Payne Theological Seminary presents

Adaptive Leadership for A Changing Church and Community

A Doctor of Ministry Focus Group

led by

Bishop Vashti Murphy McKenzie, Mentor
Rev. Dr. Kenneth S. Robinson, Mentor

Fall Semester begins
August 22-26, 2016
The Doctor of Ministry Program at Payne Theological Seminary

THE PTS DOCTOR OF MINISTRY PROGRAM

The Doctor of Ministry program at Payne Theological Seminary is a process model of adult continuing education that is heavily influenced by Transformative Learning\(^1\) and Action Research\(^2\). The educational philosophy undergirding the program is a student-centered approach to transformative learning defined with a dialogical approach to a problem-posing curriculum as suggested by Paulo Freire\(^3\). The process uses Social Constructivism\(^4\) so that learning takes place best as students are actively engaged in a perpetual movement of discovery and invention.

The epistemological assumptions underlying the PTS Doctor of Ministry Program are that learning takes place through experience in context, through action/reflection within a peer group of learners, and also through theoretical understanding. For this reason, the PTS student will engage in collaborative learning with a Program Learning Committee from within the context of ministry, through action/reflection with members of the Peer Focus Group seminars and through readings and discussion from the academy. To implement this approach to learning, the PTS DMin program uses a three-tier curriculum for the DMin program.

The PTS DMin Peer Focus Group

A Focus Group\(^5\) is generally thought of as a qualitative research technique whereby a small (normally 6 to 12) group of participants are led by a moderator to explore the success of a particular commodity. The moderator would guide the participants through a series of questions to explore nuances of the commodity. Payne Theological Seminary will use this technique in exploring ministry issues in *Adaptive Leadership for A Changing Church and Community*. The mentors of the cohort, Bishop Vashti Murphy McKenzie and Dr. Kenneth S. Robinson, both of whom have been actively involved in Leadership and Community Development issues, will serve as moderators of the focus group and the DMin students will serve as the participants. Each participant will approach his or her context through an *Adaptive Leadership* lens to address ministry issues.

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within the context. It is therefore anticipated that the DMin projects the students will work on will fall under the aegis of Adaptive Leadership but approached through different context and from different perspectives. In this way, the student will be able to explore his or her passion while at the same time, providing new and different perspectives on transformation through reconciliation.

At the end of the three year program, it is expected that a book on Adaptive Leadership for A Changing Church and Community will be published with Dr. JT Roberson, Bishop Vashti McKenzie, and Dr. Kenneth S. Robinson serving as the editors and the DMin students serving as contributors to the book. This, of course, means that the work of the student must be of publishable quality. It also means students will be published when completing this program.

Adaptive Leadership\(^6\) for A Changing Church and Community

This Doctor of Ministry Focus Group is designed to help individuals, churches, and communities to thrive in a changing world. The turn of the millennium brought the pressing realization that every human being, as a member of a globalizing set of nations, cultures, and economies, must find better ways to co-exist and collaborate. To build a sustainable world in an era of profound economic and environmental interdependence, each person, each country, each organization is challenged to sift through the wisdom and know-how of their heritage, to take the best from their history, leave behind lessons that no longer serve them, and innovate, not for change’s sake, but for the sake of conserving and preserving the values and competence they find most essential and precious.

This rapidly changing environment presents a series of adaptive challenges to the church and the community. To grapple with this changing environment, the church must produce leadership who will serve as Change Agents to take charge of Change and provide the kind of leadership that empowers leaders to transform individuals, churches, and communities. Students will work with a unique Adaptive Leadership curriculum developed by Payne Faculty in collaboration with Cambridge Leadership Associates. This curriculum will empower Payne Doctor of Ministry student to be able to:

- Understanding the theory behind Adaptive Leadership
- Diagnosing the System by identifying the challenges that need change
- Mobilizing the resources within the system to bring about change
- Build a holding environment to support and pace the rate of change

The principle work of the cohort will be derived from Ron Heifetz’s book, The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World. The Adaptive Leadership framework will be explored through modules designed to help the student arrive at a style that resonates with his or her personality. Students will also be exposed to the rapidly changing environment which demands a change in leadership styles and builds in self-reflection. Students will be able to examine their own personal leadership characteristics as well as that of their ministry context. The role of technology and its impact on decisions will be explored from a local and global perspective.

Who should be in this Group?

The Doctor of Ministry program represents formal preparation for and enrichment of the practice of ministry. It presupposes a Master of Divinity with three years of ministry experience. The goal of the Doctor of Ministry degree is to provide a level of knowledge, theoretical clarity, and competence of practice commensurate with the highest earned degree for the profession and practice of ministry. Persons seeking to enter into a Doctor of Ministry program must have a clearly definable context of ministry. The degree is designed to deepen the basic knowledge, skill, and research in ministry, so that one can engage in the practice of ministry with increasing professional, intellectual, and spiritual integrity. The Doctor of Ministry degree at Payne is designed to train leaders for the Church in various areas of ministry. The expected time of study is three years or six semesters. Students attend the one week Intensives and peer seminars. Additionally, web support is a part of the program. Through Blackboard and webinars, students are allowed to remain in their context of ministry on a full time basis while earning their degree.

Cost

**Application Fee**
- non-refundable ($75)

**Semester Fee**
- Intensive Registration ($375)
- Tuition ($4350)
- Technology ($160)

**Other Fees**
- Candidacy Review ($250)
- Graduation ($750)
- DMin Project Continuation ($2500)
- Matriculation Maintenance ($550)

**Deadline**
The cut-off date for fall 2016 applicants is July 15, 2016
About the Mentors

Bishop Vashti Murphy McKenzie

Bishop Vashti Murphy McKenzie serves as the 117th elected and consecrated bishop of the African Methodist Episcopal (AME) Church. Her historic election in the year 2000 represents the first time in the over 200-year history of the AME Church, a woman had obtained the level of Episcopal office. The firsts continue as she served as the President of the Council of Bishops, Chair of the General Conference Commission and was the Host Bishop for the 49th Session of the General Conference of the AME Church in June 2012 with more than 30,000 in attendance. Currently, she is honored to serve as the presiding prelate of the 10th Episcopal District, which is the entire state of Texas. Bishop McKenzie serves as the Chairwoman of the Board of Trustees of Paul Quinn College. She is also a member of the Board of Trustees of the International Theological Center in Atlanta, Georgia.

Bishop McKenzie was appointed by President Barack Obama to serve on the inaugural President’s Advisory Council of the White House Faith-Based and Neighborhood Partnerships. She recently was invited to preach at the annual White House Easter Prayer Breakfast at the invitation of President Obama.

Bishop McKenzie is the author of five books. The first two, Not Without A Struggle and Strength in the Struggle concern leadership and professional growth for women. Journey to the Well helps women seek new directions for personal growth and transformation following the footsteps of the Biblical Samaritan woman. Her book, Swapping Housewives, tells the stories of Rachel, Jacob and Leah and shares the 21st century implications for married and unmarried love. A revised updated version of Not Without A Struggle was released in 2012. In 2013 her newest book Those Sisters Can Preach! was released. It includes 22 sermons as pearls of wisdom from nationally known preachers who happen to be women.

Bishop McKenzie, well known as an electrifying preacher, has been honored for her leadership, community service, and outstanding achievements by a number of diverse civic, educational, business, and governmental organizations and leaders. She was named this year by Huffington Post as one of the 50 most powerful women religious leaders in the world.

Her teaching ministry is available daily at www.thisisyourwakeupcallonline.com. In February 2012, she launched The Greatest of These is Love mixtape of ten mini-messages as love notes for your soul. Her incredible Praycation is available at www.vashtimckenzie.blogspot.com.

Bishop McKenzie is humbled and grateful to God for the many opportunities and blessings afforded her as she strives to serve with excellence in the Kingdom of God.
About the Mentors

Rev. Dr. Kenneth S. Robinson

The Rev. Dr. Kenneth S. Robinson holds an A.B., *cum laude*, from Harvard University, the M.D. from Harvard Medical School, and a Master of Divinity from Vanderbilt Divinity School. Called to preach while in medical school, Dr. Robinson has pursued a professional synthesis of medicine and ministry; focused on the promotion of health in individuals, families and communities - holistically “healing the land.” For nearly 25 years, he served as Pastor and Chief Executive of St. Andrew AME Church in Memphis. At his arrival in 1991, St. Andrew, like many historic urban churches, was struggling financially with a long-dwindled active congregation. Over his tenure, the congregation rebounded. St. Andrew became a multifaceted, faith-based, social service, economic and community development engine in South Memphis. Fifty-five ministries and organizations, affinity fellowships and youth programs evolved, and the church grew to a membership of 1700.

Inspired by Pastor Robinson to demonstrate its faith by its works, St. Andrew developed high quality childcare, Pre-K education, and after-school enrichment and athletic programs; donated a total of more than 18,000 pairs of new shoes to children, provided 30,000 meals a year through its food bank affiliate, and established a 2500-book children’s library and a farmers’ market site. To further expand St. Andrew’s transformation of its community, Rev. Robinson founded both St. Andrew’s CDC, The Works, Inc. – which constructed 34 single family homes for low-income first-time homeowners, an 80-unit apartment community, and a neighborhood grocery store - and also the church’s affiliated, nationally-accredited, 240-student, K-5 public charter school. To house state-of-the-art facilities for the congregation and its school, St. Andrew built an $8.8 Million, 38,000 sq. ft. wing, dedicated in 2006. With over 80 employees and a $6.4 Million combined annual operating budget, the entire St. Andrew Enterprise has been responsible for over $22 Million in total investment in South Memphis. Recently retired from pastoral ministry, Rev. Robinson is grateful for 63 sons and daughters in the ministry, over 5,000 members added to the three congregations he pastored, more than 1400 converts and baptisms, and over 160 weddings. He serves now as President and CEO of the United Way of the Mid-South; generating and directing more than $20 Million annually to improve the health, education, and economic self-sufficiency of families throughout eight counties in its tri-state region.

From 2003-2007, Dr. Robinson made history; serving in the Governor’s Cabinet as Tennessee’s first African-American Commissioner of Health. Commuting across the state from his congregational base, he administered 3500 statewide employees and a $548 Million budget, elevating his signature focus on racial and ethnic health disparities. He previously spent 21 years practicing and teaching Internal Medicine at Vanderbilt, and as an Assistant Dean in the Univ. of TN College of Medicine. He has received numerous national honors, awards, and an Honorary Doctorate from Meharry Medical College; and serves as a Director or Trustee of several foundations, organizations, and HBCU LeMoyne-Owen College. Married since 1979 to Rev. Marilynn S. Robinson, MPH, the Robinsons ultimately shared a rare, joint pastoral appointment to St. Andrew; and are the parents of twin daughters, both highly accomplished physicians.