



HØYSKOLEN FOR
LEDELSE OG TEOLOGI

Study program

Bachelor in Leadership and Theology

Name of the Study Program

The Norwegian School of Leadership and Theology (HLT) offers a bachelor in Leadership and Theology. The study program consists of 180 credits/ECTS. The program is entirely taught in English.

Target Group and Entrance Requirements

The primary target group for the study is students wishing to work as leaders in churches and volunteer organizations. Secondly, the study is for others who are interested to work with value-based leadership both in the private and public sectors.

Entrance requirements are the completion and passing of a three-year secondary education (general study competency). Individuals with experience as volunteers in churches or other relevant working experience can be enrolled on the foundation of an individual evaluation (Mature student program). English proficiency is required according to the GSU-list published by NOKUT. For further information see under General Entrance requirements.

The Main Aims of the Study Program

The main aim of the study program is to provide an introduction to the theology, history, and practice of Christianity, as well as leadership challenges associated with leadership of churches and volunteer organizations. See the various descriptions of the subject groups for a further description of aims.

Overview

The program is structured around four modules with two different yearly units of 60 credits/ECTS. One subject group (module) provides a basic introduction to the area of study (basic studies in Christianity). Another subject group (module) provides an opportunity for further studies within one subject field (Pastoral Leadership) with a special focus on some practical theological subjects. In addition, the bachelor program consists of a specialization in Theology and Leadership (30 credits/ECTS) and internship (30 credits/ECTS). Only students residing in Norway can choose internship. Students residing outside of Norway need to apply for a non-resident student status and follow Internet-based subjects described in this plan of study.

During the whole course of study mandatory lectures are offered at our campus at Stabekk, Norway. In addition, all subjects have a corresponding Internet-based system of resources, tutoring and examination. It is mandatory to participate in this Internet based part of the study, and students are therefore required to have a personal computer with a minimum broadband connection of 4 MB.

The bachelor program is given on a full-time basis.



Qualification Framework for the Bachelor of Leadership and Theology

A candidate with completed qualifications shall have the following learning outcomes defined as knowledge, skills and general competency:

Knowledge	Skills	General competence
<p>The candidate...</p> <ul style="list-style-type: none"> • Has good knowledge of the Bible and the Christian tradition • Has good knowledge of central theological and ethical themes and about Free church and Pentecostal-Baptist spirituality • Has good knowledge of what the New Testament vision of the kingdom of God means for church growth, mission and Christian engagement in society today • Knows of theological models for servant and transformational leadership in churches and other organizations. • Has good knowledge of scientific methods and of models for philosophical reflection and dialogue. • Good knowledge about religion and culture in a late modern global context, knowledge of cultural analysis and of different models for religious dialogue. 	<p>The candidate...</p> <ul style="list-style-type: none"> • Has the ability to continue in a process of life-long learning through theological and ethical reflection in the face of life • Has the ability to cooperate and lead good fellowships inspired by the primitive church • Has the ability to participate in constructive dialogue in spite of cultural differences or conflicts. • Has learned to apply models of critical academic reflection to both their own and others' standpoints • Has the ability to develop discernment through practical experience, knowledgeable reflection and authentic Christian spirituality 	<p>The Candidate...</p> <ul style="list-style-type: none"> • Can contribute to transformative practice in church and society – through integrating ortho-praxis (right action), with orthodoxy (right belief) and ortho-pathos (right affections) in the power of the Holy Spirit and in dialogue with others in late modern society.

The learning outcomes are defined in connection with every subject described below. The learning outcome in all subjects shall together accomplish the learning outcome for the study as such described in the table above.

The Organization of the Curriculum

The curriculum for the Bachelor in Theology and Leadership is composed of the following modules (one-year studies and half-year studies)

1 st year	Basic Studies (60 credits/ECTS): Basic studies in Christianity		
2 nd year	Internship* (30 credits/ECTS) Only for resident students	Advanced Studies (30 credits/ECTS) Theology and Leadership	Subject Group (60 credits/ECTS) One-year Study in Pastoral Leadership.
3. year			

Organization of Subjects

The language within the program is English. All teaching, group conversations with teacher and mentoring are held in English. Literature is available in English and all information and assignments are given in English. Students may write their assignments in English or one of the Scandinavian languages. Other languages may be permitted upon request.

The study program is organised in sequentially arranged subjects taught in periods of normally seven weeks. One subject may be constituted of two or more parallel courses.

Each subject is dealt with in three different ways: a) On campus activity with lectures on HLT campus at Stabekk, b) Fronter activity, and c) Individual self-study of corresponding literature. Fronter is our Internet learning platform where all information relevant to the study, including a reading guide is available. In addition all assignments, tests and exams with the exception of on-campus written exams, are found on this platform as well as the management of mentored groups.

	On Campus Activity	Individual Self-study	Fronter Activity
Week 1	12 lectures introducing the subject (Some of these lectures may be of introductory nature, while other lectures may provide more in-depth presentations on vital parts of the subject)	150 pages to read from literature Reading-guide available	Reading Guide Introduction materials through self-study and/or Fronter Learning Path activities Online resources and/or introduction videos available ¹
Week 2		150 pages to read from literature Reading-guide available	Lecture PowerPoint and/or hand-outs available

¹ Extent may vary from subject to subject and year to year.

Week 3	12 lectures and discussion sessions	150 pages to read from literature Reading-guide available	Online lectures available Make a draft essay
Week 4		150 pages to read from literature Reading-guide available	Multiple-choice Test - MCT 3 hours Group Mentoring Seminar for resident students. For non-resident students it is carried out on ClassLive in Fronter.
Week 5		150 pages to read from literature Reading-guide available	Essay Assignment concerning the relation between the particular subject and relevance for work and life (1500 words) Online lectures available
Week 6			3-day (72 hrs) Take-home Exam on a specific theme (2500 words) or Written Exam at Campus Course Evaluation

The structure above applies to a 10 credits/ECTS subjects. Smaller courses are structured in the same way but with less literature to read, less lectures and fewer tests.

Exams and Grading Format

For most courses the grade will be calculated as follows:

- The multiple-choice test or essay outline counts for 10% of the final grade.
- Essay counts for 30% of the final grade.
- The 3-day (72-hrs) take-home exam or school exam counts for 60% of the final grade.

The teacher in charge evaluates the essay with a letter grade (30% of total grade). Multiple-choice tests are automatically corrected and graded (10% of total grade). In order to receive a passing grade on a multiple-choice test, one must score above 50%. Finally the 3-day (72-hours) take-home exam or written school exam is evaluated both by the responsible teacher as well as an external examiner. This exam contributes 60% of the total grade and will be answered anonymously.

In addition, the other course requirements must be completed successfully, which includes:

- Attendance (maximum 25% absence allowed per course). If the absence exceeds 25 % during lecture hours, the student will not be able to take the final exam of the course. Instead the student will need to take the whole course again.
- Successful participation on campus Group Mentoring sessions for resident students. The attendance for the Group Mentoring is counted together with the overall attendance of the course. For non-resident students Group Mentoring Session is mandatory.

Written templates for the essay and the other academic assignments will be made available for the students. These templates functions as criteria for evaluation of each essay and assignment.

Participation in mandatory research writing seminars and activities provide and presuppose the basis for equipping students to successfully complete academic assignments.

The order may vary, but often the subjects are given as following:

Semester	Subject
1 st semester	KRI1010E Bible and Interpretation I (10 credits /ECTS) <ul style="list-style-type: none"> • <i>KRI1011E OT Introduction and Interpretation (5 credits /ECTS)</i> • <i>KRI1012E NT Theology (5 credits /ECTS)</i>
	KRI1020E Bible and interpretation II (10 credits /ECTS)
	KRI1030E Church History and Confessional Identities (10 credits /ECTS) <ul style="list-style-type: none"> • <i>KRI1031E General Church History (5 credits /ECTS)</i> • <i>KRI1032E Norwegian Church History (2,5 credits /ECTS)</i> • <i>KRI1033E Pentecostal Tradition and the Charismatic Movement (2,5 credits /ECTS)</i> • <i>KRI1034E History of the Baptist Movements (2,5 credits /ECTS)</i> • <i>KRI1035E East-European Church History (2,5 credits /ECTS)</i> • <i>KRI1036E Specialization in Individual Denominational History and Theology (2,5 credits /ECTS)</i> • <i>KRI1037E Swedish Church History (2,5 credits /ECTS)</i>
2 nd semester	KRI1040E Spirituality and Dogmatics (10 credits/ECTS) <ul style="list-style-type: none"> • <i>KRI1041E Dogmatics (5 credits /ECTS)</i> • <i>KRI1042E Christian Spirituality (5 credits /ECTS)</i>
	RLE1030E World Religions and Secular Worldviews (10 credits /ECTS)
	RLE1020E Social Analysis and Ethics (10 credits /ECTS) <ul style="list-style-type: none"> • <i>RLE1021E Culture and Social Analysis (5 credits /ECTS)</i> • <i>RLE1022E Ethics (5 credits /ECTS)</i>
3 rd semester	PAL1010E Introduction to Applied theology (10 credits /ECTS) <ul style="list-style-type: none"> • <i>PAL1011E Counselling (5 credits /ECTS)</i> • <i>PAL1012E The Leadership Role (5 credits /ECTS)</i>
	KRI2050E Global and Pentecostal Perspectives on Mission (10 credits /ECTS)
	VEL1010E Value-based transformational leadership in organizations (10 credits /ECTS)
4 th Semester	KRI2040E NT Exegesis - Advanced Studies in Luke and Paul (10 credits /ECTS)
	PAL1030E Conflict Management (10 credits/ECTS)
	UNG1010E Theological Foundation of Youth Ministry (10 credits / ECTS)
5 th semester	VEL1030E Relational Leadership and Team Development (10 credits /ECTS) or
	PRA1010E Practical Internship (10 credits/ECTS)
	PAL1040E Volunteer Leadership and Church Administration (10 credits/ECTS)
	PAL1060E Culture and Change (10 credits /ECTS)

6 th semester	TEO1040E Apologetics and Christian Initiation (10 credits /ECTS) or PRA1020E Internship II (10 credits/ECTS)
	PAL2010E The Church and Healing (10 credits /ECTS)
	PAL1020E Communication and Preaching (10 credits /ECTS) or PRA1030E Internship III (10 credits /ECTS)

For the School Year Autumn 2015 and spring 2016, the 1st and 2nd semester courses are given for the first year students and the 5rd and 6th semester courses are given for the second and third year students.

The Organization of Modules

As stated on page 4 the study is organized in four different modules. The organization of these modules is described in the following:

Qualification Framework of the One-year Basic Studies in Christianity

A candidate with completed qualifications must have the following total learning outcomes defined as knowledge, skills and general competence.

Knowledge	Skills	General competence
<ul style="list-style-type: none"> • The candidate must ... • have knowledge of the Bible as a whole and good knowledge of selected key sections • have knowledge of the central classical theological themes within spirituality, ethics and dogmatics • have knowledge of the central themes in, and aspects of the major world religions, including their history and historical influence in relation to central themes in late-modern religiosity • have knowledge of humanism as a philosophy and as a worldview. • have knowledge of the history of Christianity and good knowledge of selected parts of this history • have knowledge of the experiential dimensions of Pentecostal or Baptist spirituality • have knowledge of the scientific theological method and scientific biblical hermeneutics • have knowledge of various models for meetings between religions • have knowledge of relevant ethical issues in the teaching profession, related to religion and ethnicity 	<ul style="list-style-type: none"> • The candidate... • Have the ability to apply hermeneutical tools within biblical subjects • Have the ability to apply models for theological and ethical reflection • Have the ability to use historical or social science methods in the study of religion, churches or spiritual experiences • Have the ability to reflect on the relationship between faith and science • Have the ability to meet people with other religious or theological beliefs with respect • Have the ability to present another's perspective on the basis of the other's frame of reference • Have the ability to reflect critically on one's own and the other's point of view 	<ul style="list-style-type: none"> • The candidate... • Can plan and complete professional tasks in a team or a task force • Will have the ability to reflect upon the world from a theological perspective – and to understand other relevant religious perspectives. • Is competent to teach RLE in the school system • Has the ability to participate in various forms of religious or ethical dialogue • Can contribute to the development of sound practice within the field through the exchange of views and experiences

The learning outcomes are defined in connection with every subject described below. The learning outcome in all subjects shall together accomplish the learning outcome for the study as such described in the table above.

The Organization of the Curriculum

The curriculum for the one-year Basic Studies in Christianity is composed of the following subjects. The subject descriptions are given in the presentation of the courses.

1 st semester	KRI1010E Bible and Interpretation I (10 credits /ECTS)
	<ul style="list-style-type: none"> • KRI1011E OT Introduction and Interpretation (5 credits /ECTS) • KRI1012E NT Theology (5 credits /ECTS)
	KRI1020E Bible and Interpretation II (10 credits /ECTS)
2 nd semester	KRI1030E Church History and Confessional Identities (10 credits /ECTS)
	<ul style="list-style-type: none"> • KRI1031E General Church History (5 credits /ECTS) • KRI1032E Norwegian Church History (2,5 credits /ECTS) • KRI1033E Pentecostal Tradition and the Charismatic Movement (2,5 credits /ECTS) • KRI1034E History of the Baptist Movements (2,5 credits /ECTS) • KRI1035E East-European Church History (2,5 credits /ECTS) • KRI1036E Specialization in Individual Denominational History and Theology (2,5 credits /ECTS) • KRI1037E Swedish Church History (2,5 credits /ECTS)
	KRI1040E Spirituality and Dogmatics (10 credits/ECTS)
	<ul style="list-style-type: none"> • KRI1041E Dogmatics (5 credits /ECTS) • KRI1042E Christian Spirituality (5 credits /ECTS)
	RLE1030E World Religions and Secular Worldviews (10 credits /ECTS)
	RLE1020E Social Analysis and Ethics (10 credits /ECTS)
	<ul style="list-style-type: none"> • RLE1021E Culture and Social Analysis (5 credits /ECTS) • RLE1022E Ethics (5 credits /ECTS)

The Advanced studies in Theology and Leadership

The advanced studies in theology and leadership are a 30-credit subject group that is built upon the one-year Basic Study in Christianity. HLT offers the following subjects on a 200-level within this module

3 rd Semester	KRI2050E Global and Pentecostal Perspectives on Mission (10 credits /ECTS)
4 th Semester	KRI2040E NT Exegesis: Advanced Studies in Luke and Paul (10 credits /ECTS)
6 th Semester	UNG1010E Theological Foundation of Youth Ministry (10 credits / ECTS)

A bachelor's degree must have at least 20 credits/ECTS at the 2000-level.

Internship

The internship program is only available for the resident students. See below for a description of alternative subjects.

The practice module consists of the following three topics:

5 th Semester	PRA1010E Internship I (10 credits /ECTS)
6 th semester	PRA1020E Internship II (10 credits/ECTS)
6 th semester	PRA1030E Internship III (10 credits /ECTS)

The description of requirements for the completion of practice is provided in the practice handbook.

Alternative for Non-resident Students:

For non-resident students, the following subjects are offered as an alternative:

5 th semester	VEL1030E Relational Leadership and Team Development (10 credits /ECTS)
6 th semester	TEO1040E Apologetics and Christian Initiation (10 credits /ECTS)
6 th semester	PAL1020E Communication and Preaching (10 credits /ECTS)

The Subject Group “One-year Studies in Pastoral Leadership”

Students who attend the Bachelor in Theology and Leadership will have the subject group “One-year Studies in Pastoral Leadership” as part of their studies. The subject group contains a total of 6 subjects (60 points/ECTS) focusing on leadership in church and organisation. The subject group is especially useful for students who wish to work as leader/pastor/priest/elder in a church or congregation.

Qualification Framework for the One-year Studies in Pastoral Leadership

A candidate with completed qualifications shall have the following learning outcomes defined as knowledge, skills and general competency:

Knowledge	Skills	General competency
<p>The candidate...</p> <ul style="list-style-type: none"> • has knowledge of theological models for servant and transformational leadership in churches and other organisations. • has good knowledge about basic theories, methods and terms within transformative leadership, servant leadership and value based leadership. • has knowledge about relevant psychological theory, organisational theory as well as Conflict Management theory. • has knowledge about how theories are connected to the view of humans, spirituality and ethics. 	<p>The candidate...</p> <ul style="list-style-type: none"> • is able to reflect on praxis in his/hers own organisation with the assistance of the presented theoretical models. • is able to use theory constructive and ethically in one owns life and together with others. • is able to use relevant leadership tools for various types of leadership and organisational development. 	<p>The candidate...</p> <ul style="list-style-type: none"> • is able to plan and accomplish tasks in a team or a work group. • is able to partly contribute to, and partly lead the development of creative transformative praxis through the interchange of views and experiences. • Must have developed ethical attitudes such as courage and care in encountering people and processes of change.

The learning outcomes are defined in connection with every subject described below. The learning outcome in all subjects shall together accomplish the learning outcome for the study as such described in the table above.

The Organization of the Curriculum

The curriculum for the One-year Studies in Pastoral Leadership is composed of the following subjects. The subject descriptions are given in the presentation of the courses.

3 rd semester	PAL1010E Introduction to Applied Theology (10 credits /ECTS) PAL1011E Counselling (5 credits /ECTS) PAL1012E The Leadership Role (5 credits /ECTS) VEL1010E Value-based transformational leadership in organizations (10 credits /ECTS)
4 th semester	PAL1030E Conflict Management (10 credits/ECTS)
5 th semester	VEL1030E Relational Leadership and Team Development (10 credits /ECTS) PAL1040E Volunteer Leadership and Church Administration I (10 credits/ECTS)
6 th semester	PAL1060E Culture and Change (10 credits /ECTS)

The subjects are part of the study plan for Bachelor in Theology and Leadership and are therefore distributed over a period of 2 years.