



CONNECTIONAL MINISTRIES

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OF GREATER NEW JERSEY

Clergy Leadership Development Seminar Fruitfulness Cohort Session 7 – February 4, 2020

9am – Refreshments

9:30am – Worship – Breakfast/Sticky Church

10:30am – Reviewing Worship

10:45am – Change Theory, Change-odoxy with Trey Wince, Director of New Disciples

- What is change about?
- Disconfirmation is...
- What is learning anxiety? What is survival anxiety/survival instinct?
- How do you decrease learning anxiety?

11:30pm – Cohort Groups

From this morning...

- What was noteworthy?
- What was useful?
- What was not useful?
- What would you share with another person about the session?



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12noon – Change Challenge

On page three and four of this handout, work in a cohort or in groups of two or three on the sample “Change Challenge” for a local church who is experiencing the challenge of “We don’t have many young families.”

12:30pm – Lunch

1:15pm – Small Groups with Rev. Gina Yeske, Director of Small Groups

2:45pm – Wrap-up

3pm – Adjourn



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Change Challenge

In teams of two or three. Complete the following worksheet.

Today's Challenge: "We don't have many young families."

1. What is a more specific/narrower description of the pain/problem? Name it in one sentence.
2. Describe the symptoms that contribute to the above pain.
3. How has the pain been denied by the church, leaders, statistics, yourself etc.? And why?
(Disconfirmation)
4. Given this pain, describe what a preferred future looks like.
5. Clearly articulate ONE change needed to reach this preferred future.



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6. This one change will cause some learning anxiety for others and the church. Why might people resist this change?

7. For change to take place, learning anxiety must be reduced. What are some specific things you can do to reduce learning anxiety?

8. What are some ways to increase their imagination for their preferred future?



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Resourcing for February March 17th

- Read the article distributed in class, “How to Change Things When Change is Hard,” which is a summary of the book “Switch.” If you are interested in learning more, feel free to read the book. The book is not required reading, just the article.
- Walk through steps 1 – 8 of a change challenge in your own ministry. Be prepared to share your “pain” and one change you would like to make to reach a preferred future. You will work with the change you named during our next session.

Change Challenge

1. What’s your local church challenge?
2. What is a more specific/narrower description of the pain? Name it in one sentence.
3. Describe the symptoms of the above pain.
4. How has the pain been denied by the church, leaders, statistics, yourself etc.? And why? (Disconfirmation)
5. Given this pain, describe what a preferred future looks like.
6. Clearly articulate ONE change needed to reach this preferred future.
7. This one change will cause some learning anxiety for others and the church. Why might people resist this change?
8. For change to take place, learning anxiety must be reduced. What are some specific things you can do to reduce learning anxiety?
9. What are some ways to increase their imagination for their preferred future?