



**GRADUATE STUDY IN
RELIGIOUS ORGANIZATION
MANAGEMENT**

LEADING GRADUATE PROGRAMS

H. WAYNE HUIZENGA COLLEGE OF BUSINESS
AND ENTREPRENEURSHIP

NSU
Florida



Get Ready to Use Congregational
Business Strategies to More Effectively
Lead and Inspire your Community!

**H. WAYNE HUIZENGA COLLEGE OF BUSINESS
AND ENTREPRENEURSHIP**

business.nova.edu



Strengthen your Leadership with an NSU Religious Organization Management Graduate Program

At NSU Huizenga College of Business and Entrepreneurship, we know that as a faith-based leader, you probably spend as much time leading the management of your organization as you do in ministering to your congregation. We also know that the way we worship and connect has evolved, and people are looking to experience fellowship in a myriad of ways.

Our graduate programs equip you to make use of key management precepts and contemporary communication models to strengthen your leadership skills and expand your fellowship community's engagement. Consider one of our Master's or Graduate Certificate programs with distinctive NSU qualities:

- M.B.A. style programs
 - Curriculum designed specifically for leaders of religious organizations
 - Taught by pastors/professors
 - Contemporary tools and techniques
 - Flexibility in plans of study to meet your goals
 - Hybrid, virtual, and live course options
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Flexible Study Options



Choose your Path

With a Master's program and a Graduate Certificate program to consider, and flexible study modes, select the course of study that meets your goals.

MASTER'S PROGRAM

Philanthropy & Non-Profit Management

30 credits | 10 courses

The M.S. in Philanthropy and Non-Profit Management features an M.B.A. level curriculum incorporating contemporary religious organization management coursework for leadership in these changing times. The curriculum equips you with the knowledge and skillset to make the most of your community leadership — from entrepreneurial and digital strategies to grow your congregation to financial management and governance.

GRADUATE CERTIFICATE PROGRAM

Religious Organization Management

15 credits | 5 courses (*available January 2021*)

Learn about the latest digital tools in use by religious organizations today to expand engagement; community-centric planning, including staff and volunteer management, and financial stewardship; employing innovative growth strategies to expand facilities, ministries, and outreach campaigns; step-by-step procedures for planting places of worship; and leading change management to revitalize congregations.

Choose your Study Mode

AT NSU, we offer BlendFlex, so you can select the mix of study modes that works best for you.

Attend classes on campus, or online using live streaming and asynchronous study. You can even opt for a hybrid mix of modes — part online and part in-person — for each class to fit your lifestyle.

BlendFlex, our innovative course delivery method, gives you the option of attending classes on campus and online, as well as hybrid engagement (part online/part in-person), so you can participate in the way that works best for you.

COURSEWORK	MASTER'S	CERTIFICATE
<p>Religious Organization Management Core Curriculum</p>	<p>Philanthropy & Non-Profit Management</p>	<p>Religious Organization Management</p>
<ul style="list-style-type: none"> • ROM 5301: Digital Outreach for Religious Organizations • ROM 5302: The Business of a Community-Centric Religious Organization • ROM 5303: Entrepreneurial Strategies for Religious Organizations 	<p>YES</p>	<p>YES</p>
<p>Additional Religious Organization Management Coursework</p>		<p>YES</p>
<ul style="list-style-type: none"> • ROM 5304: Planting Places of Worship in the Modern Era • ROM 5305: Foundational Systems for Revitalizing Congregations 		
<p>M.S. in Philanthropy & Non-Profit Management Core Curriculum</p>	<p>YES</p>	
<ul style="list-style-type: none"> • PNP 5901: Introduction to Non-Profit Management • PNP 5902: Grant Development in the Non-Profit Sector • PNP 5903: Cross-Cultural Perspectives for Non-Profits • PNP 5904: Non-Profit Governance • PNP 5905: Financial Management and Sustainability for Non-Profit Organizations • PNP 5906: Major Gifts, Planned Giving, and Building Endowments • PUB 5419: Public Sector Human Resource Management 		

Expert Faculty with Religious Organization Experience



Learn from Faculty Experienced in Business *and* Religious Organization Management

Our faculty's religious leadership experiences inform their teaching, enabling them to bring contemporary leadership concepts to the management and growing of religious organizations.

Dr. Fred Forgey, Ph.D., Chairperson

Dr. Forgey is the NSU HCBE Department Chair and the Director of the Religious Organization Management and M.S. in Philanthropy and Non-Profit Management programs. He has directed similar programs at the University of Texas at Arlington and Texas A&M University. His teaching interests incorporate a blend of public/private sector approaches to real estate development, finance, valuation, and investment. Dr. Forgey is skilled in Urban Planning, Project Financing and Deal Structuring, Sustainability, Financial Analysis, and Real Estate Development.

Dr. Jim Barry, D.B.A.

NSU HCBE 2019 Distinguished Professor

Dr. Jim Barry is NSU HCBE's 2019 Distinguished Professor. A graduate of NSU, DePaul University and the University of Notre Dame, he teaches and publishes in the field of social media marketing and cross-cultural relationships. He is the author of *Social Content Marketing for Entrepreneurs*. Prior to joining NSU 15 years ago, he worked as a marketing executive and strategic planner for 25 years with GE, AT&T, BFGoodrich and Rockwell Collins. Dr. Barry is also a licensed ordained minister with Trinity Church International (TCI) in Lake Worth, Florida.

Sherman Creighton, M.S.

Pastor Sherman Creighton is a licensed ordained minister with Trinity Church International in Florida and a father of seven. He graduated from Penn State University with an M.S. in Engineering. While employed as an aerospace engineer, he has served in ministry as a deacon, a group leader, and missionary in Mexico, Africa, and New York City. His routine mentoring equips candidates for discipleship and missionary work. This mentoring has resulted in home fellowship multiplication.

As missionaries, ministers, mentors, and disciples, our faculty share their experience and knowledge of employing contemporary business principles to maintain and grow a vibrant fellowship.

Dr. Salomon Guajardo, Ph.D.

Dr. Guajardo is an associate professor at NSU HCBE with the Departments of Public Administration and Real Estate Development. He was raised witnessing his parents rebuild and sustain transitional evangelical churches. Prior to joining the HCBE, he served as a non-profit consultant specializing in organizational performance, production efficiency, budgeting, financial management, and program development/assessment. He is a graduate of UCLA and the University of Pittsburgh.

Dr. James Jackson III, Ph.D.

Dr. Jackson has an Ed.D. in Organizational Leadership and a Ph.D. in Conflict Analysis and Resolution Studies from NSU. He is currently completing his Master of Divinity at the Moody Theological Seminary (Moody Bible Institute), while holding the position of Assistant Director for Enrollment Management, Program Development and Recruitment at NSU. Dr. Jackson has also been the Senior Pastor at the Upward Way Cathedral of Praise International for the past 20 years.

Daniela Pulgarin, M.B.A.

Daniela Pulgarin is an NSU M.B.A. graduate with 10 years of experience in ministry leadership and financial analysis. Daniela led the Evangelism/Community Outreach Church Department at King Jesus Ministry from 2017-2019, where she taught monthly evangelism training courses, helped establish team leaders, and planned outreach events. While at NSU, Daniela founded the Greenhouse Campus Ministry, where dozens of young people met for weekly discipleships, worship nights, and guest speaker events.

When congregation growth slows from hard economic times, staff turnover, and a growing generation of expressive individualism, we are increasingly required to radically transform our organization's culture, vision, and structure.



Forward-Thinking Coursework



A Contemporary Curriculum for Advancing Community Leadership

Equip yourself to lead and engage in ways that meaningfully build community, with coursework designed by faculty with field knowledge.

ROM 5301

Digital Outreach for Religious Organizations

Dr. Jim Barry, Professor and Pastor

Learn about the latest in digital techniques and platforms, and how to use them for congregation messaging, fellowship, and outreach. Starting with social media strategies tailored to religious organization settings, you will learn about the most recent advances in social networking, real-time interactions, and content development techniques. Assess tactics for integrating all digital components around a religious organization vision or themed series. Find out how to build communities using social networking groups, chats, and live casting. Witness how world-class religious organization leaders expand their congregation's reach with inspirational videos, engaging social media posts, and digital analytics.

Digital Congregation

- Story series development
- Reaching Millennials and Gen Z
- Multiplatform messaging
- Live-casting worship services
- Congregation interest tracking

Community-Centric Engagement

- Social community development
- Online community engagement
- Inspirational content development
- Outreach campaign coordination
- Hosting virtual events and fellowship

Understand how you can engage a wider community through the use of virtual events, inspirational videos, engaging social media posts, and digital analytics.

ROM 5302

The Business of a Community-Centric Religious Organization

Dr. Salomon Guajardo, Professor, Non-Profit Management

Come away with strategies and tools to address the day-to-day operational challenges of administration with an emphasis on creating a city-on-a-hill atmosphere.

Study administrative context across organizational planning, including staff development, budgeting and financial planning, as well as general leadership principles and problems. This course is ideal for religious organization administrators tasked with staff management, financial stewardship, and getting the most from volunteers.

The distinction of this course is the orientation away from “congregation-centricity” to “community-centricity.” Students will learn how to efficiently run the business of a religious organization while extending their operation’s outreach efforts to the social life of their neighboring communities.

Community-Centric Planning

- Business-justified community outreach
- Rationalizing ministry spending
- Allocating multisite resources to plan
- Portfolio-based budgeting and forecasting
- Building cases for philanthropy

Optimizing Performance

- Developing administrative efficiencies
- Accounting for financial stewardship
- Incentivizing for volunteer accountability
- Managing staff, facilities, and digital assets
- Developing high-performance teams

Learn how to efficiently run the business of a religious organization while extending your outreach efforts to the social life of your neighboring communities.



Forward-Thinking Coursework



Develop strategies to employ the full ministerial potential of your serving communities in innovative ways to expand facilities, ministries, fellowship programs, and outreach campaigns.

ROM 5303

Entrepreneurial Strategies for Religious Organizations

Daniela Pulgarin, M.B.A.

We will examine organic and new initiative opportunities and discuss actions to pursue the full ministerial potential of your serving communities by examining innovative ways to expand facilities, ministries, fellowship programs and outreach campaigns. We will introduce several strategic planning concepts and financial frameworks helpful in weighing investment opportunities across congregation growth initiatives. Learn how leading organizations rationalize educational programs, new technology adoption, remote stayaways, and virtual event setups. Discover how touchpoint mapping processes can ensure that prospective followers are provided the necessary engagement to join a congregation.

Fellowship and Outreach Expansion

- Defining and maximizing touchpoints for new member engagements
- Launching fellowship-oriented initiatives
- Leveraging public relations, community collaborators, and demographic studies
- Qualifying worthy community causes

Operation and Ministry Expansions

- Critical mass analysis for day care, youth and worship ministry expansion
- Rationalizing group studies, retreats, mission trips, special series programs, and festivities
- Qualifying tele-ministries and virtual operations for remote worship services

ROM 5304

Planting Places of Worship in the Modern Era

Pastor Sherman Creighton, M.S.

Religious organizational leaders and administrative support teams are increasingly challenged with determining their best routes for planting new places of worship that ensure congregation vitality. This case-intensive course will educate you on the team competencies, target location analyses, facility qualifications, and local community assimilation plans that create the foundation for effective start-ups, ranging from house-based to multisite international expansions. Learn how to secure and prudently grow facilities that are equipped to accommodate indigenous communities.

Beginning with the steps required to justify and qualify a contextually appropriate place of worship, discover how to strategically locate facilities from sociocultural research, unserved population analysis, and real estate mapping. From site approval plans, find out how successful leaders raise funds and rationalize choices for temporary accommodations and partnerships. Learn how to replicate the culture and media technology infrastructures to ensure a seamless connection with the parent organization, while capitalizing on local leadership and community resources for worship experiences and administrative support.

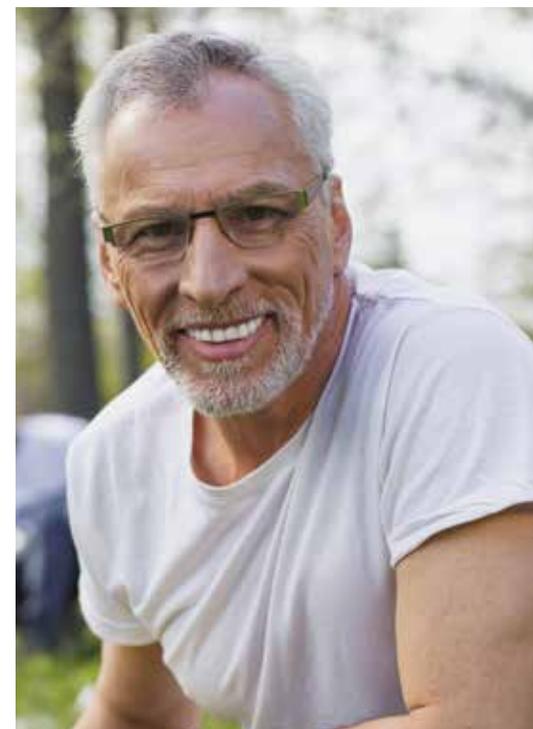
Sustainable Church Multiplication

- Creating house-based vitality
- Rationalizing remote ministries
- Setting up boards, accounting, and Public (or Pastoral) Relations
- Regional epicenter analysis
- Relocation transition economics

Indigenous Community Assimilation

- Qualifying and securing new locations
- Sociocultural assimilation planning
- Rationalizing facility permanency, partnerships, and modularity
- Building local team competencies

Study what steps are required to justify and qualify a contextually appropriate place of worship; discover how to strategically locate facilities from sociocultural research, unserved population analysis, and real estate mapping.



Forward-Thinking Coursework



Learn how to align ministry systems for students, worship teams, children and youth, small groups, missions, and grief recovery along a common vision.

ROM 5305

Foundational Systems for Revitalizing Congregations

Dr. James C. Jackson, III, Professor and Pastor

Religious organization leaders are increasingly faced with radically transforming their culture, vision, and organizational structure as congregation growth slows from hard economic times, staff turnover, and a growing generation of expressive individualism. This course teaches change management from the foundation up. Discover how radical transformation can best be handled when viewed through the lens of an organism and not an organization. Using case studies, learn how to diagnose foundational cracks in financial management, worship service functions, cultural connection, and outreach.

Find out how the right enterprise-resource planning software and policies can tackle growing concerns in congregation health and safety, youth protection, volunteer accountability, and ministry talent attrition. Learn how to align ministry systems for students, worship teams, children/youth, small groups, missions, and grief recovery along a common vision. The course will demonstrate how successful places of worship deal with congregational issues in communication, conflict, contextual relevance, and relational experiences.

Diagnosing Foundational Cracks

- Identifying systemic problems
- Resolving conflict and communication issues
- Understanding community assimilation
- Rationalizing the right system-management software

From Organization to Organism

- Aligning culture, vision, and structure
- Integrating services, missions, and ministry
- Blueprinting ministry systems for safety, commitment, relevance and relationships
- Diagramming task planning and processes

Ready to apply
or want to learn more?

Get started today!
Contact Dr. James Jackson
(305) 275-2606
jacksoni@nova.edu



Choose the Higher Value Education for Contemporary Knowledge You Can Use Into the Future

Learn from religious organization leaders who have the business experience and the acumen to help you lead with inspiration. Benefit from the congregation and community strategies they will share with you.

With smaller classes and more individualized attention, you'll be fully immersed and actively engaged throughout your program, which helps you progress further, faster.

You'll be challenged to develop new tools and techniques to solve common real-world problems. You'll graduate with a strong understanding of what has changed and how to lead in challenging times.

With BlendFlex, we offer programs that fit within your busy world. Evenings, weekend, and online classes let you balance work and family, without shortchanging your personal growth.

Take a look around. You will be impressed by what you see.



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Gain the Education That Helps You
Ensure the Vitality of Your Fellowship.



Dive Right In. Let's Get Started.

RELIGIOUS ORGANIZATION MANAGEMENT PROGRAM

STUDENT ENROLLMENT

Dr. James Jackson
(305) 275-2606
jacksoni@nova.edu

PROGRAM INFORMATION

Dr. Jim Barry
(561) 215-6367
jmbarry@nova.edu

HUIZENGA COLLEGE OF BUSINESS AND ENTREPRENEURSHIP

GRADUATE ADMISSIONS

(954) 262-5067
hcbeinfo@nova.edu
business.nova.edu/grad

**GRADUATE CERTIFICATE
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(954) 262-5067
hcbeinfo@nova.edu
business.nova.edu

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PREPARE TO DOMINATE.

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