



CONNECTIONAL MINISTRIES

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Clergy Leadership Development Seminar Next Leadership 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

- Cohort check in

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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12:30pm – Lunch

1:15pm – 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.”

2pm – Peer Consultation through a Leadership Challenge

- Five minutes for the leader to explain the situation. The leader should remain fact focused rather than emotionally driven.
- Five minutes for the cohort to ask clarifying questions of the leader. Then the leader turns their chair so that they listen to the conversation in the room.
- Ten minutes for the cohort to discuss and provide the leader feedback and insights.
- Then five minutes for the leader to respond to what heard. The leader’s chair is turned facing the cohort.

2:50pm – Select Worship Leaders for the month of March and 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?