

WOMEN IN LEADERSHIP: CONGREGATIONAL MINISTRY
SYLLABUS SUMMER 2018

McMaster Divinity College
Rev. Dr. Joan DeVries
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Three Saturdays:
May 12, May 26, June 9
9am - 4pm

3 units

SPECIALIZATIONS:

**Church and Culture, Christian Worldview, Pastoral Studies,
Counselling and Spiritual Care**

Biography

Rev. Dr. Joan DeVries is an ordained pastor in the Christian Reformed Church. Before going to Calvin Seminary to pursue an MDiv, Joan was a teacher, a stay-at-home mother to three children, and a very active volunteer in many aspects of church life. After her ordination she was called to be a Senior Pastor and has subsequently held a number of other senior pastoral positions as well. She worked at Tyndale University College Seminary for several years as Dean of Students and Director of Chapels and has taught several courses at Tyndale. In 2016 she completed a PhD in Ministry Studies at McMaster Divinity College. Her dissertation focussed on formation, pedagogy, and practices in theological education. She lives in Toronto with her husband.

Course Description

In the last few decades women have been increasingly gaining access to ministry positions as denominations and other organisations have been opening the doors to greater roles for women. Yet women in leadership positions, whether in congregational ministry or other settings, often feel bereft of understanding and support. Although they may be officially granted 'status,' they are still encountering hidden landmines. And males, in co-leadership roles with females, may not always understand the dynamics at play either. What does it mean to lead in ministry as a female image of God? And what do we need to know in order to do this well?

This course, led by someone who was one of the first women ordained in her denomination, will introduce students to some of the myriad of ways in which gender may impact Christian ministry: from one's self-identity as male or female, to constructing theological categories, to methods of biblical interpretation, to discerning different styles of leadership, to clarifying pastoral care issues, to greater sensitizations towards the joys and challenges of working together in an "oversexed society." Along the way students will learn not only from biblical studies and theology, but also from other pertinent fields. Class guides will be Christians who have 'gone before us' into this land of gender studies and have reported back in thoughtful Christian engagement with their material. They will model for participants not only what to see, but how to think and respond.

This course welcomes not only current female and male students, but also those who are grappling with these issues in ministry situations and desire to audit the class.

Course Objectives

Knowing

1. To reflect critically on the intersection of biblical studies, theology, and culture in relation to gender studies.
2. To consider the ways in which church theology and practice has been and is shaped by accepted cultural views regarding normative male and female roles.
3. To be adept at recognizing concepts and the appropriate use of terminology related to gender issues in culture and in Christian contexts: (complementarian, egalitarian, patriarchy, feminism, biblical feminism, radical feminism, headship, androcentric, sex vs. gender, hegemony, privilege, male honour system, evolutionary psychology, gender stereotypes, public vs. private spheres, etc.)

Being

1. To gain insight into one's own self as a gendered person created in the image of God and uniquely gifted to do God's will.
2. To reflect on one's own context and upbringing in terms of its impact on one's gendered self-perception.
3. To deepen one's understanding of leadership and authority as a female or male in the church.
4. To become more confident as a ministry leader.

Doing

1. To respond reflectively, insightfully and critically in writing and speaking to a broad variety of issues pertaining to gender in ministry.
2. To demonstrate competence in the ability to notice, exegete and critique gender presumptions and presuppositions in the thinking and behavior of one's self and others in both the cultural context and the church.

Required Course Textbooks:

Barton, Ruth Haley. *Equal to the Task: Men & Women in Partnership*. Downers Grove, IVP, 2006. (213 pages)

Creegan, Nicola Hoggard and Christine D. Pohl. *Living on the Boundaries: Evangelical Women, Feminism, and the Theological Academy*. Downers Grove: IVP, 2005. (186 pages)

Fraser, Elouise Renich. *Confessions of a Beginning Theologian*. Downers Grove: IVP, 1998. ISBN-13: 978-0830815197 (132 pages)

Storkey, Elaine. *Origins of Difference*. Grand Rapids: Baker, 2001. (132 pages)

EITHER

Lewis, Karoline M. *She: Five Keys to Unlock the Power of Women in Ministry*. Nashville: Abingdon, 2016. ISBN-10: 1501804944

OR

Van Leeuwen, Mary Stewart. *My Brother's Keeper: What the Social Sciences Do (and Don't) Tell Us About Masculinity*. Downers Grove: IVP, 2002.

COURSE ASSIGNMENTS

1. AUTOBIOGRAPHY WITH REFLECTIVE BOOK REVIEW: (6-9 pages) 15% of final grade DUE: Saturday, May 12 ~ Ideally you have done the reading, reflection, and writing *before* the beginning of class as a launch into the work of the course. You would then be prepared to use it as an introduction to yourself.

Read Renich's autobiographical *Confessions of a Beginning Theologian* and engage in a process of reflection about yourself as male or female in light of your reading.

- i) In various spheres of your life consider: What kind of gender roles were modelled, accepted, and/or rejected? Were these ascribed to nature (because of your sex) or nurture (because of influences on you)? What messages were you given in relation to being female or male? Here are some specific chapters of your life to consider:
 - Tell about models from your family of origin: siblings, parents, grandparents and any others of significance.
 - Reflect on the sphere of schooling into your teen years and beyond. What messages were given about being a boy or girl? How about in theological education?
 - Reflect on your church experience in terms of male/female models, official teaching, explicit and implicit messages. Are there restrictions based on sex? What support is offered for those distinctions?
- ii) Examine the difference between sex and gender in your life. What do you ascribe to nature, and what to nurture?
- iii) What are your hopes for yourself and the church in terms of gender?

Use at least 5 quotes from Renich in your own report as you interact with her material. No bibliography is necessary. Included in this assignment is a summary which you will present to the class as an introduction to yourself.

You will also find Storkey's *Origins of Difference* (13-60) to be useful for this assignment.

2. BOOK REVIEW & RESPONSE WITH PANEL DISCUSSION: (7-9 pages), 20%.

Panel Discussion on Lewis at 11 am on May 26, and on Van Leeuwen at 1 pm.

Paper Due: Saturday, June 2 @ 11:59pm.

Students are expected to write and submit a book review and response of 7-9 pages in length. Choose EITHER Karoline M. Lewis, *She: Five Keys to Unlock the Power of Women in Ministry* OR Mary Stewart Van Leeuwen, *My Brother's Keeper: What the Social Sciences Do (and Don't) Tell Us About Masculinity*. Ideally about half the class reads each book. The professor will lead a panel discussion about each book on the second day of class.

The assigned task is to provide 1) a careful and thorough examination of the basic issues(s) at stake in the text, and 2) to evaluate the author's case. Don't merely summarize but rather seek to express the dominant issues and argument of the work.

3. RESEARCH ESSAY: (9 -11 pages), 30%
Due: Saturday, June 23 @11:59 PM.

Our course work has touched on many varied topics that intersect with the lives of all of us. For your research paper choose a topic that interests you and warrants further study. The topic of this paper must be different from that of your project. The research topic should be in line with your area of concentration in your program. Please undergird your research with quotes from 2 of our own readings as well as 5 other sources. The number of pages does not include title page, bibliography, etc.

Suggestions include:

- Leadership and Power: Do women lead differently than men?
- A historical paper on a specific period, person or development.
- Christian feminism: an oxymoron?
- The difference between “fathering” and “mothering” and a Christian response.
- The ‘feminization’ of the church: truth or fiction?
- What IS biblical manhood or biblical womanhood?
- There are so many other possible topics that our readings have raised. Please see me for approval for something of your choice.

4. SPECIALIZATION PROJECT IN GENDER AND MINISTRY LEADERSHIP: (Varies, equivalent to 12 pages of a research paper), 35%
Due: Saturday, June 30 @11:59PM

According to your area of specialization, prepare a project that can be used in a teaching context within your church community (or another ministry context which you envision). It could be a sermon series, or adult Sunday School, or Bible Study, or a men’s retreat, women’s group, or youth and children’s ministry, etc. Keep in mind the context of your congregation or ministry. Each project must have at least one page of background information and a rationale for your work, and an additional page or two laying out your theological framework. Various methods of preparation or delivery can be discussed with the professor such as sermon outlines with bulleted background notes, powerpoint slides with notes, hand-outs, etc. Your work needs to be undergirded by resources, quotes, 7 references and a bibliography.

Pastoral Studies ~ A variety of options could be considered here since pastoral studies covers many areas of teaching and interaction.

Here are some suggestions:

- Sermon Series on Genesis 1,2,3 through the lens of gender.
- Sermon Series on Gender in the Bible
- Tackling one of the “hard teachings” of Paul
- Adult “Sunday School” Class teachings on Gender
- Women of the Bible for a retreat
- Gender and Sexual Temptation (for a men’s retreat or women’s retreat?)
- Teens: Whole Human Sexuality

- Create guidelines on gender interactions and appropriate boundaries for a church or parachurch ministry. Include a preface, reasons, study etc.
- Parenting for gender parity.
- Find your own, but get it pre-approved by instructor

Christian Worldview/ Church and Culture ~ Here the focus is more on a Christian biblical and theological undergirding and its interrelation with culture's images and biases. Envision a scenario where you have been asked (because you are in Seminary!) to help out in a local church or ministry.

- Perhaps a student in teen club has developed anorexia and you have been asked to do some teaching on being female and body image from a biblical perspective.
- Or a congregation is considering expanding the role and authority of women and wants a theological grounding for that discussion.
- Or a gay couple or transgendered person has starting coming to an outreach ministry and the leadership wants to develop a theological framework for ministering to such people.
- Or? Find your own but get it pre-approved by the instructor.

Spiritual Care and Counseling ~ There are so many (neglected) ways in which sex and gender come to play in spiritual care and counseling. Here, too, imagine a scenario where you have been asked to help a congregation, denomination, or ministry in their process of engaging with an issue.

- Perhaps there has been a case of sexual misconduct by a clergy person, or sexual abuse allegations have come forward against an elder.
- The Board has been disturbed by a public disclosure of inappropriate sexual contact in the youth group. They have asked you to host several sessions for parents, teens and others about sexting, pornography, friends with benefits, etc.
- Other topics: teen suicide and gender, domestic violence, depression, men's emotional and spiritual health, etc.

CLASS SCHEDULE AND OUTLINE:

Saturday, May 12

DUE: Assignment 1. Autobiography with Reflective Book Review

READ: ~ *Confessions of a Beginning Theologian* (for above assignment).

~ Storkey, *Origins of Difference*, p13-60 (strongly recommended)

Session 1 ~ Course overview, Introductions with autobiographical review

Session 2 ~ Biblical overview OT: Genesis 1-3, Women in OT overview, "Texts of Terror"

Session 3 ~ NT overview, Jesus and women, NT prohibitions and encouragements

Session 4 ~ Nature and Nurture (Sex and Gender); Men are from Mars: Women are from Venus?

Saturday, May 19 No class

Saturday, May 26

DUE: Reading of either Lewis, *She* OR Van Leeuwen, *My Brother's Keeper* to be part of a panel discussion in class.

READ: ~ Storkey, *Origins of Difference*

Session 1 ~ Gender views through history/church history

Session 2 ~ Panel Discussion

Session 3 ~ Panel Discussion

Session 4 ~ Gender in Christian ministry

Saturday, June 2 No class

DUE: Assignment #2 Book Review and Response @ 11:59pm

Saturday, June 9

READ: ~ Barton, *Equal to the Task*, chapters 1-8.

~ Creegan and Pohl, *Living on the Boundaries*. Read all, or at least chapters 1-3, 6-8.

Session 1 ~ Feminism: the good, the bad and the ugly

Session 2 ~ Gender and Power

Session 3 ~ Gender and Leadership

Session 4 ~ Boundaries in Relationships

Saturday, June 23 @11:59 pm.

DUE: Assignment #3 Research Essay

Saturday, June 30 @11:59 pm.

DUE: Assignment #4 Specialization Project

Late Policy: Late papers will be docked 1% each day late. (Extensions will only be granted in exceptional circumstances such as extended illness, etc.)

Spacing: All assignments are to be double-spaced.

Statement on Academic Honesty:

Academic dishonesty is a serious offence that may take any number of forms, including plagiarism, the submission of work that is not one's own or for which previous credit has been obtained, and/or unauthorized collaboration with other students. Academic dishonesty can result in severe consequences, e.g., failure of the assignment, failure of the course, a notation on one's academic transcript, and/or suspension or expulsion from the College.

Students are responsible for understanding what constitutes academic dishonesty. Please refer to the Divinity College Statement on Academic Honesty at:

www.madciv.ca/regs/honesty.php

Gender Inclusive Language:

McMaster Divinity College uses inclusive language for human beings in worship services, student written materials, and all of its publications. In reference to biblical texts, the integrity of the original expressions and the names of God should be respected. The NRSV

and TNIV are examples of the use of inclusive language for human beings. It is expected that inclusive language will be used in chapel services and all MDC assignments.

READ ON Bookstore:

All required textbooks for this class are available from the College's book service, READ On Bookstore, Room 218, McMaster Divinity College. Texts may be purchased on the first day of class. For advance purchase, you may contact READ On Bookstores, 304 The East Mall, Suite 100, Etobicoke, ON M9C 5K1: phone 416-620-2934; fax 416-622-2308.

E-mail books@readon.ca.

Disclaimer: This syllabus is the property of the instructor and is prepared with currently available information. The instructor reserves the right to make changes and revisions up until the first day of class.

BIBLIOGRAPHY

Comprehensive Seminal Works

Graham, Elaine. *Making the Difference Gender, Personhood, and Theology*. Minneapolis: Fortress, 1996. (Also Bloomsbury Academic, 2016).

Newson, Carol A. and Sharon H Ringe. *Women's Bible Commentary: Expanded Edition with Apocrypha*. Louisville: Westminster John Knox, 1992, 1998.

Pierce, Ronald W. and Rebecca Merrill Groothuis. *Discovering Biblical Equality: Complementarity without Hierarchy*. Downers Grove: IVP Academic, 2009.

Scanzoni, Letha Dawson, and Nancy A Hardesty. *All We're Meant to Be: Biblical Feminism for Today*. 3rd ed. Grand Rapids: Eerdmans, 1992.

Stackhouse, John Jr. *Finally Feminist: A Pragmatic Christian Understanding of Gender*. Grand Rapids: Baker Academic, 2005.

Tucker, Ruth and Walter Liefeld. *Daughters of the Church: Women and Ministry from New Testament Times to the Present*. Grand Rapids: Zondervan, 1987.

Van Leeuwen, Mary Stewart, et al. *After Eden: Facing the Challenge of Gender Reconciliation*. Grand Rapids: Eerdmans, 1993.

VanLeeuwen, Mary Stewart. *Gender and Grace: Love, Work, and Parenting in a Changing World*. Downers Grove: IVP, 1990.

Biblical Interpretation

Bilezikian, Gilbert. *Beyond Sex Roles: What the Bible Says about a Woman's Place in Church and Family*. Grand Rapids: Baker Academic, 3rd ed., 2006.

Bristow, John Temple. *What Paul Really Said About Women*. San Francisco: Harper & Row, 1988.

Hurley, James B. *Man and Women in Biblical Perspective*. Grand Rapids: Zondervan, 1981.

Kimel, Alvin F. *Speaking of the Christian God: The Holy Trinity and the Challenge of Feminism*. Grand Rapids: Eerdmans, 1992.

Newson, Carol A. and Sharon H. Ringe, eds. *Women's Bible Commentary*. Louisville: Westminster John Knox, 1998.

Taylor, Marion Ann and Agnes Choi, eds. *Handbook of Women Biblical Interpreters*. Grand Rapids: Baker, 2012.

Trible, Phyllis. "Depatriarchalizing in Biblical Interpretation." *JAAR* 41:1 (March 1973) 30-48.

Tucker, Ruth. *Women in the Maze: Questions and Answers on Biblical Equality*. Downers Grove: IVP, 1992.

Westfall, Cynthia Long. *Paul and Gender: Reclaiming the Apostle's Vision for Men and Women in Christ*. Grand Rapids: Baker Academic, 2016.

Feminism and Theology

Creegan, Nicola Hoggard. "Is Christian Feminism Possible?" *Victoria University Wellington*. No pages. Online: <http://www.victoria.ac.nz/chaplains/issues/feminism1.html>

Daly, Mary. "After the Death of God the Father: Women's Liberation and the Transformation of Christian Consciousness." *Commonweal*. (March 12, 1971) No pages. Online: <http://scriptorium.lib.duke.edu/wlm/after/>.

Fiorenza, Elisabeth S. "Changing the Paradigms." *Christian Century*. (September 5-12, 1990) 796-800.

Jones, Serene. *Feminist Theory and Christian Theology: Cartographies of Grace*. Minneapolis, MN: Fortress. 2000.

Ruether, Rosmary Radford. "The Development of My Theology." *Religious Studies Review*, 15:1 (January 1989) 1-4.

Storkey, Elaine. *What's Right With Feminism*. Grand Rapids: Eerdmans, 1986.

Historical

This is an example of the kinds of historical studies, articles and books that are available.

Furseth, Inger. "Women's Roles in Historic Religious and Political Movements." *Sociology of Religion* 62 no 1 (2001) 105-29.

Hassey, Janette. "Evangelical Women in Ministry A Century Ago: The 19th and Early 20th Centuries." In *Discovering Biblical Equality: Complementarity Without Hierarchy*, edited by Ronald W. Pierce and Rebecca Merrill Groothuis, 39-57. 2nd ed. Downer's Grove, IL: IVP Academic, 2005.

Jergensen, Torstein. "Women's Mission Groups as Religious Entrepreneurs in International Network Building." *Svensk Missionstidskrift* 95 no 3 (2007) 285-294.

Konieczny, Mary Ellen and Mark Chaves. "Resources, Race, and Female-Headed Congregations in the United States." *JSSR* 39 no 3 (2000) 261-71.

Malone, Mary T. *Women and Christianity, Volume I: The First Thousand Years*. Maryknoll: Orbis, 2001.

Torjesen, Karen Jo. *When Women Were Priests*. New York: Harper One, 1995.

Wallace, Ruth A. "Women and Religion: The Transformation of Leadership Roles." *JSSR* 39 no 4 (2000) 497-508.

Zahl, Paul F. M. *Five Women of the English Reformation*. Grand Rapids: Eerdmans, 2001.

Ministry & Leadership

This is a collection of some very different perspectives on personal or pastoral identity and congregational leadership. Some are blind to the gender issue; while some address it head-on; and some who think they are addressing it have an incomplete perspective in my opinion. Some articles have been listed as well to give you a sense of things you could look up.

Anderson, Leith. *Leadership that Works: Hope and Direction for Church and Parachurch Leaders in Today's Complex World*. Minneapolis: Bethany, 1999.

Bailey, Marcia. "Partnering for Ministry." *The Other Side* September & October (2002) 55-6.

Becker, Carol E. *Leading Women: How Church Women Can Avoid the Leadership Traps and Negotiate the Gender Maze*. Nashville: Abingdon, 1996.

Belleville, Linda L. *Women Leaders and the Church: Three Crucial Questions*. Grand Rapids: Baker, 2000.

Berkeley, James. *Leadership Handbook of Management & Administration*. Grand Rapids: Baker, 2007.

Cooper-White, Pamela. "Becoming a Clergy Mother: A Study of How Motherhood Changes Ministry." *Congregations* 30 no 3 (2004) 14-9.

Cousins, Don. *Experiencing LeaderShift: Letting Go of Leadership Heresies*. Colorado Springs: David C. Cook, 2008.

Dawn, Marva and Peterson, Eugene. *The Unnecessary Pastor: Rediscovering the Call*. Grand Rapids: Eerdmans, 2000.

Dalton, Amy L. "Women and Conflict." *The Other Side* September & October (2002) 56-7.

De Leon-Hartshorn, Iris. "Celebrating our Differences." *The Other Side* September & October (2002) 53-4.

Edwards, Sue, Kelly Mathews, Henry J. Rogers. *Mixed Ministry: Working Together as Brothers and Sisters in an Oversexed Society*. Grand Rapids: Kregel, 2008.

Gross, Nancy Lammers. *Women's Voices and the Practice of Preaching*. Grand Rapids, Eerdmans, 2017.

Hagen, June Steffensen. *Gender Matters: Women's Studies in the Christian Community*. Grand Rapids: Zondervan, 1990.

Hybels, Bill. *Courageous Leadership*. Grand Rapids, MI: Zondervan, 2002. (A seminal 'male'-oriented handbook on congregational leadership)

Lewis, Lynette. *Climbing the Ladder in Stilettos: 10 Strategies for Stepping Up to Success and Satisfaction at Work*. Nashville, TN: Nelson, 2006.

Lutz, Lorry. *Women as Risk-Takers for God: Finding Your Role in the Neighbourhood, Church, and World*. Grand Rapids, MI: Baker, 1997.

Mathews, Alice P. *Preaching That Speaks to Women*. Grand Rapids, MI: Baker Academic, 2003.

Miller-McLemore, Bonnie J. *In the Midst of Chaos: Care of Children as Spiritual Practice*. San Francisco: JosseyBass, 2006.

Miller-McLemore, Bonnie J. *Also A Mother: Work and Family as Theological Dilemma*. Nashville: Abingdon, 1994.

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Nouwen, Henry. *In the Name of Jesus: Reflections on Christian Leadership*. New York, NY: Crossroad, 1989.

Parker, Rebecca Ann and Rita Nakashima Brock. *Proverbs of Ashes*. Boston, ME: Beacon Press, 2001.

Pattison, Stephen. "Management and Pastoral Theology." In *The Blackwell Reader in Pastoral and Practical Theology*, edited by Pattison and Woodward, 283-293 Malden, MA: Blackwell, 2000.

Peterson, Eugene. *The Contemplative Pastor: Returning to the Art of Spiritual Direction*. Grand Rapids, MI: Eerdmans, 1989.

_____. *Five Smooth Stones for Pastoral Work*. Grand Rapids, MI: Eerdmans, 1980.

_____. *Under the Unpredictable Plant: An Exploration in Vocational Holiness*. Grand Rapids, MI: Eerdmans, 1992.

Sasso, Sandy Eisenberg. "Affixing Our Name to the Holy Narrative." *Congregations* 30 no 3 (2004) 10-13.

Sevier, Melissa Bane. "Support and Solidarity: How Clergywomen Create Healthy Connections." *Congregations* 30 no 3 (2004) 25-28.

Spong, Martha. *There's a Woman in the Pulpit: Christian Clergywomen Share Their Hard Days, Holy Moments & the Healing Power of Humor*. Woodstock, VT: SkyLight Paths, 2015.

Sumner, Sarah. *Leadership Above the Line: A Character-Based Leadership Tool that Leads to Success for You and Your Team*. Carol Stream, IL: Tyndale, 2006.

Svennungsen, Ann. "When Women Lead the Flock." *Congregations* 30 no 3 (2004) 21-24.