

Urban Ministry Leadership Cohort

2015-2016 Syllabus

If you can picture this leadership cohort as a journey you will have begun in a good place. We are going to look at a diverse body of material. Some of what we will look at will come out of the Christian world, some will not. We will explore both, not afraid to respectfully examine leadership ideas, concepts, theories, realities through the lens of our Christian faith—or to be challenged by the same ideas we pursue. I urge you to enter this journey with a sense of exploration, adventure, discovery, and openness. Be willing to give and receive. It is together that we will learn the most and find the ingredients for our own leadership transformations.

Overall Purpose of UMLC

The purpose of the Urban Ministry Leadership Cohort is to proactively resource ministers of the African American Christian Church for personal and vocational vitality.

Objectives for the Leadership Cohort

- To add value to the ministerial community in an ongoing way.
- To provide a directed formational and devotional pathway that explores leadership through a Christ-centered lens.
- To connect pastors from various parts of the country through an affinity based focus, in this case – leadership.
- To tap into the wisdom base of the ministerial community through a small group learning model.
- To sharpen each participant’s leadership IQ, providing new lenses for helping pastors navigate the call to lead in Christ’s church.
- To heighten practitioner discernment in a variety of leadership situations.

Calendar for the Year

Theme

October 2015 through June 2016
(Retreat scheduled in October)

Culture, Change, and Conflict

Commitments

- FULL PARTICIPATION from October through June
- Regular prayer for the others in the learning community
- Participate on scheduled conference and coaching calls
- Participate at retreats
- Completion of all assignments, exercises/projects, assessments, and readings

Costs to participants

- Registration Fee: \$300.00

- Includes one-on-one coaching, materials, and retreat facilities cost.
- PLEASE NOTE THAT TRAVEL, LODGING AND ETC. WILL BE THE RESPONSIBILITY OF THE PARTICIPANT.
- Time commitment – an average of 2 to 3 hours a week

Costs assumed by the Department of the

- Coaching
- Retreat Costs
- Conferences calls
- Use of consultants

Goal for this year's Cohort

The overarching goal for this year's cohort is to understand the impact of culture, change, and conflict on leaders and the organizational systems they work in. It is worth noting that from cells to societies to ecosystems, things enjoy existence only by virtue of their relationships in larger wholes. Peter Steinke tells us that systems intelligence considers the interrelatedness of the parts. Instead of seeing isolated, unrelated parts, we look at the whole. The body metaphor used in I Corinthians 12 provides a lens for understanding how organic systems work and cultures are developed.

One of the assumptions we are working with is that embedded in each congregation is a unique DNA signature, or identity, that needs to be discerned to understand the patterns which give shape to its responses. Change creates turbulence and conflict is often an important and necessary component for authentic organizational transformation.

Required Reading

- Heifetz, R., Grashow, A., & Linsky, M.(2009). *The practice of adaptive leadership*. Harvard Business Press
- Ford, Kevin (2008). *Transforming Church: Bringing Out The Good To Get To Great*.
- The Arbinger Institute (2002). *Leadership and Self-Deception: Getting Out of the Box*. ISBN-13: 978-1-57675-174-9.

We begin with the idea that true leadership comes mainly from within a person, not from the outside (Manz, 1999, p. 41). The honest evaluation of our lives helps deepen our capacity to lead. This evaluation, when merged with receiving God's gift of new life, produces the strongest possibility for personal transformation and developing credibility with those we lead.

Pre-retreat work to be completed by September 21 (8 hours)

- Read: The Arbinger Institute (2002). *Leadership and Self-Deception: Getting Out of the Box*. ISBN-13: 978-1-57675-174-9
- Complete the Enneagram assessment.

Segment #1: October 2015

Cohort Retreat – October 2015

The retreat will be held in Chicago at Urban Ministry's headquarters. You will need to fly into the Midway or O'Hare airports. You will need to arrive in Chicago Sunday night because the retreat will start Monday at 9:00 a.m. and will conclude Tuesday at 12:00 noon. On retreat site all meals will be covered. Please schedule flight departures for after 3:00 p.m. on Tuesday.

Post retreat assignments:

- Personal leadership integration paper based on the Enneagram and life rule (2 – 3 pages) by October 1

Segment #2: June 2016

Cohort Final Retreat – June 2016

This retreat will be held on the campus of Hampton University. You will need to fly into the Hampton area Sunday night. The retreat will start Monday at 9:00 a.m. to 3:00 p.m.

Cohort Facilitators:

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