CERTIFICATE IN ORGANIZATIONAL LEADERSHIP

Educational Ministries & Studies Department Certificates

In light of the need for continuing education in the church, higher education, and organizational leadership, the Educational Ministries and Studies Department offers three Certificates – Certificate in Educational Ministries, Certificate in Teaching and Learning (both masters and doctoral levels), and Certificate in Organizational Leadership (both masters and doctoral levels). The Certificates are intended to engage learners who may not be interested in enrolling in a degree program, may wish to add it to their current master's degree program, or are interested in postgraduate or postdoctoral studies.

Purpose of the Certificate in Organizational Leadership

The Certificate in Organizational Leadership is designed for persons who desire to obtain advanced certification in organizational leadership at either the masters or doctoral level, but do not wish to enroll in a degree program. Or for persons who may not possess a baccalaureate degree but have had intensive or extensive life experience with organizational leadership practice, and are able to demonstrate the ability to do graduate level studies. The Certificate in Organizational Leadership is also appropriate for those who wish to explore organizational development in the Local Church Track (master's track) or in Executive Leadership (doctoral track) in addition to their other TIU degree program. The doctoral level Executive Leadership Track is available for those persons who hold a graduate degree or wish to pursue a postdoc and are engaged or anticipating engagement as a senior leader in an organizational context. Admission to the Certificate does not ensure admission to a Trinity degree program; however, it is designed so that courses completed may apply toward a future TEDS degree.

Admission Requirements

Applicants to the Certificate in Organizational Leadership generally possess the following:

1. Intensive or extensive life experience with team and leadership practice in the church, parachurch, other Christian organization, higher education, or in the public education arena (generally five-plus years of full-time experience)
2. Non-formal or informal preparation for team and leadership at the graduate level
3. Demonstrated academic ability through evaluation and interview by the EM Department (personal interview encompassing demonstrable skills, character, knowledge, and critical thinking)
4. Admission to the Executive Leadership Track is limited to those persons who hold a graduate degree and are engaged or anticipating engagement as a senior leader in an organizational context.
5. Completion of the Certificate Application with accompanying requisite materials

Completion Requirements

- All 12 hours must be completed through Trinity with a cumulative GPA for course work of at least 2.0, with no course work graded below "C-" applicable to the Certificate ("B-" in the Executive Leadership Track).
- All coursework applicable to the Certificate must be completed within a five year period.
- When the Certificate is taken simultaneously with a TIU degree, all 12 hours must be in addition to program degree coursework. However, a student may complete the Certificate simultaneously with the Master of Arts in Educational Ministries without completing additional hours.
- Students who wish to use the Certificate as an entry point into a master's degree should apply for admission to that degree and may apply all credits earned toward the master's degree. The Certificate in Organizational Leadership matches well with the MA in Educational Ministries. Admission to the Certificate does not ensure admissions to a Trinity degree program.
- Evidence of Christian life and character and recommendation by the faculty.
- Completion of Certificate requirements required by the Catalog curricula in effect at the time of initial enrollment.
- Settlement of all financial obligations to Trinity and any other ACTS seminaries with Student Financial Services.

Advanced Standing in the Certificate Programs

Advanced Standing of up to three semester hours may be granted in an Educational Ministries and Studies Department Certificates upon demonstration of competencies related to the Certificate of enrollment. Petition for assessment of advanced standing must be made after the first class, and before the seventh credit hour of enrollment. See the EM Department for details.

Courses may be completed on the Bannockburn campus, through TEDS online courses, and at approved extension sites. Not all courses are available in all modes or every semester. The following requirements must be completed:

Local Church Track (masters level)

Code	Title	Hours
Required:		**2**
EM 5210	Christian Leadership and Administration (Generally completed with EM 5200 Educational Ministries))	2
Additional requirements:		**10**
	Select additional semester hours of courses prefixed EM or ES available at the master's level (8999 or below). Courses from other departments or the ES 8000 Current Issues Seminar may be applied when such substitutions are approved in advance by the EM Department.	
Total:		**12**

Code	Title	Hours
Suggested curricular courses include but are not limited to:		
EM 5510	Christian Formation & Journey	2
EM 6265	Building Ministry Teams	2-3
EM 6275	Developing Healthy Spiritual Leaders	2-3
ES 7550	Local Church as System	1-2
ES 7560	Program Planning Dynamics in the Local Church	1-2
ES 7815	Change, Power, and Conflict	2-3
ES 8710	Social Intelligence and Leadership	1-2
Other departmental courses offered regularly may apply.		

Executive Leadership Track (doctoral level)

Code	Title	Hours
Required:		**3**
ES 9175	Leadership and the Development of Organizations	3
Additional requirements:		**9**
	Select additional semester hours of courses prefixed ES 7500 and above. Courses from other departments or the ES 8000 Current Issues Seminar may be applied when such substitutions are approved in advance by the EM Department.	
Total:		**12**

Code	Title	Hours
Suggested curricular courses include but are not limited to:		
ES 8710	Social Intelligence and Leadership	1-2
ES 9275	Higher Education Administration	2
ES 9305	Developing Emerging Leaders	1-2
ES 9316	Innovation, Agility, and Leading Change	2
ES 9330	Developing Collaborative Teams	1-2
ES 9725	Ethics in Education	3
Other departmental courses offered regularly may apply.		