

Africa International University

Doctor of Ministry Program



**“Leadership for Change
and Reconciliation in Africa”**

Brief Overview

AIU Doctor of Ministry is offered through the Institute for the Study of African Realities

THE DISTINCTIVE NATURE OF THE DOCTOR OF MINISTRY

The Doctor of Ministry (D.Min.) is an advanced, professional theological degree for pastors and other Christian leaders in church, non-governmental organizations, and mission communities. In keeping with the vision of AIU-ISAR-NEGST, this program seeks to address itself to the unique needs and opportunities of ministry in the African context. Designed primarily as in-service continuing education for working pastors, it seeks to integrate the wisdom of ministry experience with the highest levels of theological reflection. This process involves a series of modular seminars, year-round reading and writing assignments, and mentoring, culminating in a publishable ministry-based research dissertation.

DISTINCTIVE VALUES of the DOCTOR OF MINISTRY:

1. **MISSIONAL** --The **D.Min** program focuses on equipping Christian leaders in church, non-governmental organizations, and mission communities to confidently, to constructively, and to effectively carry out the mission of the gospel of Jesus Christ in an increasingly inter-connected world. We believe we must reconfigure leaders into *reflective practitioners* who understand the complexities of this inter-connected world and know how to engage it for the sake of the mission of the gospel
2. **THEOLOGICAL** -- The degree program seeks to cultivate and form Christian leaders who engage in theological reflection that informs practice and vice-versa. We call this type of theologically aware leader a “reflective practitioner.” These leaders possess a “thick understanding” of African and global culture and the “mission of God.”
3. **IN-SERVICE or MID-CAREER TRAINING:** The **D.Min.** is “In-Service or Mid-Career” training, and therefore deliberately experientially grounded education.

Both instructors and learners bring a background that has some years of real-life experience in the areas being explored. Since this program is aimed at professional practitioners, the ideal teacher is a practitioner-scholar-teacher. What brings credibility in the class-room or in other sponsored dialogue is a rich experience base that can be cited and drawn upon to model the reflective expertise that needs deployment in indeterminate situations.

Distinguished resource persons with relevant expertise will assist in facilitating the learning process.

4. SELECTIVE--D.Min. professional programs have prerequisites or “foundations” that screen candidates for their arena of training. Some of these are formal curricular or credential matters (e.g., Master of Divinity or equivalent masters-level credential) and experience (5 years of post-graduate work in business, NGO or church setting) which is evaluated based on a portfolio.

5. TRANSFORMATIONAL EDUCATION -- In professional education we must not confuse means with ends, though it is often done in education. Mastery of information and paradigms, data and perspectives is a means not an end. The end is performance capacities to decide and do. In this pedagogy (or androgogy) we are interested in far more than cognitive accomplishments. For many of the most important tasks of Christian leadership and ministry, leaders find themselves in situations and relationships that are unpredictable, ambiguous, unstable, and conflictual. In these cases what is needed is not technical rationality but a sort of “wisdom”, a flexible, insightful, innovative problem-solving. This includes ability to “read” situations and people, to see what is at stake, and to adopt, adapt or innovate solutions that are appropriate to the missional goals of the organization and the objectives of the task at hand. **Our ultimate goal is transformational education, education in Christian leadership that produces competent leaders of integrity**. The Doctor of Ministry degree seeks to form leaders who are wise and understanding in the knowledge of the will of God.

DOCTOR OF MINISTRY DEGREE “TRACKS” (specializations)

As the D.Min. degree program develops at AIU-ISAR-NEGST, we anticipate that we will offer a growing selection of "tracks" or specializations. Seasoned practitioners know their ministry needs. The program isn't like a pair of socks in which "one size fits all." In the future, students will choose the track that offers the most relevant opportunity to explore issues to meet self-identified needs. Among the tracks we anticipate might be offered in the ISAR Doctor of Ministry program in future years are (the follow list is illustrative and not in a specific order):

- Peace building and Conflict Transformation
- Kingdom Transformation in African Slum Contexts
- The African Pastor: re-defining the paradigm in view of African Realities
- Outreach and Discipleship in Muslim Communities
- Advanced Servant Leadership Skills for African Denominational Leaders
- Pastoral Leadership in the a Specific Denominational Framework (i.e. ACK)
- The Healing Community in post-conflict situations

“Leadership for Change and Reconciliation in Africa”

- 50% Peace building and Conflict Transformation
- 30% leadership with focus on exegesis of context, discernment of vision and change management, legacy
- 20% Spiritual formation/personal management/continual renewal/mentoring

Structure of the Programme:

1. The D.Min. program is structured in a **modular format**. There are two ten-day residencies each year x 3 years. Creation of integrative dissertation takes place during year four.

2. The D.Min. will create a variety of “tracks” or specializations that respond to the demands of ministry in diverse African environments. Each specialized track consists of six ten-day residencies at 6 month intervals spread over three years. Prior to each residency, participants will have relevant reading assignments which, in the context of ongoing ministry, will take a minimum of one month to complete. Arriving at the residency without having completed the pre-residency assignments puts the participant at a severe disadvantage in the “doctoral seminar” and weakens the quality of interaction in the cohort.

After the completion of each of the residencies, participants carry out significant projects as well as additional readings during the three-four month interval between residencies.

The program requires on average about 12 hours of study and preparation per week throughout the three years.

3. The culmination of the program is the **doctoral dissertation** following the completion of the six residency modules. All readings, discussion and projects should point to the completion of the thesis. This dissertation is carried out with appropriate scholarly research techniques and should represent a professional contribution to the area of specialization.

Doctor of Ministry Program Components

At ISAR-NEGST, the Doctor of Ministry program is specialized and designed to be taken in an uninterrupted sequence of experience over four years. There are two ten-day periods of intensive course residency each year for three years - 1 course is engaged in during each residency as a cohort.

NOTE: One D.Min. modular course consists of:

- the pre-residency reading and case study creation, plus
- the ten day residency, plus
- the three and a half months of engaging in self-directed learning and the creation of a project based on the themes of the residency and the participant's context.

AUGUST – DECEMBER

FEBRUARY - JUNE

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| Module #1 – PA 905 Leadership for Transformation: Change, Vision, Discernment [Research Methods Workshop] | Module #2 - PA 901 Formation of the Leader as Person |
| Module #3 – PA 950 Theology and Practice of Personal Peacemaking | Module #4 - PA 960 Conflict Transformation |
| Module #5 – PA 965 Peace-making in Church and Community [Qualifying Oral Exam] | Module #6 – PA 910 Leadership as Building Human Capacity |
| Dissertation and Oral Defense | |

There are 2 residencies each year for three years - 1 course is engaged in during each residency as a cohort

*** Each DMIN course will require 5 months of intensive work

- a. 1 MONTH PRIOR TO RESIDENCE
- b. 10 DAY COHORT RESIDENCY (8 + 2 Days of Spiritual Formation)
- c. 3.5 months integrative self-directed study with consultation/mentoring

***Class time consists in 8 days x 6 hours per day

***Prior to arrival at residency "class" candidates will do assigned reading and evaluative exercises preparing to present case studies, etc. during cohort

*** **8 day residency will be:**

- a. facilitated by 2 or 3 faculty
- b. interdisciplinary
- c. learning structured based on principles of adult learning
- d. highly interactive and participatory
- e. emphasizing African realities and particular dynamics
- f. class session dynamics will be structured to respect and harvest rich, diverse experience of participants and to give significant time to addressing learning objectives put forward by cohort members

FREQUENTLY ASKED QUESTIONS

1. What exactly is a Doctor of Ministry program?

Universities and a few seminaries offer purely academic degrees like the Th.D. and Ph.D. for people interested in spending their lives in academics. The Doctor of Ministry is designed as the professional degree to broaden and deepen a person's understanding and skills for ministry. The goal is “**reflective practitioners**”

2. What do you mean by a 'professional' degree?

It resembles an M.D. (doctor of medicine) or a J.D. in that it focuses on the practice of ministry rather than on doing research in an academic setting. It is the highest degree offered for practitioners in Christ's service. The process is in every sense as “academically” rigorous and disciplined as a traditional doctoral degree but alternative disciplines and cognitive activities are emphasized (e.g. reflection on praxis, synthesis, creative application of knowledge, problem solving, etc.)

3. Is it possible to fit a Doctor of Ministry program into my busy life?

Probably. You'll have to make a place in your schedule for reading, attending doctoral seminars, and projects. In the D.Min. Program, however, everything you do can be integrated directly or indirectly into your current ministry setting.

The program requires about 12 hours of study and preparation per week throughout the three years.

4. How much time would I have to spend on campus?

There are 2 residencies each year for three years. 1 course is engaged in during each residency as a cohort. Class time consists in 8 days x 6 hours per day.

Each DMIN course will require 5 months of intensive work.

- a. 1 MONTH PRIOR TO RESIDENCE
- b. 10 DAY COHORT RESIDENCY (8 + 2 Days of Spiritual Formation)
- c. 3.5 months integrative self-directed study with consultation/mentoring

Since the Doctor of Ministry program is adult education, much of what you learn, you can learn in your place of service.

5. When you say "residency," what do you mean?

A residency is an intensive learning experience undertaken with professional colleagues and facilitated by an inter-disciplinary team of specialists. Residencies take place on the AIU campus in Karen, Nairobi. Each residency (there are two residencies each year for three years) is ten days in length. Class time consists in 8 days x 6 hours per day. In it you integrate your readings, your project experiences and your reflections gathered throughout the year. Much of what you do is "hands-on" learning, directed by a faculty mentor. Other resource persons, experts in their fields, contribute information and insights.

*** Every 8 day residency will be:

- a. facilitated by 2 or 3 faculty
- b. interdisciplinary
- c. learning structured based on principles of adult learning
- d. highly interactive and participatory
- e. emphasizing African realities and particular dynamics
- f. class session dynamics will be structured to respect and harvest rich, diverse experience of participants and to give significant time to addressing learning objectives put forward by cohort members

6. You mentioned a "faculty mentor." What do you mean by that?

You will study with the best in the field, well-known scholars and leaders from across the continent and around the world. These mentors share not only their knowledge, they share their lives. They act more as guides and friends than professors. We anticipate that graduates of the Doctor of Ministry program at ISAR-NEGST will feel that this close association with a seasoned Christian leader is one of the most valuable contributions of the program.

7. Do I stay with the same group all through the program?

Yes, you do. That is a strength of the ISAR- NEGST experience. You study with a band of African Christian leaders like yourself who come from a wide variety of churches and denominations from African's great cities. You will live together for ten intensive days two times each year. You develop strong bonds with many of these people, and one objective of the program is to relate you to one another in support groups. Long after you receive your degree, you will continue to have a network of valued friends in ministry. In fact, at the request of church leaders and potential "users", ISAR will hold some post-doctoral seminars so that this learning and association can continue.

8. You've talked about reading requirements for each residency. How much reading would I have to do?

That depends. We don't assign "busy work." We assign reading that helps you understand your field of study and prepares you for the next residency. Some residencies require more reading than others. Generally, you should be able to complete the requirements for the residency if you devote one and a half days a week to the program.

Each DMIN course will require 5 months of intensive work

- a. 1 MONTH PRIOR TO RESIDENCE
- b. 10 DAY COHORT RESIDENCY (8 + 2 Days of Spiritual Formation)
- c. 3.5 months integrative self-directed study with consultation/mentoring

The program requires about 12 hours of study and preparation per week throughout the three years.

9. What about the projects?

You will do a project after each of your first six residencies. In consultation with your faculty, mentor, you will shape a project that applies what you have learned to your own ministry. While we give general guidelines, you tailor the project to your own needs.

10. Do I have to write a thesis?

Yes and no. As we said, this is not a traditional "academic" program. It is a professional degree. Whether you write a thesis or do a project depends on what you would like to accomplish. Some participants have used the final thesis project to write a book. Others have designed courses that they have taught. Still others have done projects that benefited their local congregations. What you will do can be as wide as your imagination and as practical as your needs.

11. Is there only one program that everyone follows?

No, the program isn't like a pair of socks in which "one size fits all." As the D.Min. degree program develops at ISAR-NEGST we anticipate that we will offer a wide selection of "tracks" or specializations. You know your ministry needs. So you choose the track that offers you the opportunity to dig in deeply to meet that need. Among the tracks we anticipate will be offered in the ISAR Doctor of Ministry program in future years are:

- Peace building and Conflict Transformation
- Kingdom Transformation in African Slum Contexts
- The African Pastor: re-defining the paradigm in view of African Realities
- Outreach and Discipleship in Other Religious Communities
- Advanced Servant Leadership Skills for African Denominational CEOs
- Pastoral Leadership in Specific Denominations (e.g. the Anglican Church)
- The Healing Community in post-conflict situations

Admission Requirements for the Doctor of Ministry Programme

In addition to the minimum entrance requirements for every university programme, all applicants for admission to the Doctor of Ministry programme shall meet the following requirements:

- a) Normally, an applicant will possess a Master of Divinity degree from an accredited institution of higher learning with a cumulative grade point average of at least a B+ or 3.30.
- b) Students who have earned the degree of Master of Arts in a theological discipline will also be considered for admission. The Master of Arts degree must be from an accredited institution of higher learning with a cumulative grade point average of at least a B+ or 3.30. Because the D.Min. presupposes that the applicant has a broad background in Biblical, Theological and Pastoral disciplines, the transcript of the M.A. applicant will be evaluated by the Director of the Doctor of Ministry Programme.

- M.A. applicants may be required to take additional masters-level courses to supplement the M.A. degree.
- c) A minimum of 3 years of post-MDiv. ministry experience in which the applicant was carrying out leadership responsibilities. Applicants will present an integrative portfolio as part of the application process. [M.A. applicants will be required to have 5 years of post-masters relevant field work in many cases.]
 - d) An ongoing position of responsibility in an African organization and the endorsement by that organization of the applicant's continuing education. The organization will certify its willingness to provide the "laboratory" context in which the D.Min. student's integrative work will take place.
 - e) Submit a concise dissertation topic proposal of 2-3 pages

The Challenge of Excellence for Christian Leaders

Because the needs of the expanding Christian movement on the African continent are so complex, leadership for churches and Christian institutions must have the highest level of training. The D.Min. will provide formal continuing education incorporating the disciplines and rigor of doctoral level engagement in order to form African leaders who are thoroughly equipped to guide the Christian movement in the new millennium. These men and women will be characterized by a deep passion for Jesus Christ, godly character, abilities and skills for overseeing institutions, a comprehensive knowledge of the Bible and Christian worldview, and the ability to understand African realities and apply biblical wisdom to complex situations.

For more information and to discover in the Doctor of Ministry is the right professional degree programme for you, CONTACT:

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