
“MICRO” MANAGING

With the Winter 2022 micro-courses being complete, and the Spring 2022 micro-courses on the horizon, now is a good time to consider how to manage the opportunities each micro-course presents for student development and ODA (assignment) completion. Here are some tips and tricks to help you and your student take full advantage of these embedded milestones.

First of all, each micro-course will normally have at least one or two Outcome Development Assignments (ODAs) attached to it. The micro-course itself falls under the Instruction category, and almost all micro-courses will also have Reading category assignments attached to them. What this means practically, is that students taking this year's micro-courses should be near the point of completing at least six ODAs that are directly tied to their experience and timelines thus far. We should take advantage of that. Please read the full description of the Instruction and Reading categories either directly on the student's Immerse portfolio, or on pages 150-151 of the Northview Immerse manual.

At minimum, **Instruction** assignments should include, 1) evidence of class engagement, 2) reflection aligned with the assigned theme, and 3) an appointment to discuss the course and engage specific learning conversations with mentors. (*NOTE: The scheduled micro-courses provide an ideal timeline for scheduling regular mentor team/student meetings to engage micro-course learning and plan appropriate follow-up activities.*) To assist you, I have included the current course descriptions to provide at least a minimum summary of the micro-course content. We are currently exploring ways to provide more significant summary information for the micro-course content.

- **Invested Leaders: Church Leadership and Structures (505)** - While directed by Scripture and led by the Spirit, the church is charged to follow what God has established as the leadership paradigm (the formal offices of the church) with leadership principles (humble and intentional serving). How do these principles and paradigms get fleshed out in the nitty-gritty of ministry? How does the mandate for the church drive the mission to utilize these structures for the discipleship of believers?
- **Intentional Catalyst: Church Groups and Growth (605)** - What is the nature of group dynamics? This course will explore the historical and cultural backdrop of how groups relate, including early Anabaptists and Mennonites to the current 'tribal' and ideological realities of our day. Ideas shape actions. Individuals cluster into groups around ideas. From the culture to our churches, we'll seek to understand well the nature of group dynamics.
- **Humble Hope (607) and Steadfast Hope (707)** - The world is filled with reasons to despair. Yet, the Scriptures provide a grand vision of Hope even in the face of evil. The world is also filled with hate and anger. Yet, the Scriptures call us to Love, even to our enemies. This micro-course will connect the Cross, the Problem of Evil and Suffering, Eschatology, Justice and Beauty to accentuate the call to embrace Hope with humility and express Love with steadfastness.

Micro-Course Implementation and Application

Each micro-course may naturally lend itself to an assignment (or two+) that provides a perfect follow-up project to make the micro-course learning immediately applicable and relevant to the student's ministry context or personal development. Finding and adapting an appropriate ODA could be the perfect way to engage and apply the micro-course content while it is still fresh in the student's mind and can result in a well-established structure and frame for future ministry use.

There are two primary avenues for identifying and pursuing application assignments:

1. Those that have potential for a student's personal development.
2. Those that have potential for addressing the ministry needs in the student's ministry context that their assignment could develop for a practical and immediate application.

NV 505 - Invested Leaders: Church Leadership and Structures

Personal Development ODA opportunities to consider:

- **Research:** The Nature of the Church - MLO Emphasis F (p.76)
- **Discovery:** Discerning, Leading, Following - MLO Emphasis B/C/D/E (p.76)
 - ▶ Both of these assignments reflect the intended goal of deepening the learner's understanding of the foundational nature of the church and resultant church leadership.

Ministry Focused ODA opportunities to consider:

- **Reflection:** Wise Policies in Church Life - MLO Emphasis C (p.76)
- **Project:** Church Governance - MLO Emphasis A (p.76-77)
 - ▶ This assignment has potential to broaden the learners' appreciation of public perceptions of the church and how they influence our ministry posture and voice, perhaps being used to advance a strategic focus for framing future outreach and gospel communications.

Any of a number of **supplemental ODAs** would be appropriate as well (p.77-78).

- **Communication:** The Trellis and the Vine
- **Reading:** Focused Interest on Church Leadership/Structure
- **Reflection:** Relational Influence
- **Discovery:** Interviews (select focus groups - unique qualities of leadership)
- **Discovery:** Debatable Discussions
 - ▶ Consider this assignment as an opportunity to evaluate and/or emulate the theological-shepherding approach of a significantly influential voice within the target ministry group.

NV 605 - Intentional Catalyst: Church Groups and Growth

Personal Development ODA opportunities to consider:

- **Reading:** Serving a Movement - MLO Emphasis D (p.81)
 - ▶ This reading should already be complete, requiring only an efficient follow-up summary.

Ministry Focused ODA opportunities to consider:

A number of Small Group related ODAs provide opportunity to further develop and apply the emphasis of this MLO.

- **Discovery:** Group Dynamics - MLO Emphasis D (p.81)
- **Reflection:** Small Group Philosophies and Connections - MLO Emphasis B (p.81)
- **Communication:** Lead a Small Group - MLO Emphasis C (p.81)
 - ▶ Consider these assignments as opportunities to explore the dynamics of small group leadership.

Any of a number of **supplemental ODAs** would be appropriate as well (Manual p.83-84). I have highlighted three that could be immediately useful and could be replacements for the Research and Project ODAs. There is also a Relationship ODA that holds potential for any students who have an established mentoring relationship that could be included.

- **Research:** Biblical Community (p.84)
 - ▶ This is a great option to deepen a students understanding of the nature of Biblical Community
- **Project:** Team-Based Leadership (p.83)
 - ▶ This is something that many of our students are already doing that could be turned into a meaningful department project - overlapping their ministry and education!
- **Relationship:** Mentoring (p.83)
 - ▶ An established mentoring relationship, or targeting a new relationship within their ministry context, would be a great application of this ODA.

NV 607/707 - Humble Hope/Steadfast Love

Personal Development ODA opportunities to consider:

- **Humble Hope (607)**
 - **Discover:** Interview - MLO Emphasis D/E
 - **Reflection:** The Problem of Evil - MLO Emphasis D
 - ▶ Each of these ODAs represents a meaningful follow-up to the micro-course instruction.

- **Steadfast Love (707)**

- **Research:** Scope of God's Love - MLO Emphasis A/B
 - ▶ This ODA has the potential to significantly inform the other ODAs in this MLO

Ministry Focused ODA opportunities to consider:

Consider this assignment as a practical response that informs a particular ministry department focus, and/or developing a philosophy of ecclesiological structures and strategies.

- **Humble Hope (607)**

- **Discover:** Pastoral Visits - MLO Emphasis C/E
 - ▶ Considering this ODA as an opportunity to implement and/or increase the priority of prayer as a corporate function of strategic importance.

Any of a number of **supplemental ODAs** would be appropriate as well.

- **Humble Hope (607)**

- **Reading:** Our Hurt Matters to the Master (p.111)
- **Relationship:** Support (p.111)
 - ▶ Consider whether any unique circumstances in the student's life or ministry would make these a practical, relevant and timely assignment.

- **Steadfast Love (707)**

- **Reading:** Let God Change You (p.115)
 - ▶ This ODA focuses on understanding how leaders can engage their own issues
- **Project:** Acts of Love (p.115)
 - ▶ This ODA holds potential for a department ministry project that might be on the horizon.

A final note as you consider whether using these or other supplemental or adapted ODAs for your students, please ensure that the assignments you choose align with appropriate competencies (A,B,C, etc.) in the MLO Descriptions in the holistic development and display of the MLO. Please note and record your decisions and reasons as introductory to the student assignment submissions.