



UNITED METHODISTS

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Clergy Leadership Seminar

Session One – CRCC Leadership Cohort

September 29, 2020

9:30am – Devotional

10:15am – Clergy Leadership Development Seminar

- Introductions
- Why we are here
- The types of leadership we will call/recruit and develop for
 - Fruitful
 - Transformational
 - Apostolic
- 3 Commitments
- Seminar Structure
- Leadership and Congregational Competencies

11:00am – In Cohort Groups

- What are some joys and challenges of serving in your context?
- Review individual cohort's Learning Goals and provide feedback and thoughts

12:30pm – Adjourn



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CLERGY DEVELOPMENT SEMINAR

Every leader fruitful and becoming more transformational and apostolic

Clergy have been called, trained, mentored and supported for the roles of pastor, priest, and prophet/preacher. These roles focus on pastoral care, liturgy, worship, teaching, witness and preaching. Doing them well in the past kept congregations engaged and sustainable. But the culture, the times and the church have changed.

Over the last several decades, as the culture changed, church became one of many options. This change calls for a different type of leadership and new strategies. Leading effectively using the roles of pastor, priest and prophet will not sustain congregations today and into the future. Today the church needs leaders who are Spirit centered and Spirit led. They must be leaders who are fruitful, meaning their congregation is growing in each of the five areas of vitality. The best leaders go on to be transformational and even apostolic.

The **TYPES** of Leaders

Fruitful Leaders at a minimum lead a congregation to vitality through inspiring *worship* and messages, attracting and making *new disciples*, and engaging disciples in *small groups*, community hands-on *mission* and generous *giving*. This congregational vitality is a result of

- Developing and growing church leadership
- Connecting and relating well with church leadership and membership and community residents
- Leading the congregation to deeper faith and service in the world
- Raising sufficient funds for community and world mission, ongoing congregational ministry, shared ministries and salary and benefits.

Transformational Leaders are fruitful and their leadership inspires changed lives, communities and the world. Their legacy lives beyond them because they have led people to see the Holy Spirit at work in their lives, church and community and nurtured disciples into maturity. Transformational leaders



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- Demonstrate spiritual and numerical growth within the congregation
- Transform the attitude, culture and outlook of the congregation
- Identify and engage in necessary change for ministry momentum
- Develop a deep connection with the people of the community

Apostolic Leaders find and make a way when others do not see a way forward. They multiply people, gifts and resources for the continued growth and expansion of the reign of God. Apostolic leaders

- Empower others to recognize and develop their gifts and leadership
- Innovate and take risks, which inspire the congregation and community to think creatively about being the church
- Transform the community by cultivating congregations of passionate disciples

All leaders need to be fruitful, many are gifted to be transformational, and some will pursue apostolic leadership.

3 Commitments To Grow the Mission

Transform the world by recruiting and developing transformational leaders who make passionate disciples of Jesus Christ and grow vital congregations. –Matthew 28:19

1. Deepen Faith

Be disciples of Jesus Christ by growing passionate faith and wise understanding with those under your care

2. Develop Leadership

Be transformational difference makers by developing your leadership and the leadership of those around you

3. Grow Vitality



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Be vibrant and life changing congregations by connecting with the community and growing worship, small groups, mission engagement, new disciples and generosity

The most fruitful leaders and congregations, led by the Holy Spirit, reach further and wider into their communities. They know their community and its people and engage the community with ministries and a witness that capture their hearts, minds and imaginations. Outwardly essential to deepen faith, develop leadership and grow vitality.

Clergy Leadership Development Seminar

The GNJ Clergy Leadership Development Seminar is designed to develop clergy to grow into fruitful, transformational and even apostolic leaders. We are looking for willing clergy who are ready to take the next steps in their leadership. Clergy who chose to participate will engage in learning and work collaboratively through workshopping, teaching and facilitating discussion. The Clergy Development Seminar will be led by the bishop, effective transformational leaders and connectional ministry staff and superintendents.

Time: 9:30am – 2:30pm

Dates: September 29, October 20, November 17, December 8, January 5, February 9, March 9, April 13, May 11

Seminar Agenda

- Opening devotional
- Short break
- Engage the reading for the day in plenary or in one's cohort
- Break for lunch
- Apply morning material in cohort groups
- Review reading and resources for next seminar date

Mission and Resource Center
205 Jumping Brook Rd., Neptune NJ 07753
732.359.1000 | www.gnjumc.org



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Leadership Competencies

- Spiritual Leadership
 - Discovering one's own gifts and talents
 - Leading others towards relationship with Jesus
 - Leading towards transformation
- Emotional Intelligence
 - Understanding leadership capacities and styles
 - Relating to others as a leader
- Leading through Change and Conflict
 - Depersonalizing conflict
 - Understanding change theory and reading the room
 - Developing a vision, strategy, and consensus for next steps
- Cultural Competency
 - Self-Awareness
 - Other Awareness
 - Development as a Bridge Builder
- Narrative Leadership
 - Understanding what motivates people and organizations
 - Building relationship through story
 - Using stories to shape what is possible

Congregational Competencies

- Worship
 - Creating inspiring worship
 - Effective storytelling and preaching
- Small groups
 - Creating clear objectives and sharing the vision
 - Equipping and empowering lay leadership
- Giving
 - Exploring wholistic stewardship
- New Disciples
 - Effective hospitality and visitor follow-up
- Mission
 - Understanding mission: service and evangelism



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Worship Leadership Rotation List

Each cohort is asked to assist in leading morning worship.

Members of the cohort will

- Offer an opening prayer
- Read scripture

Lan Wilson, GNJ's Director of Worship, will email the facilitators the scripture and theme, which they should communicate to their worship leaders

Date	Cohort
September 29	Seminar Facilitators
October 20	Foundational
November 17	CRCC
December 8	Next
January 5	Foundational
February 9	CRCC
March 9	Next
April 13	Foundational
May 11	CRCC



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Cross Racial Cross Cultural Cohort Learning Goals

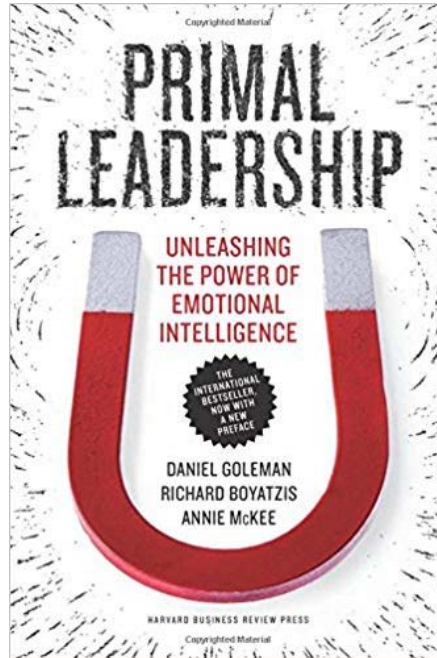
- Develop an understanding of emotional intelligence and how it relates to one's leadership through readings and discussion on emotional intelligence
- Reflect theologically and practically on ministry and leadership challenges through Peer Consultation activity
- Grow in one's understanding of their own culture and the culture of the congregation and community
 - identity in CRCC ministry
 - engage in IDI/cultural awareness assessment as a group
 - empathic leadership
 - conflict management

Reading and Resourcing Assignments for October 20, 2020

1. Purchase and read chapters 1-3 of [*Primal Leadership: Unleashing the Power of Emotional Intelligence*](#) by Daniel Goleman, Richard Boyatzis, and Annie McKee. Review reading guide for *Primal Leadership* and prepare for conversation on the assigned chapters.
2. Based on the reading for today and socio-political climate you find yourself in, how would you assess your leadership based on the four dimensions of emotional intelligence?
3. Complete the "Covenant" document, so that you are prepared to write your cohort's covenant together.



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Covenant 2020 – 2021

Clergy Leadership Development Seminar Cohort

1. The Purpose: The GNJ Clergy Leadership Development Seminar's Cohorts are designed to develop pastoral leaders who excel in fruitfulness and grow vital congregations. Fruitful leadership invites clergy to:
 - Deepen Faith
Be disciples of Jesus Christ by growing passionate faith and wise understanding with those under your care
 - Develop Leadership
Be transformational difference makers by developing your leadership and the leadership of those around you
 - Grow Vitality
Be vibrant and life changing congregations by connecting with the community and growing worship, small groups, mission engagement, new disciples and generosity



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2. Our seminar will meet for nine months, beginning in September.
3. We will gather one Tuesday a month from 9:30am – 2:30pm from September until May. We will meet on ZOOM until at least December 2020, then possibly meet in person.
4. We will agree to the following primary values for our group:

Participation: What do you expect of yourself, your colleagues and the facilitators in preparation for our gathering and when we gather? What best practices for ZOOM would you like to your cohort to engage in?

Confidentiality: What do we hold in confidence within the group, so that we can encourage people to speak openly? What can we share with others outside the group about our time together?

Growth and Development (action orientated): What commitments will we make for the fruitful growth of ourselves and for the group as a whole? How can we provide helpful feedback in a positive way so that growth and development occur?

Relationship Building: What will we do to foster positive and supportive relationships within the group so that trust is built?



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Reading Guide for *Primal Leadership* Chapters 1-3

As you read chapters 1- 3 of *Primal Leadership* consider the following questions.

Chapter 1: Primal Leadership

Content Questions

- What is the definition of emotional intelligence?
- Do you agree with the authors premise that emotions play a powerful role in the workplace? Why or why not?
- What are your thoughts regarding the leaders role in driving emotions and the role of being the group's emotional guide?
- What role does open-loop play in leadership?

Personal Reflection

- When have you seen the open-loop at work in you as a leader? When have you seen it at work (for better or worse) in an organization or church?

Chapter 2: Resonant Leadership

Content Questions

- What is the difference between dissonant leadership and resonant leadership? What impact can each have on a leader's results?
- What advantages does a resonant leader enjoy?
- What are the Four Core emotional intelligence domains? What do they mean?

Personal Reflection

- When have you had to lead with both your head and your heart?

Chapter 3: The Neuroanatomy of Leadership

Content Questions

- What is the power of laughter?
- What is your reaction to the emotional intelligence competencies outlined in this chapter?
- Do you feel a leader should be effective in all competencies? Why or why not?

Personal Reflection

- Which of the competencies would best characterize you? Which competency could you further develop, and what positive change could it make in your ministry?