**WBU Flame Logo

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***Virtual Campus***

**School of Christian Studies**

**WAYLAND BAPTIST UNIVERSITY MISSION STATEMENT:** Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, and service to God and humankind.

### COURSE NAME: MNST 5324 VC01 African American Pastoral Care & Nurture

**TERM:** Fall 2 2025

**INSTRUCTOR:** Dr. Christopher Gordon

**CONTACT INFORMATION:** Wayland email or via message in Blackboard

*christopher.gordon@wayland.wbu.edu*

**OFFICE HOURS, BUILDING, AND LOCATION:** Contact via email at any time

*christopher.gordon@wayland.wbu.edu*

**CLASS MEETING TIME AND LOCATION**:

See class calendar below

**Course Catalog Description -** Research of pastoral leadership in the African American church context, with emphasis on the historical leadership development of the African American spiritual leader and contemporary expressions of pastoral leadership, African American pastoral theology, women in pastoral leadership in the African American church and the challenges faced by African American pastors in the 21st century.

**PREREQUISITE:**

None

**REQUIRED TEXTBOOK AND RESOURCES**:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Title** | **Editor/Author** | **Publisher** | **Ed** | **Year** | **ISBN** |
| *Leadership in the Black Church: Guidance in the Midst of Changing Demographics* | *Evans, Michael* | *Austin Brothers Publisher* |  | *2018* | *978-0999632826* |
| We Have This Ministry: The Heart of the Pastor's Vocation | Proctor, Samuel D., and Gardner C. Taylor | Judson Press, |  | 1996 |  |
| African American Church Leadership: Principles for Effective Ministry and Community Leadership | June, Lee and Mathis Christopher | Kregel Academic |  | 2017 |  |

**OPTIONAL MATERIALS:**

*Pinn, Anthony B. The Black Church in the Post-Civil Rights Era. Maryknoll, NY: Orbis Books, 2002. Stone, Howard W. Theological Context for Pastoral Caregiving: Word in Deed. Haworth Pastoral Press, 1996.*

*The Black Church in the African American Experience. White, John.*

*Excellence in Leadership: Reaching Goals with Prayer, Courage & Determination. InterVarsity Press, 1986.*

*African American Pastoral Care. Abingdon Press, 2008 Wimberly, Edward P.*

**COURSE OUTCOME COMPETENCES**

Upon completion of this course, you should be able to:

**MNST5324: African American Pastoral Leadership** –

1.            Articulate a working definition of leadership based upon Biblical principles

2.            Describe ways to become a more effective Christian leader

3.            Discuss aspects of leadership that impact Christians in various leadership roles

4.            Identify processes that help promote and enhance leadership in a Christian culture

5.            Integrate biblical concepts of leadership into practical aspects of leadership

6.            Analyze leadership as it applies to Christian belief and practice

**ATTENDANCE REQUIREMENTS:**

Students enrolled at Wayland Baptist University should make every effort to attend all class meetings. All absences must be explained to the satisfaction of the instructor who will decide whether the omitted work may be made up.

Regardless of course format (face-to-face, online, or hybrid), it is the student's responsibility to understand and meet the attendance requirements set forth in the course syllabus.

Student “attendance” in an online course is defined as active participation in the course as described in the course syllabus. Any student who has not actively participated in an online class prior to the census date for any given term is considered a "no-show" and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university’s attendance policy.

**STATEMENT ON PLAGIARISM & ACADEMIC DISHONESTY:**

Please click on this link to [WBU’s Statement on Academic Integrity](https://www.wbu.edu/academics/writing-center/Academic%20Integrity%20Statement%20Pol%208.4.1%20Attch%20Oct%2020222.pdf) to understand policies concerning plagiarism and other forms of academic dishonesty. All work must be the work of the student. In addition to normal means of plagiarism, the following policy concerning AI generated works also applies:

No use of any generative AI tools permitted. Students are required to create and produce all work themselves or with assigned group members. Any work submitted that has used an AI generative tool like ChatGPT will be in immediate violation of the academic integrity policies for the course and WBU.

* All assignments must be fully created, designed, and prepared by the student(s).
* Any work that uses generative AI will be treated as plagiarism.

**DISABILITY STATEMENT**: “In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation requests (office (806) 291-1057. Documentation of a disability must accompany any request for accommodations.”

**COURSE REQUIREMENTS AND GRADING CRITERIA:**

Discussion Board Assignments 20%

In the discussion boards, students will share their thoughts and insights on specified reading, in a minimum **250-word count**. Students will also reply, engage, give, and receive feedback with other student’s posting at a minimum **70-word count**. The student will submit their work by the assigned date and then react to at least two other students’ entry in a meaningful way by the end of the week.

(3) Chapter Appraisals 20%

A short (5-8 page) essay inspired by the chapters assigned and the student’s reflection on the value of the ideas expressed. Student’s will give an accurate picture of what the author stated including 3 significant references per reading (***We Have this Ministry, Leadership in The Black Church, and African American Church Leadership***). This is not a summary but an analysis of the claims, a comparison between the author’s view and the student’s. This is an expansion on the ideas from the reading & engaging them with the student’s analysis and experience and the readings overall value to the African American Pastoral leadership.

Pastoral Interview Essay 20%

Due by 11:59pm, on Saturday of Week 6. The two-fold objective of this assignment is to help students gain knowledge of the challenges in pastoral ministry in the African American context and enable the student to summarize the strategies employed by seasoned pastors to meet the challenges of pastoral ministry. Students are required to interview a current African American pastor with at least 15 years of pastoral experience **at the same Church**! The interview must be conducted face-to-face. Following the interview, students are to write a summary of the interaction, between 2,000 and 2,500 words. The following sections must be included: (1) Biographical Information of the Pastor. (2) Interviewee’s Philosophy of Pastoral Leadership (3) Challenges in the Pastoral Ministry. (4) Strategies they Employed (5) Student’s Reflections

Philosophy of Leadership Essay 20%

The objectives of this assignment are to allow students to develop an implementation strategy for their church context. It allows the student to move from principles to practice. The paper shall be at least 2,000 words but no more than 2,500 words, double-spaced, Times New Roman 12 pt font. For matters of style and form, consult the Writing Instructions for Papers and Research Projects for the School of Religion & Philosophy: A Style Guide for Students, published by Wayland Baptist University. As religion students, you must follow this format. APA or MLA will NOT be accepted for this or any assignment. You will need a proper cover page, pagination, footnotes, and bibliography. The strategy project paper should address the following: (1) Identification and summation of the challenges faced by African American pastors. This section must identify four to six challenges. (2) Identification of known strategies to address the challenges (3) Resources available to aid pastors; it should contain an annotated bibliography of at least 20 resources. These resources should be a combination of scholarly and popular books or articles. Place the annotated bibliography as an appendix item. (4) Recommendations to address the challenges of pastoral ministry in the African American church. The recommendations should include what will be employed, the rationale for employing and how implementation will take place.

Leadership Analysis Presentation 20%

Final Presentation – Graduate Students will present a 5 minute presentation over leadership applied in practice and in belief. Presentations will analyze the Biblical principles of leadership with their personal practical experience or the experience from the pastor they interviewed. Presentation should be either via Microsoft PowerPoint on the est. date or previously recorded via YouTube link for the instructor and class to view.

1. **Measurement Instruments and Grading Chart** *(Criteria can be set up as percentages of grade or by point values)*

*Discussion Board 20% of the Grade*

*Chapter Appraisals (3) 20% of the Grade*

*Pastoral Interview Essay 20% of the Grade*

*Strategy Implementation Essay 20% of the Grade*

*Leadership Analysis Presentation 20% of the Grade*

1. **Grading Scale**

90 – 100% A

80 – 89% B

70 – 79% C

60 – 69% D

Below 60% F

**Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the vice president of academic affairs to the Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation**

**TENTATIVE SCHEDULE:**

**WEEK 1**

Focus ***Leadership in the Black Church****-Evans* chaps 1-2

Week 1 Discussion #1 Board Assignment Initial Posting due Wednesday by 11:59pm

Week 1 Discussion #2 Board Posting due Saturday by 11:59pm

**WEEK 2**

***Leadership in the Black Church****-Evans* chaps 3-4

Discussion #3 Board Reading Posting due by Saturday 11:59pm

*(1st) Chapter Appraisal* due Saturday by 11:59pm

***Leadership in the Black Church****-Evans*

**WEEK 3**

***Leadership in the Black Church****-Evans* chaps 5-6

Discussion #4 Board Assigned Reading Posting due Saturday by 11:59pm

**WEEK 4**

**African American Church Leadership**- June/Mathis chaps 1-3

Discussion #5 Board Assigned Reading Posting due Saturday by 11:59pm

*(2nd) Chapter Appraisal* due Saturday by 11:59pm

**We Have This Ministry**- Proctor/Taylor

**WEEK 5**

**African American Church Leadership**- June/Mathis chaps 4-6

Discussion #6 Board Assigned Reading Posting due Saturday by 11:59pm

**WEEK 6**

**African American Church Leadership**- June/Mathis chaps 9-11

Discussion #7 Board Assigned Reading Posting due Saturday by 11:59pm

**Pastoral Interview Essay Due** Saturday by 11:59pm

**WEEK 7**

**African American Church Leadership**- June/Mathis chaps 12-14

Discussion #8 Board Assigned Reading Posting due Saturday by 11:59pm

*(3rd) Chapter Appraisal* due Saturday by 11:59pm

**African American Church Leadership**- June/Mathis

**WEEK 8**

**Philosophy of Leadership Essay Due** Saturday by 11:59pm

**Leadership Analysis Presentations Day**