

# **04PT5275 LEADERSHIP & DISCIPLESHIP SYLLABUS**

***REFORMED THEOLOGICAL SEMINARY  
ATLANTA***



***FALL 2020***

*Dr. Ed Dunnington*  
*Dr. Stephen Estock*  
*Guest Lecturers*

[ed.dunnington@pcarbi.org](mailto:ed.dunnington@pcarbi.org)  
[sestock@pcanet.org](mailto:sestock@pcanet.org)

# Syllabus for 04PT5275 Leadership & Discipleship

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ED DUNNINGTON, STEPHEN ESTOCK

GUEST LECTURERS

**COURSE DESCRIPTION:** A study of the principles and practices of leadership in the context of the local church with particular emphasis on developing and executing a comprehensive ministry of discipleship. This class will examine the posture and practices of gospel leadership and the foundations of Christian discipleship, including consideration of the principles, process, and practice of learning across the generations.

## COURSE OBJECTIVES:

1. The student will learn Biblical principles and practices of servant leadership in the context of the local church.
2. The student will learn how to lead others in the context of organizational change.
3. The student will learn how ministry vision shapes the ministry of discipleship, as well as building teams to accomplish goals.
4. The student will be exposed to various aspects of educational theory, including learning styles, teaching methodologies, and the learning process.
5. The student will develop an understanding of how a philosophy of ministry is expressed through the discipleship ministry of a congregation (ministry to adults, youth, and children).
6. The course will examine how to work with other leaders to define the goal (*telos*) of a congregational discipleship ministry and how to lead others to that goal.
7. The student will learn how to develop a scope & sequence for a discipleship ministry.



## Course Objectives Related to MDiv\* Student Learning Outcomes

Course: 04PT5275 Leadership & Discipleship  
 Professor: Drs. Ed Dunnington and Stephen Estock  
 Campus: Atlanta  
 Date: Fall 2020

<b><u>MDiv* Student Learning Outcomes</u></b>		<b><u>Rubric</u></b>	<b><u>Mini-Justification</u></b>
<i>In order to measure the success of the MDiv curriculum, RTS has defined the following as the intended outcomes of the student learning process. Each course contributes to these overall outcomes. This rubric shows the contribution of this course to the MDiv outcomes.</i> <small>*As the MDiv is the core degree at RTS, the MDiv rubric will be used in this syllabus.</small>		➤ Strong ➤ Moderate ➤ Minimal ➤ None	
<b>Articulation (oral &amp; written)</b>	Broadly understands and articulates knowledge, both oral and written, of essential biblical, theological, historical, and cultural/global information, including details, concepts, and frameworks. Also include ability to preach and teach the meaning of Scripture to	Strong	Biblical study of pastoral responsibilities is addressed at length.

	both heart and mind with clarity and enthusiasm.		
<b>Scripture</b>	Significant knowledge of the original meaning of Scripture. Also, the concepts for and skill to research further into the original meaning of Scripture and to apply Scripture to a variety of modern circumstances. (Includes appropriate use of original languages and hermeneutics; and integrates theological, historical, and cultural/global perspectives.)	Moderate	Class devotions examine biblical texts that inform learners' understanding of the principles that shape the topic.
<b>Reformed Theology</b>	Significant knowledge of Reformed theology and practice, with emphasis on the Westminster Standards.	Moderate	The doctrines of the Westminster Standards, especially soteriology, are the foundation of class content.
<b>Sanctification</b>	Demonstrates a love for the Triune God that aids the student's sanctification.	Strong	The premise of the class is that discipleship ministry is an aspect of sanctification.
<b>Desire for Worldview</b>	Burning desire to conform all of life to the Word of God.	Moderate	The practice of godly leadership begins with a biblical worldview.
<b>Winsomely Reformed</b>	Embraces a winsomely Reformed ethos. (Includes an appropriate ecumenical spirit with other Christians, especially Evangelicals; a concern to present the Gospel in a God-honoring manner to non-Christians; and a truth-in-love attitude in disagreements.)	Moderate	The course will consider the fruit of common grace and the practice of other denominations in understanding discipleship ministry.
<b>Pastoral Ministry</b>	Ability to minister the Word of God to hearts and lives of both church and unchurched, to include preaching, teaching, leading in worship, leading, and shepherding the local congregation, aiding in spiritual maturity, concern for non-Christians.	Strong	The course will examine the knowledge, skills, and dispositions required for fruitful discipleship ministry.

**REQUIRED READING:** (1,039 pages total)

**DISCIPLESHIP** (515 pages required) NOTE: pdf excerpts are available on Canvas under "Files"

Guthrie, Donald C.. "Christ-Centered Educational Ministry: An Overview of Frameworks and Practices," from *All for Jesus: A Celebration of the 50th Anniversary of Covenant Theological Seminary* (St. Louis, MO: Covenant Theological Seminary, 2006), pp. 209-220 [pdf 10 pages].

Hudson, Neil. Excerpt from *Imagine Church: Releasing Whole-Life Disciples* (Nottingham, England: Inter-Varsity Press, 2012), pp. 83-111 [pdf 30 pages].

Hunt, Susan. *Heirs of the Covenant: A Biblical Legacy of Faith for All Generations* (Suwanee, GA: Great Commission Publications, 2014). ISBN 978-0-9833580-5-3. Required reading: pp. 13-209 [200 pages].

Parrett, Gary A. and S. Steve Kang. *Teaching the Faith, Forming the Faithful: A Biblical Vision for Education in the Church* (Downers Grove, IL: InterVarsity Press, 2009). ISBN 978-0-8308-2587-5. Required reading: pp. 48-74, 124-305 [210 pages].

Smallman, Stephen. *What Is Discipleship? Basics of the Faith series* (Phillipsburg, NJ: P&R Publishing, 2011). ISBN 978-1-59638-235-0 [25 pages].

Sousa, David A.. Excerpts from *How the Brain Learns* (Thousand Oaks, CA: Corwin, 2017), pp. 43-64; 282-300 [**pdf** 40 pages].

## **LEADERSHIP** (524 pages required)

Allender, Dan B. *Leading with a Limp: Take Full Advantage of Your Most Powerful Weakness*. WaterBrook Press, 2008. [199 pages]

Friedman, Edwin H. *A Failure of Nerve: Leadership in the Age of the Quick Fix*. Edited by Margaret M. Treadwell and Edward W. Beal. Seabury Books, 2007. [251 pages]

Kouzes, James M., and Barry Z. Posner. *The Truth About Leadership*. San Francisco: Jossey-Bass, 2010. [pages 1-74]

## **Recommended Reading:**

1. Bennett, Thomas R. *The Leader and Process of Change*. Association Press, 1962.
2. Bradberry, Travis, Jean Greaves, and Patrick M. Lencioni. *Emotional Intelligence 2.0*. Har/Dol En edition. TalentSmart, 2009.
3. Brown, Brene. *Daring Greatly: How the Courage to Be Vulnerable Transforms the Way We Live, Love, Parent, and Lead*. 1 edition. New York, NY: Gotham, 2012.
4. Brown, Brené. *Rising Strong*. 1 edition. Spiegel & Grau, 2015.
5. Burns, Bob. "Self-Care: Burning On, Not Burning Out," n.d.
6. Burns, Bob, Tasha D. Chapman, and Donald C. Guthrie. *The Politics of Ministry: Navigating Power Dynamics and Negotiating Interests*. Downers Grove, IL: IVP Books, 2019.
7. Burns, Bob, Tasha D. Chapman, and Donald C. Guthrie. *Resilient Ministry: What Pastors Told Us About Surviving and Thriving*. Downers Grove, IL: IVP Books, 2013.
8. Cohen, William. *Art of the Leader*. 1st ed. Prentice Hall Press, 1991.
9. Collins, Jim. *Good to Great and the Social Sectors: A Monograph to Accompany Good to Great*. 1st ed. HarperCollins, 2005.
10. Collins, Jim. *Good to Great: Why Some Companies Make the Leap... and Others Don't*. 1st ed. HarperBusiness, 2001.
11. Cosden, Darrell. *Heavenly Good of Earthly Work, The*. Baker Academic, 2006.
12. Covey, Stephen M.R. *The SPEED of Trust: The One Thing That Changes Everything*. Free Press, 2008.

13. Depree, Max. *Leadership Is an Art*. Reprint. Crown Business, 2004.
14. DeVries, Mark. *Sustainable Youth Ministry*. Downers Grove, IL: IVP Books, 2008.
15. Douglass, Phillip D. *What Is Your Church's Personality? Discovering and Developing the Ministry Style of Your Church*. Phillipsburg, NJ: P&R Publishing, 2008.
16. Elms, Leroy. *Be the Leader You Were Meant to Be*. Underlining and Notation. SP Publications, 1981.
17. Friedman, Edwin H. *Generation to Generation: Family Process in Church and Synagogue*. 1 edition. New York: The Guilford Press, 2011.
18. Gerzon, Mark. *Leading Through Conflict: How Successful Leaders Transform Differences into Opportunities*. 1 edition. Harvard Business Review Press, 2006.
19. Goleman, Daniel, Richard E. Boyatzis, and Annie McKee. *Primal Leadership: Learning to Lead with Emotional Intelligence*. Harvard Business Press, 2004.
20. Goodwin, Doris Kearns. *Team of Rivals: The Political Genius of Abraham Lincoln*. Simon & Schuster, 2006.
21. Guinness, Os. *No God but God/Breaking With the Idols of Our Age*. Edited by John Seel. Moody Pr, 1992.
22. Heifetz, Ronald A., Marty Linsky, and Alexander Grashow. *The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World*. 1st ed. Harvard Business Press, 2009.
23. Herrington, Jim, Robert Creech, and Trisha L. Taylor. *The Leader's Journey: Accepting the Call to Personal and Congregational Transformation*. 1st ed. Jossey-Bass, 2003.
24. Hoekema, Anthony A. *Created in God's Image*. Wm. B. Eerdmans Publishing Company, 1986.
25. Johnson, Sue. *Hold Me Tight: Seven Conversations for a Lifetime of Love*. 1st ed. Little, Brown and Company, 2008.
26. Joiner, William B., and Stephen A. Josephs. *Leadership Agility: Five Levels of Mastery for Anticipating and Initiating Change*. 1st ed. Jossey-Bass, 2006.
27. Kim, Daniel H. *Introduction to Systems Thinking*. 1st ed. Pegasus Communications, 1999.
28. Kouzes, James M., and Barry Z. Posner. *The Leadership Challenge*, 4th ed. San Francisco: Jossey-Bass, 2008.
29. Kotter, John P. *Leading Change, With a New Preface by the Author*. 1 edition. Boston, Mass: Harvard Business Review Press, 2012.

30. Kotter, John P., and Dan S. Cohen. *The Heart of Change: Real-Life Stories of How People Change Their Organizations*. 1 edition. Boston, Mass: Harvard Business Review Press, 2012.
31. Linsky, Martin, and Ronald A. Heifetz. *Leadership on the Line: Staying Alive through the Dangers of Leading*. 1st ed. Harvard Business Press, 2002.
32. Lencioni, Patrick M. *The Advantage: Why Organizational Health Trumps Everything Else in Business*. San Francisco: Jossey-Bass, 2012.
33. Lencioni, Patrick M. *The Five Dysfunctions of a Team: A Leadership Fable*. San Francisco: Jossey-Bass, 2002.
34. Loehr, Jim, and Tony Schwartz. *The Power of Full Engagement: Managing Energy, Not Time, Is the Key to High Performance and Personal Renewal*. 1st ed. Free Press, 2003.
35. Mancini, Will. *Church Unique: How Missional Leaders Cast Vision, Capture Culture, and Create Movement*. 1st ed. Jossey-Bass, 2008.
36. Marshall, Colin and Tony Payne. *The Trellis and the Vine*. Australia: Matthias Media, 2009
37. Miller, Chuck. *The Spiritual Formation of Leaders*. Xulon Press, 2007.
38. Ortberg, John. *Soul Keeping: Caring For the Most Important Part of You*. 1ST edition. Grand Rapids, Michigan: Zondervan, 2014.
39. Osborne, Larry. *Sticky Teams: Keeping Your Leadership Team and Staff on the Same Page*. Grand Rapids, Mich.: Zondervan, 2010.
40. Parks, Sharon Daloz. *Leadership Can Be Taught: A Bold Approach for a Complex World*. 1st ed. Harvard Business Press, 2005.
41. Patrick, Darrin. *Church Planter: The Man, the Message, the Mission*. Crossway Books, 2010.
42. Patterson, Kerry, Joseph Grenny, Ron McMillan, and Al Switzler. *Crucial Conversations: Tools for Talking When Stakes Are High*. 1st ed. McGraw-Hill, 2002.
43. Presbyterian Church in America (PCA). *The Book of Church Order of the PCA*. Lawrenceville, GA: Office of the Stated Clerk of the PCA, 2019.
44. Reeder, Harry L., III. *3D Leadership: Defining, Developing, and Deploying Christian Leaders Who Can Change the World*. London: Christian Focus Publications, 2018.
45. Richardson, Ronald W. *Becoming a Healthier Pastor (Creative Pastoral Care and Counseling)*. FORTRESS PRESS, 2004.

46. Richardson, Ronald W. *Creating a Healthier Church (Creative Pastoral Care and Counseling)*. FORTRESS PRESS, 1996.
47. Scazzero, Peter. *Emotionally Healthy Spirituality: Unleash A Revolution In Your Life in Christ*. Thomas Nelson, 2006.
48. Scazzero, Peter. *The Emotionally Healthy Church: A Strategy for Discipleship That Actually Changes Lives*. Grand Rapids, MI: Zondervan, 2015.
49. Scazzero, Peter. *The Emotionally Healthy Leader: How Transforming Your Inner Life Will Deeply Transform Your Church, Team, and the World*. Grand Rapids, MI: Zondervan, 2015.
50. Steinke, Peter L. *Congregational Leadership in Anxious Times: Being Calm and Courageous No Matter What*. Herndon, Va.: Rowman & Littlefield Publishers, 2006.
51. Steinke, Peter L. *Healthy Congregations: A Systems Approach*. 2 edition. Herndon, Va.: Rowman & Littlefield Publishers, 2006.
52. Steinke, Peter L. *How Your Church Family Works: Understanding Congregations as Emotional Systems*. Herndon, Va.: Rowman & Littlefield Publishers, 2006.
53. Thomas, Gary. *Sacred Marriage: What If God Designed Marriage to Make Us Holy More Than to Make Us Happy*. Zondervan, 2000.
54. Witmer, Timothy Z. *The Shepherd Leader: Achieving Effective Shepherding in Your Church*. P & R Publishing, 2010.
55. Yates, Stephen. *The 6 Types of Youth Ministry*. The NEXT Institute: 2018. (pdf uploaded to Canvas).

## REQUIREMENTS AND EVALUATION:

Your grade in the course is based on the following elements and percentages:

Attendance/Participation/Topical Discussions.....10%

There are 9 class sessions of 3 hours each. Your physical presence at every session is important. At the same time, you are also expected to demonstrate interest in the course lectures and participate in discussion by asking questions and responding to others. You receive 1 point for responding to the Topical Discussion Question(s) for each class period.

Course Reading .....20%

There are 1039 pages of reading for this course. Your grade is based on the percentage of the reading you have completed. This is on the honor system, as you will report the percentage that you have completed by **December 4, 2020**. For example, if you have completed 835 of the 1039 pages required (80%), then your reading grade will be 80%.

Project 1 (Philosophy of Discipleship Ministry Paper) [Due: **September 24, 2020**] ....25%

- Primarily a reflection paper of 5-10 double-spaced pages describing your personal philosophy of discipleship ministry.
- Research and include footnotes to show sources and/or quotes that significantly impact or summarize your convictions.

- Write the paper with a view toward submitting it to a search team looking for a minister of discipleship or a Session evaluating a congregation’s discipleship ministry.
- The paper must include the following elements:
  - The Biblical basis for discipleship ministry in the local church, including the verse(s) that shape the principles and practices of your ministry.
  - The role of 1) God’s Word and 2) relationships in the community in a discipleship ministry.
  - Your convictions on the primary elements of a discipleship ministry (e.g., preaching, Sunday school, small groups, life-on-life groups, counseling ministry, etc.).
  - Your view on the goal or *telos* of a discipleship ministry.
  - Your convictions regarding multi-generational discipleship ministry (e.g., pros/cons, issues, etc.).
  - Your convictions on the role of age and gender specific ministries.

Excellent work	97-100% A 94-96% A-	Paper is within page limits. All 6 elements are included. Paper demonstrates interaction with Scripture, personal convictions, and course material.
Above average work	91-93% B+ 88-90% B 86-87% B-	Paper is within page limits. At least 5 of the 6 elements are included. Paper demonstrates interaction with course material.
Average work	83-85% C+ 80-82% C 78-79% C-	Paper is outside the page limits. At least 4 of the 6 elements are included.
Below average work	75-77% D+ 72-74% D 70-71% D-	Project is submitted, but it fails to meet the average standards.  Below 70% results in a Failure (F).

**Project 2 (Scope and Sequence) [Due: **October 15, 2020**]**.....20%

- Develop a 4 year scope & sequence for class or small group that exposes learners to a well-rounded biblical and theological course of study.
- If you use sources or examples that significantly shaped your plan, reference those sources in a footnote or bibliography.
- This project is designed to be something you could use if you were asked to teach a class or lead a small group.
- The paper must include the following elements:
  - Your plan for a four-year period in a table format or grid, divided into the class segments you would use. For example:

	Winter	Spring	Summer	Fall
Year 1				
Year 2				
Year 3				
Year 4				

- The types of content you would offer in each period (e.g., NT book, OT book, theological topic, etc.). Specify which biblical book or topic you would study.
- Below the table, provide a short explanation of why you chose the books/topics you did and why you placed the content in the sequence you chose.
- Include information about the methodology of instruction you would use for each class (e.g., lecture/discussion, video, facilitated discussion, team-teaching, etc.) and why.

NOTE: If you choose to include a “break” (i.e., “We will take 6 weeks off in June.”), be sure to note that in your grid.

Excellent work	97-100% A 94-96% A-	All 4 elements are included. Plan presents a well-rounded mix of Bible, theology, and practical topics. Teaching methodology is explained well based on an understanding of the educational/ministry context. Paper demonstrates interaction with course material.
Above average work	91-93% B+ 88-90% B 86-87% B-	At least 3 of the 4 elements are included. Paper demonstrates interaction with course material.
Average work	83-85% C+	At least 2 of the 4 elements are included.



Average work	80-82% C 78-79% C-	
Below average work	75-77% D+ 72-74% D 70-71% D-	Project is submitted, but it fails to meet the average standards.  Below 70% results in a Failure (F).

**Project 3 (Leadership in the Midst of Change Paper) [Due: December 3, 2020].....25%**

- This project is a reflection paper of 5-10 double-spaced pages based on the following situation:
  - You are pastor of a 150-200 member church located in the suburbs of a southern city. For most of the congregation’s 40 year history, adult Sunday school classes have been an important part of the discipleship ministry, but now attendance in the classes has waned. The current leadership is split on what to do: some want to eliminate adult Sunday school classes; others want to keep going, albeit with some changes.
  - What is your recommended course of action to address the adaptive challenges?*
  - What strategies and messages will you use to lead 1) the officers, and 2) the congregation?*
- Research and include footnotes to show sources and/or quotes that significantly impact or summarize your convictions.
- The paper must include the following elements:
  - The Biblical principle(s) involved in leading others through your course of action.
  - Identify the key stakeholders in the situation.
  - Provide a comprehensive answer to the questions posed above indicating:
    - what you would seek to do
    - what order you would do it
  - Identify the challenges implicit in this situation and ways you would seek to overcome those challenges.

Excellent work	97-100% A 94-96% A-	Paper is within page limits. All 3 elements are included. Paper demonstrates interaction with Scripture, personal convictions, and course material.
Above average work	91-93% B+ 88-90% B 86-87% B-	Paper is within page limits. At least 2 of the 3 elements are included. Paper demonstrates interaction with course material.
Average work	83-85% C+ 80-82% C 78-79% C-	Paper is outside the page limits. At least 1 of the 3 elements are included.
Below average work	75-77% D+ 72-74% D 70-71% D-	Project is submitted, but it fails to meet the average standards.  Below 70% results in a Failure (F).

**POLICY ON CHEATING AND PLAGIARISM:** Cheating is the use of another person’s work on behalf of your own work, with the assumption being that it is your work. The MLA Handbook for Writers of Research Papers says, “To plagiarize is to give the impression that you have written or thought something that you have in fact borrowed from someone else.” Plagiarism is the use of ideas, information and content from a particular source without giving credit to that source by footnoting the source or accounting for it in a bibliography. Cheating will result in an automatic zero (0) grade for the assignment, paper or exam involved. Plagiarism, whether intentional or unintentional, is considered academic theft. The RTS academic consequences of plagiarism are as follows: 1) First offense: The student must rewrite the paper and receive no better than a passing “D” grade for it. 2) Second offense: The student fails the entire course.

**EXTENSION POLICY:** Since this is a practical theology course, the course projects are designed to be very practical. There is no final exam for this class; therefore, our hope is students will be able to complete all of the requirements early so they can focus on their other classes at the end of the semester.

All assignments and exams are to be completed by the deadlines announced in this syllabus or in class. Extensions for assignments and exams due within the normal duration of the course must be approved beforehand by the Professor. Extensions of two weeks or less beyond the date of the last deadline for the course must be approved beforehand by the Professor. A grade penalty may be assessed.

Extensions of greater than two weeks but not more than six weeks beyond the last deadline for the course may be granted in extenuating circumstances (i.e. illness, family emergency). For an extension of more than two weeks the student must request an Extension Request Form from the Student Services Office. The request must be approved by the Professor and the Academic Dean. A grade penalty may be assessed. (RTS Catalog p. 42 and RTS Atlanta Student Handbook p. 14)

Any incompletes not cleared six weeks after the last published due date for course work will be converted to a failing grade. Professors may have the failing grade changed to a passing grade by request. (RTS Catalog p. 42)

**POLICY ON GRAMMAR AND SPELL CHECK:** Any work turned in which appears to lack “proofing” or displays poor grammar will receive a small penalty affecting the grade.

**POLICY ON INTERNET USAGE (from the RTS/Charlotte Student Handbook):** Students are expected to conduct themselves at all times as mature believers. Godly behavior, expected of all Christians, is especially required of those who are preparing themselves to become ministers of the Word. Classroom manners should reflect this maturity. Students should be respectful of professors, attend all class periods, and hand in assignments on time. **Classroom etiquette also includes leaving cell phones turned off, refraining from surfing the Internet and laptop computer games and talking to your neighbor during lectures.**

**PT5275 LEADERSHIP & DISCIPLESHIP**  
**Reformed Theological Seminary-Atlanta**  
**Fall 2020 Schedule**  
**Drs. Ed Dunnington and Stephen Estock**  
**Guest Lecturers**

<b>Class</b>	<b>Date</b>	<b>Topics</b>
1	Aug 27 SE	<b>Introduction, Review Course &amp; Syllabus, Foundations</b> Devotion: <b>Matthew 28:18-20</b> The framework for a discipleship ministry Striving for a fixed theology and flexible methodology
2	Sep 3 ED	<b>Foundations of Discipleship—Part 2</b> Devotion: <b>Galatians 4:8-20</b> Mission, principles, presuppositions, and goals of discipleship
	Sep 10	OFF
3	Sep 17 SE	<b>Designing a Discipleship Ministry</b> Devotion: <b>Ephesians 3:14-21; 4:11-16</b> How people learn and the learning process The importance of structure, support, and challenge Developing a scope & sequence
4	Sep 24 SE	<b>Discipleship Ministries for the Next Generation</b> ( <i>Project 1 due</i> ) Devotion Issues in discipleship ministry for children and youth.
5	Oct 1 SE	<b>Discipleship Ministries for Adults</b> Devotion Issues in discipleship ministry for men, women, and older adults The role of Sunday school classes and small groups
	Oct 8	RTS Fall Break
6	Oct 15 ED	<b>Posture of Godly Leadership</b> ( <i>Project 2 due</i> ) Devotion
7	Oct 22 ED	<b>The Practice of Godly Leadership</b> Devotion
8	Oct 29 ED	<b>The Practice of Godly Leadership—Part 2</b> Devotion

	Nov 5	OFF
	Nov 12	OFF
9	Nov 19 SE	<b>Class Wrap-up &amp; Case Studies</b> Devotion 3-4 Case studies for consideration and discussion
	Nov 30	<b>Last Day of Fall Classes</b>
	Dec 3	<b>Fall Term Paper Deadline</b> ( <i>Project 3 due</i> )
	Dec 4	<i>Reading Amount Due</i>
	Dec 1-7	<b>Fall Exam Period</b> (no exam for this class)