



San Francisco
Theological Seminary

Doctor of Ministry Executive Leadership Concentration

The Executive Leadership concentration is designed for religious professionals whose work includes executive roles and responsibilities in congregational ministry, denominational and judicatory staff, community-based or non-profit agencies and educational institutions. Focused on the unique dynamics of leadership in communities of faith, courses in this concentration explore current theory in adaptive leadership, organizational change, and spiritual discernment and visioning.

This concentration is based on the expectation that students will bring their own substantive experience in a leadership capacity, as well as some previous studies in:

- the nature of leadership in faith-based communities and the identity of a leader in ministry;
- systems understandings and approaches to leadership;
- leadership in times of change and concepts of “adaptive leadership”; and
- conflict management, resolution, and/or transformation in faith-based communities.

Effective leadership for congregations, denominational bodies, and other faith-based institutions in times of rapid change calls for multi-faceted intelligence: emotional intelligence and social sciences intelligence as well as spiritual discernment and theological intelligence. The core curriculum for this concentration focuses on the following Learning Outcomes:

- *Ways of Being* or Personal Formation dimension of leadership, a deeper self-awareness leading to identification of areas for on-going self-work in emotional and spiritual intelligence as a leader in a complex community.
- *Ways of Knowing* or Knowledge Base dimension of leadership, broadened theological perspectives and organizational development understandings for the wise practice of leadership appropriate to one’s context.
- *Ways of Doing* or Strategic Executive Skills dimension of leadership, expanded capacities in innovative application and adaptation of techniques and tools for organizational communication and collaborative leadership
- Participation in a *Community of Practice* and shared learning with colleagues in

ministerial/religious leadership roles, developing new and continuing relationships.

Degree Requirements

The DMin degree at SFTS is designed to be completed in 5 years or less. Students must complete the following program requirements:

- Six 3-unit seminars
- Dissertation/Project Orientation seminar
- Approved Topic and Design proposal
- Dissertation/project, including field research project and manuscript.

Coursework

Students in the Executive Leadership concentration are required to take:

- Two required 3-unit Foundational Seminars:
 - Pastor as Person
 - Theology, Culture and Mission
- Dissertation/Project Orientation Seminar (tuition-free)
- Three 3-unit resource seminars in the Executive Leadership concentration and one elective, drawn from any area of the curriculum, based on the student's interests and research focus.

The DMin curriculum at SFTS is designed to foster community in a shared learning environment, combined with the flexibility of online learning. Most seminars are offered through our intensive Summer Session and January Intersession, in hybrid formats that include both online and classroom components, including:

- two-week courses, meeting 3 hours per day
- one-week courses, meeting 3 or 6 hours per day
- extended online sessions, with one 8 - 15 hour meeting on campus