

RONALD J. CLOUSE



Professor, American Indian College; Phoenix, AZ

Principles and Practices of Biblical Leadership: The Application of Leadership within the Cultural Community

Project Adviser: Dr. Gary Allen
Biblical Adviser: Dr. Steve Fettke

In recent years, numerous pastors, in many cases alumni of American Indian College (AIC), have observed that graduates from Assemblies of God (AG) educational institutions, whether native or non-native, lack leadership skills necessary for an efficacious post-college profession. In order to address this dearth of leadership among AIC alumni and credentialed ministers, this project served as the foundation for the development of a new course entitled, "Principles and Practices of Biblical Leadership" for upper level AIC students. The students who took the course learned principles of biblical leadership based on the lives of Nehemiah, Jesus, and Paul. Furthermore, they interfaced with current ministerial leaders who helped them gain an appreciation for the practical application of these principles in day-to-day ministry contexts.

The project conducted a survey of 1,235 credentialed ministers (with 371 responding) in the Arizona, Oklahoma, West Texas, North Texas, South Texas, and New Mexico districts of the AG and 305 AIC alumni (with 66 responding) in an effort to identify what AIC alumni and credentialed ministers viewed as lacking in their ministerial leadership training. The survey results indicated that AG institutions of higher education provide adequate academic preparation yet also identified the need for further training in the areas of finance, counseling, conflict resolution, Kingdom/Church Growth strategies, and evangelism. Sixty percent of survey respondents indicated a desire for continuing education as a requirement for ministry credential renewals. The information provided by the survey informed the leadership principles emphasized in the AIC class.

ALFRED LEE CRANE III



Senior/Lead Pastor, Crowley Assembly of God; Crowley, TX

Mobilizing and Equipping Senior Adults at Crowley Assembly of God for Spiritual and Social Ministry

Project Adviser: Dr. Gary Allen

Biblical Adviser: Dr. Benny Aker

Senior adults face a quandary through the process of aging. While enjoying the benefits of retirement, they also struggle with issues of health, independence, loneliness, and society's stereotypes concerning their relevance and usefulness. With the aging of the population and graying of church membership, the necessity to mobilize and equip senior adults becomes critical in maintaining a healthy church. As senior adults face an ever-changing society filled with technological, organizational, and social transitions, they need assistance in coping with and managing these age-related issues.

This project provides training materials to mobilize and equip senior adults attending Crowley Assembly for effective ministry within the church and to the local community, thus validating the significance and relevance of senior adults in the body of Christ. The project focuses on four ministry interventions: a four-part sermon series for the congregation, a ministry opportunities seminar for senior adults, an age-related issues management seminar for senior adult leaders, and the development of a senior adult ministries manual. Post-sermon, pre-seminar, and post-seminar surveys identify the understanding of and attitudes toward material presented in the respective sermons and seminars. The project promotes a biblical awareness of the importance and value of senior adults in the congregation at Crowley Assembly and encourages acceptance of intergenerational ministries. A closer evaluation reveals the keys to the project's effectiveness and identifies improvements for future projects.



JOHN DEISHER

Assemblies of God U.S. Missionary, Oklahoma State University Chi Alpha; Stillwater, OK

Sacred Conversations: Creating a Missional Community Using New Media to Build Online and Offline Connections

Project and Biblical Adviser:
Dr. Waldemar Kowalski

Churches face the challenge of living relationally with their local communities in order to engage in conversations leading to the revelation of God's desire for the reconciliation of humankind to himself. This project, inspired by the Apostle Paul's Mars Hill address in Acts 17, used new media technology as a means of fostering a relational social media environment at Chi Alpha – Texas A&M University (XA-TAMU) conducive to both online and offline "sacred conversations" with incoming students.

This project examined (1) Paul's cross-cultural use of sacred conversations in Acts 17 to reach a pagan culture, (2) current views and practices in the use of social media to facilitate conversations, and (3) contemporary new media to create networked relationships between XA-TAMU and the 2014 freshmen class of Texas A&M. As a result of this project, XA-TAMU expanded its use of current social media technology to understand its local culture and to bring hope to others by sharing the eternal truth of the gospel with its community.

The message of the good news of Jesus Christ, including his resurrection, should move ministries to dwell among outsiders. Intentional and ongoing sacred conversations through social media avenues can advance authentic, loving, and purposeful relationships which lead to Christ.

DAMON CHARLES DURAN, SR.



Lead Pastor of Life360 Intercultural Campus; Springfield, MO

U.S. AG Missionary to the Multiethnic Community of Southwest Missouri

Springfield Police Chaplain; Springfield, MO

Intentionally Diverse: Raising Awareness in the Life360 Church Network of the Multiethnic Community in the Springfield, Missouri Metropolitan Area

Project Adviser: Dr. Stephen Lim

Biblical Adviser: Dr. Paul Lewis

The American church stands as one of the most segregated institutions. While the American Church lacks diversity, the U.S. population continues to increase in diversity. But the Springfield metropolitan area, composed of 92 percent Caucasians, has not kept in step with the national trend. This lack of diversity has affected the church community; while seemingly friendly to others, some churches make it difficult for a non-Caucasian person to assimilate into their congregations. The church needs to develop a greater awareness of the richness of diversity and the benefits it could experience by embracing diversity. The church should also serve as a catalyst for such change.

The purpose of this project is to raise awareness in the Life360 Church network of the multiethnic population that exists within the pre-dominantly mono-cultural setting of the Springfield area and to cast vision for integrating diversity into the church. The execution of the project included planning and implementing the three-fold product of the research. (1) a two-hour seminar delivered to the seven lead pastors of Life360. (2) The same seminar, divided into three parts, taught to the congregation of Life360 Intercultural. (3) A vision-casting presentation, taught at the other three local Life360 sites or Parkcrest, Republic and Westgate.

The results show a desire from participants to change their racial views positively within a short period of time and a willingness to include church members with ethnically diverse background by utilizing some of the practical steps shared in my presentation.

WILLIAM JEFFREY ELLIS



Lead Pastor, Riverside Community Church; Oakmont, PA

A More Excellent Way: A Coaching Program to Align and Empower the Ministry Team of Riverside Community Church for Optimal Effectiveness

Project Adviser: Dr. Bob Dale

Biblical Adviser: Dr. Benny Aker

In today's rapidly changing, fluid, technological culture, the traditional top-down model of church leadership wanes while shared leadership through ministry teams flourishes. Ministry teams have the greatest potential to propel churches into the future. Conversely, when colleagues remain encumbered with unresolved conflict, lack of trust, competing agendas, and misaligned strengths, pain and division are inevitable. Team coaching serves to advance the mission of the Church by empowering ministry leadership teams for their greatest impact.

This project develops a team coaching plan to help align the roles and responsibilities of ministry teams to empower them for their greatest contribution to the church. The coaching plan builds upon the foundation that the *imago Dei* capacities unique to every human combined with the Spirit-endowed roles of ministry leadership teams function to bring order out of chaos and stem the tide of decay. The one-day team coaching workshop and three follow-up coaching sessions utilize the Core Values Index (CVI) assessment and other coaching tools to foster greater awareness of personal and team strengths, uncover challenges to team dynamics and effectiveness, and create strategies for improved teamwork. The strengths-based approach of this coaching process results in a more optimistic view of the team's potential and greater collaborative behaviors, demonstrating its value as a best practice for building team unity, increasing job satisfaction, and improving team effectiveness.

STEVEN R. EMERSON



Adjunct Faculty, Northwest University - Salem Campus; Salem, OR

Positive Responses to Conflict: Assessment Tools for Assisting Ministers to Better Manage Their Personality Responses during Conflict

Project Adviser: Dr. Don Detrick

Biblical Adviser: Dr. David Clark

Many ministers of the Oregon Ministry Network (OMN) of the Assemblies of God (AG) give limited attention to understanding the correlation between personality characteristics and conflict management processes. Many of Oregon's AG churches suffer from internal conflict, which results from insufficient leadership skills to successfully lead conflict management.

This project presents a biblical-theological analysis of people who have experienced conflict. It also offers a review of contemporary literature that explains the nature of conflict, interconnection of personality to conflict management, and provides constructive steps for conflict resolution. The fieldwork component of this project features surveys and personality assessments to examine individual reactions to conflict and describes the workshops implemented to educate and train ministers in conflict management.

These components of the project—the biblical-theological review, the general literature review, and the fieldwork—demonstrate three vital truths: (1) the existence of a direct connection between personality characteristics and one's conflict management style, (2) the importance of achieving resolution in conflict, and (3) the critical need to rely on the fruit of the Spirit in all conflict management settings. Ministers and leaders who diligently seek to comprehend the correlation between personality and conflict management will model healthy change and exemplify the character of Jesus Christ.

BRADY DEAN FREDERICK



Chaplain, U.S. Army

Integrating Work and Faith during Deployment: Facilitating Discipleship in a U.S. Army Rotation to Korea

Project Adviser: Dr. Johan Mostert

Biblical Adviser: Dr. Jim Hernando

When U.S. Army soldiers rotate to Korea for nine months, life for them is work. To be a faithful disciple, faith must be incorporated into work. Yet most soldiers have little biblical doctrine and knowledge on what

Scripture says about work and faith.

To address the problem, a discipleship program was implemented for soldiers serving a nine-month rotation to South Korea. The program focused on God's purposes for work and its implications for the kingdom of God. A flexible, multi-venue approach was taken, which included a spiritual fitness lunch, a series of Bible studies, a Sunday morning sermon series, briefings, individual counseling and coaching, and informal discussions.

The project utilized pre- and post-implementation surveys and employed the Faith at Work Scale.² The study found that frequency of religious attendance and rank were statistically significantly correlated with the integration of faith and work. Personal beliefs of discipleship group members about faith and work revealed significant statistical change after the intervention, indicating participants came more in-line with Scripture.

The project serves as an example of how soldiers can achieve greater integration of their work and faith even while deployed for short periods of time. It also stands as an example of the possibilities for other busy professions and models the unique challenges faced by a generally blue-collar and diverse workforce. The project uniquely models a discipleship method where formal and informal interventions occur arising from the nature of the chaplain who does life with his or her soldiers.

² Monty Lynn, Michael Naughton, and Steve VanderVeen, "Faith at Work Scale," in *Handbook of Faith and Spirituality in the Workplace: Emerging Research and Practice*, ed. Judi Neal (New York: Springer Science+Business Media, 2013), 419-426.



SHELLY J. HOGAN

Training and Curriculum Manager, Global Teen Challenge Women and Children; Columbus, GA

President, E5Life Strategies; Maricopa, AZ

The Supernatural Work of Forgiveness, Repentance, and Reconciliation: A Ministry Strategy for the Body of Christ to Facilitate Inner Healing and Freedom from Strongholds

Project Adviser: Dr. Carolyn Tennant

Biblical Adviser: Dr. Benny Aker

Redemption invites the follower on a salvation-healing journey of faith that works to reform the *imago Dei* in humanity that sin, offense, and Satan have deformed. The path requires a solid foundation and caring Christian community. In this biblical cohort, inner healing and freedom from spiritual bondage occurs. This project examines biblical texts concerning forgiveness, repentance, and reconciliation as well as current Christian and secular literature to formulate a strong foundation and suggest best practices to facilitate inner healing and freedom from strongholds within the body of Christ.

The project culminated in a two-day retreat in which thirty people developed deep community and grew in knowledge of what constituted biblical forgiveness, sincere repentance, and reconciliation. The retreat utilized worship, preaching, teaching, times of prophetic encouragement, communal living, and personal prayer ministry to facilitate the process of healing. In prayer, the participants joined in an extended time of personal ministry in which two ministers worked with one attendee to walk through forgiveness, repentance, and freedom from strongholds.

Pre- and post-retreat assessments served to gauge significant changes in participants' anger levels, attitudes toward offenders, and more. The retreat demonstrated growth and positive benefits for those in attendance and provided a life-transforming encounter that many indicated should proceed as a reoccurring ministry to the body of Christ.

DOUGLAS E. LUMPKIN



Chaplain, United States Air Force; Hurlburt Field, FL

Warrior Support Groups: Reducing Moral Injury and Trauma-Related Symptoms through Group Learning

Project Adviser: Dr. Scott McChrystal

Biblical Adviser: Dr. Dave Cole

The United States military is engaged in the longest war of its history. Post-Traumatic Stress Disorder (PTSD) will torment a significant number of warriors who have taken up arms during the Global War on Terror. Combat stress, spiritual wounds of moral injury, strained relationships, and suicidal ideations will afflict others.

While the medical and mental health communities address a portion of these issues, they remain inadequately equipped to answer the questions that impact the soul of the warrior. Military members need chaplains, clergy members, and local churches to address the spiritual aspects of combat and engage them on paths to healing and wholeness.

The following project develops and implements a three-part curriculum to prepare warriors for the challenges they will face upon their return from combat. It presents contemporary examples of veterans facing reintegration issues and encourages participants to share their own war stories. Participants in the intervention exhibited a 49 percent reduction in trauma-related symptoms, measured by the PTSD Checklist (PCL-5), and a 55 percent increase in positive coping beliefs as measured by the Posttraumatic Growth Inventory (PTGI).

Chaplains and clergy members can use the included curriculum and facilitator's guide as tool for engaging military members in the process of healing from the invisible wounds of war.

STEVEN ANDREW MAGLIO



Chaplain (LTC), Ops and Plans Joint Base Lewis-McChord; Tacoma, WA

Rediscovering the Spiritual Disciplines for Today's Chaplain Leadership: A Journey of Proactive Spiritual Formation for Leaders

Project and Biblical Adviser:
Dr. Doug Oss

Military chaplains are highly trained professionals with multiple graduate degrees and varying civilian pastoral experience. They enter the chaplaincy after a rigorous selection process and military courses which all must verify their calling to military ministry. Throughout a chaplain's career he or she will attend many continuing education seminars, civilian education graduate programs, and conferences, all provided by the military. However, chaplains are challenged with the rigorous multi-tasked environment of this ministry. Multiple deployments into combat have negatively impacted the personal lives of those seeking to care for the souls of the soldier.

This project encourages the importance of spiritual resiliency in the lives of leaders. Leaders who regularly practice spiritual disciplines will be less likely to suffer personal and professional failure. Second, the leader's practice of spiritual disciplines is essential to fostering positive modeling and mentoring for young chaplains. Third, practicing historic Christian spiritual disciplines will benefit chaplains as they strive to lead congregations and military installations in the free exercise of religion.

Military culture stresses doing above all else. Performance is based and evaluated by a tool which does not measure the effects of physical, moral, or emotional injury which adversely affect chaplains. For this project, chaplains and seminarians participated in a class on spiritual formation which positively affected their view of practicing the spiritual disciplines on a regular basis.

THOMAS JOSEPH MANNING



Senior Pastor, Christian Life Center; Fort Lauderdale, FL;

World Missions Director, Peninsular Florida District Council of the AG

*Creating a New Lifecycle in an Aging and Declining
Congregation: Revitalizing Christian Life Center, Fort
Lauderdale, Florida*

Project Adviser: Dr. Michael Clarensau

Biblical Adviser: Dr. Benny Aker

Statistics indicate that over 80 percent of churches have plateaued or suffer decline. Within time and without intervention, these churches will die as they follow the natural flow of the organizational lifecycle. However, churches do not have to experience the final stages of the organizational lifecycle because they possess potential for renewed growth. Pastors can learn the art of leading a church through revitalization, advancing God's purposes, restoring health, and renewing the church to pulsate with the dynamic presence of Christ.

This project examines that which brings life and transformation to the local church through biblical research on church health and through the study of organizational lifecycles and their impact on churches. It explains the transformational process that tackled the decline experienced by Christian Life Center (CLC), Fort Lauderdale, Florida and brought substantial growth. The research describes the development of a comprehensive plan that identifies immediate urgencies and steps needed to break restricting behaviors and hindrances, and outlines the necessary steps to renewing health and fostering growth in the church. This project demonstrates the creation of a new lifecycle using a biblical, comprehensive, Spirit-filled approach, one that works systemically and developmentally for churches of any size.

RICHARD JAMES MARTINEZ



Senior Pastor, Community Gospel Church; Northvale, NJ

Overcoming the Flesh through the Power of the Holy Spirit: A Transformational Course at Calvary Temple in Wayne, New Jersey

Project Adviser: [Dr. Tom Keinath](#)

Biblical Adviser: [Dr. Jim Hernando](#)

The problem of sin has existed for as long as humanity. Although God dealt with the sin problem through Jesus's death and resurrection, many Christians continue to struggle with besetting sins. However, many of these people avoid joining a support group for fear of being labeled a "struggler" by their peers. This leaves them in a state of defeat and unable to lead a productive Christian life.

Consequently, I designed and implemented a nine-week course focusing on the daily practice of eight key spiritual disciplines. The course was then offered at Calvary Temple in Wayne, New Jersey, and delivered through one-hour weekly lectures, which were accompanied by practical take-home assignments. The objective was accomplished using a non-confrontational approach through targeting an all-inclusive audience as opposed to appealing to a specific group of individuals struggling with sin and temptation.

As a result of the research conducted, all seventeen participants reported a significant improvement in the way they dealt with sin and temptation in the post course phase compared to when they began the program. Further results indicate that they grew spiritually in their walk with Christ as a result of completing the program.

Project recommendations include training capable and trusted teachers to offer the program at Calvary Temple as well as for local AG churches and parachurch ministries to consider offering it within their organizations. Teaching and practicing the subject of the spiritual disciplines produces individuals who live out their true identity in Christ as victors instead of victims.

SHANNON ELENA TOLBERT POLK



Ministry Assistant to the Pastor, Riverside Tabernacle; Flint, MI

Creating Pathways to Leadership for Women of Color in the Assemblies of God

Project Adviser: Dr. Johan Mostert

Biblical Adviser: Dr. Debbie Gill

In the next ten years, the adherents of the Assemblies of God (AG) in the United States will predominately comprise people of color, specifically women of color; however, the ministry leadership of the Fellowship does not reflect nor represent this ethnic diversity. This project utilizes findings from the interviews of a cross-section of AG women ministers from the ALANA groups (African-American, Asian-American, Latina, Native American) as well as Anglo ministers, along with a review of current literature, to determine what clergywomen of color need in order to successfully answer the call to ministry and to leadership.

This project provides a voice for women of color and Anglo leaders to safely acknowledge their frustrations in attempting to create and scale the ladder to leadership. Additionally, the results indicate a desire on the part of Anglo leaders to diversify their leadership teams by tapping and developing leaders of color and women. Women of color ministers express a need for male mentorship and sponsorship, and a need for Anglo ministers to value women's intersection race and gender. These results should encourage the adherents of the Fellowship that the AG remains open to diversifying its leadership even if leaders may not know how to include women of color in leadership.

The research contained within this project indicates the need for additional study and data collection of women of color ministers. The AG in the United States would benefit from providing cultural competency and diversity training for its ministerial leadership, and female ministers of color would benefit from additional support, such as mentorship and sponsorship.

LARRY PUNDT



Chaplain, U.S. Army; Fort Belvoir, VA

Hanging up the Uniform: Identifying the Indicators of Transition Success and Failure of Retiring Military Chaplains

Project Adviser: Dr. Scott McChrystal

Biblical Adviser: Dr. Doug Oss

Some chaplains thrive in their transition to civilian life after retiring from military service while others languish. All retiring military chaplains can benefit from anticipating the unique challenges and problems that accompany retirement transitions by knowing and understanding the indicators of retirement success or failure. Recognizing these indicators enables chaplains-in-transition to take measures to ensure, or at least increase, the odds of thriving in their post-military lives and ministries. In addition, when military branch chaplain corps understand these indicators, they will remain better equipped to help their chaplains prepare for military retirement.

Eight-two retired military chaplains participated in the study. Seventy-nine percent represented the Army, 16 percent the Navy, and 5 percent, the Air Force. An online survey provided the platform for data collection and analysis in order to compare pertinent survey items across the domains of personal, professional, and spiritual satisfaction.

Two factors emerged as key elements in successful retirement transition: a) a healthy self-identity and definition apart from the uniform and b) a sacred stewarding of the divine call to ministry with a commensurate refreshed vision for future post-military ministry.

JOSHUA WILLIAM SCROGGINS



Lead Pastor, *Communitas*; Allen Park, MI

Awakening the Christian Imagination within the Practice of Spiritual Disciplines: A Discipleship Process for Young Adults at Taylor Christian Center in Taylor, Michigan

Project Adviser: Dr. Carolyn Tennant

Biblical Adviser: Dr. David Clark

The transition from modernism to postmodernism is a transition from rationalism and empiricism to relativism and experientialism. For the past three hundred years, a logical, left-brained approach to life has dominated the cultural landscape of the West, but the entire worldview now sees life through a seemingly more irrational, right-brained lens. Subjectivity replaces objectivity; images replace words. These changes significantly shape emerging generations, yet the Church seems ill-equipped to provide a holistic spirituality that is able to bridge the rational and emotional centers of human existence.

This project sought to forge a broader path of Pentecostal spirituality by surveying the role of imagination in facilitating the practice of spiritual disciplines. It modeled a discipleship process for young adults that incorporated methods of prayer inclined toward imaginative engagement, namely *lectio divina* and Ignatian contemplation, and that explored ways in which art and creativity serve as spiritual practices.

The participants who completed the process each conveyed a renewed sense of nearness to God through the practice of these disciplines. Scripture became a living document that opened their hearts to hear the Spirit speak today. The sights and sounds of Scripture not only led participants to sense a nearness to God but also inspired one young lady to express that inward work of the Spirit through poetry. To these ends, the project was successful in broadening the understanding of what it means to pursue a life lived in Christ and to create space through spiritual disciplines for the heart to be transformed

ROBYN MARIE BUNTAIN WILKERSON



Senior Pastor, Trinity Church; Miami, FL

Shattering the Stained Glass Ceiling: A Coaching Strategy for Women Leaders in Ministry

Project Adviser: Book Option
(Influence Resources)
Biblical Adviser: Dr. Doug Oss

Countless female leaders around the world have already smashed the stained glass ceiling. Women of every age, color, and culture are breaking through into frontiers of uncharted territory, pursuing personal and professional accomplishment. Women must stop thinking their leadership needs to look the same as male leadership. It is time to disrupt and recreate the model of women in ministry leadership.

A comprehensive leadership coaching strategy is the answer to moving female leaders who feel stuck, lack clarity, direction, accountability, and crave more meaning and fulfillment in their lives them on to the next phase of their life and leadership. The strategy outlined in my book, *The Stained Glass Ceiling: Helping Women in Ministry Maximize their Leadership Potential*, to be published with Influence Resources, equips female leaders to integrate spirituality into the practice of leadership and raise self awareness. Each female leader will be equipped to prepare for greater ministry effectiveness by building her core strengths from the inside out. The biblical-theological addendum addresses the biblical theology behind this coaching strategy.

These equipped women leaders will elevate their futures. They will become women leaders of faith who are pioneering new roads by activating the unlimited potential of their gifts and talents. They will tear down barriers that previous generations of women could never have imagined.