

Seeing Things Whole: Spirituality, Congregations, and Organizations Winterim 2003

Andover Newton Theological School
Dr. Margaret Benefiel

Spirituality and spiritual formation are integral not only to individuals, but also to congregations and other organizations. This course will combine insights from the field of spirituality and spiritual formation with insights from management and organizational studies to address such questions as : What do spiritual health and spiritual growth look like in a congregations and organizations? Does congregational and organizational spiritual development parallel individual spiritual development? How can spiritual health and spiritual growth be facilitated in a congregation or organization? How do congregational and organizational spiritual growth and concern for social justice interrelate? How does the spirituality of a congregation or organization get named, nurtured, and sustained over time?

This will be an experiential course, in which participants' own experiences in congregations and other organizations will serve as the basis for reflection and discernment.

Outcomes of the course:

By the end of the course, you will have:

- 1) Analyzed a congregational/organizational situation from your own experience in light of the readings.
- 2) Reflected on your own spiritual awareness and resources in relation to congregational/organizational situations in which you find yourself.
- 3) Reflected on your own theory of congregational/organizational spiritual health and growth.
- 4) Experimented with practicing and teaching congregation/organizational spiritual nurture.

_____ (add your own outcomes, in
_____ consultation with me)

Course work which will facilitate these outcomes:

Reading

Class participation (discussion, group work, presentations)

Short reflection papers

Two longer papers (due after course has ended) (10 pp. each)

Required Texts:

Margaret Benefiel, "Spiritual Direction for Organizations: Toward Articulating a Model," *Presence: The Journal of Spiritual Directors International*, September 1996 (on reserve at library)

Robert Kegan and Lisa Laskow Lahey, *How the Way We Talk Can Change the Way We Work: Seven Languages for Transformation*, Jossey-Bass, 2001 (available at ANTS bookstore)

Elizabeth Liebert, "Developmental Dynamics in Congregational Spiritual Guidance," Ch. 8 in *Changing Life Patterns*, Paulist, 1992 (on reserve at library)

Margaret Wheatley, *Leadership and the New Science*, Barrett-Koehler, 1992 (available at ANTS bookstore)

Flora Slosson Wuellner, *Release: Healing the Wounds of Family, Congregation, and Community*, Upper Room, 1996 (available at ANTS bookstore)

Recommended text:

Dorothee Soelle, *Silent Cry: Mysticism and Resistance*, 2001 (available at ANTS bookstore, also on reserve at library)

Other information:

Instructor: Dr. Margaret Benefiel

Phone: 617-436-8341

Office hours: by appointment

Schedule:

- 1/8 Assignment 1 due
- 1/10 Due at beginning of class – short reflection paper on Wuellner or Wheatley, or Kegan/Lahey
Introduction to course
Discuss pre-course assignment
Discuss Wuellner (Ch. 1-4), Wheatley (Ch. 1-4), Kegan/Lahey (Ch. 1-4)
- 1/11 Workshop
Presentations
Discuss Wuellner, Wheatley, Kegan/Lahey
- 1/13 Due at beginning of class – short reflection paper on Wuellner or Wheatley or Kegan/Lahey
Presentations
Discuss Wuellner (Ch. 5-6), Wheatley (Ch. 5-6), Kegan/Lahey (Ch. 5-7)
- 1/14 Due at beginning of class – short reflection paper on Liebert or Wheatley or Kegan/Lahey
Presentations
Discuss Liebert (Ch. 8), Wheatley (Ch. 7-8, Epilogue), Kegan/Lahey (Ch. 8-9, Epilogue)
- 1/15 Due at beginning of class – short reflection paper on Wuellner, or Soelle
Presentations
Discuss Wuellner (Ch. 7-9), Soelle
- 1/16 Due at beginning of class – short reflection paper on Soelle or Benefiel
Discuss Soelle, Benefiel
Closing reflections
- 1/31 Final integrative paper due
- 3/21 Final project due

Grading:

- 25% for each outcome
Satisfactory/Unsatisfactory system