THE D GRADE

The D grade points to a limited level of knowledge, insight, and critique, as well as to inadequate quality of written work. This may be because of a lack of time management on the part of the student, difficulty grasping the concepts being taught, use of English as a second language, or a personal issue that is affecting one’s concentration and motivation levels. Again, with diligence, applying feedback from your lecturer, and seeking services offered by the University like the writing lab or the counseling center, the academic process can provide an opportunity for a student to significantly improve their performance.

THE F GRADE

A failing grade is given when very limited or no demonstrable competency has been observed or when the final assignment is not submitted within the dates indicated in the Course Overview Table.

ASSIGNMENT RUBRIC

Rubric for Assessing Project Plans

Student _____

Criteria	(5) Exceptional	(4) Proficient	(3) Satisfactory	(2) Emerging	(1) Minimal	Sc
Title Page	Includes: 1) institution’s name, 2) title, 3) name of the course, 4) course period, 5) name of the student, 6) date	Misses 1 of the 7 components	Misses 2 of the 7 components	Misses 3 components	Misses more than 3 components	
Introduction	The introduction is engaging, states the main topic and purpose of the paper,	Introduction states the main topic and purpose of the	States the main topic and purpose of the paper, but does	The introduction states the main topic but lacks a purpose and a	There is no clear introduction or main topic and	
Project Description	Project is described in detail. Protocols to be followed are presented. Specific aspects of the organization,	Project is well described. Some details regarding protocols, organization, implementation,	Project is satisfactorily described and meets paper length	Project is poorly described and does not meet number of pages.	The report misses entire sections of the project description. Does not meet	
Organization	Report provides a table of contents, and is organized using different subhead levels, following AUSWW. Subheadings are exceptionally well-worded and reflect	Table of contents and subheading levels follow AUSWW Standards. Subtitles reflects upon the subject, but	Paper provides a table of contents and is organized using different subheading level. However, does not follow AU standards of	Paper provides first level headings, but headings do not clearly reflect upon the subject. No table of contents. Does not follow all	Does not provide a table of contents and is not divided under headings and subheadings. Does not follow organizational	

Format/ Style	All texts and references follow specifications from AUSWW. Syntax and semantics are outstanding. Models	Consistently follows AUSWW with minor flaws. Syntax and semantics are	Consistently follows all AUSWW format. Syntax and semantics are good. Few	Inconsistently follows some AUSWW. Syntax and semantics are poor	Does not follow AUSWW. Syntax and semantics are deficient	
Conclusion	Conclusion is engaging and provides an outstanding overview of the project and personal reflections	Conclusion restates the purpose, gives a good summary, and provides personal	Conclusion restates the purpose and satisfactorily summarizes results Lacks	Conclusion attempts to summarize the thrust of the project, but is ambiguous.	Conclusion fails to summarize and to express personal reflection on the project	