ASSEMBLIES OF GOD THEOLOGICAL SEMINARY
Valley Forge Christian College Branch Campus
Phoenixville, Pennsylvania
March 22-26, 2004

PTHB 626 CONFLICT RESOLUTION IN THE CHURCH
(3 Credits)

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Spring 2004

COURSE SYLLABUS

COURSE DESCRIPTION

This course will enable church leadership to better understand and manage conflict within the local church. The course will address the issues of the source and nature of conflict, the role of leadership in conflict management and mediation, the student's personal conflict management style, and the cycle of conflict.

COURSE OBJECTIVES

1. Provide a better understanding of the source and nature of conflict.
2. Describe the role of local church leadership in managing conflict.
3. Provide a better understanding of the cycle of conflict and the cycle of conflict management.
4. Assist the student in understanding his or her conflict management and leadership styles.
5. Assist the student in the creation of a reference manual for church conflict resolution.
6. Prepare the student for service as a mediator for conflict resolution.

REQUIRED TEXTBOOKS

McIntosh, Gary l. and Samuel D. Rima, Sr. *Overcoming the Dark Side of Leadership: The Paradox of Personal Dysfunction.* Grand Rapids, MI: Baker Books, 1997.

Susek, Ron. *Firestorm: Preventing and Overcoming Church Conflicts.* Grand Rapids, MI: Baker Books, 1999.

Haugk, Kenneth C. *Antagonists in the Church: How to Identify and Deal with Destructive Conflict.* Minneapolis, MN: Augsburg Press, 1988.

Van Yperen, Jim. *Making Peace: A Guide to Overcoming Church Conflict.* Chicago, IL: Moody, 2002.

COURSE OUTLINE

I. Constructive and Destructive Conflict Management Styles
II. The Roots of Conflict
III. The Stages of Conflict
IV. Mediation, Confrontation, and Conflict Resolution

METHODOLOGY

Methodology will include class lecture, discussion and dialogue, leadership and conflict resolution inventories, reading and writing assignments, and class participation.

COURSE REQUIREMENTS

A. Pre-Session

1. Read **all** the required textbooks for this course. Select **two of the four** and write two reaction papers (one for each book) to the material in the text identifying: (1) personal discoveries regarding your own style of dealing with conflict, (2) your assessment of how the text will assist you in resolving conflict on personal and corporate levels.
   Each reaction paper should be 2-3 pages in length, typewritten, double-spaced, represent quality graduate level work, and follow the *Turabian* style manual, 6th edition.

2. In addition to the required textbook reading, you will select one additional text either from the attached selected bibliography or a text of your choosing on the topic of conflict resolution or mediation skills. You must clear the selected text by e-mailing the instructor (DPDurst@nydag.org) with the title, author, publisher and copyright date.

   After receiving approval from the professor, write a review of the text including an outline and brief synopsis of the text with discussion points. Prepare your report (4-5 pages in length) with enough copies to distribute to the class. Reports are to be stapled and three-hole punched. Be prepared to lead a twenty-minute class presentation/discussion, responding to questions from the class on the value of the text.
   DUE DATE: Monday, March 22, 2004.

Assignments may be e-mailed to the professor (DPDurst@nydag.org) or mailed to Duane P. Durst, D. Min., PO Box 39, Liverpool, NY 13088-0039, **to be received no later than March 15, 2004,** or assignments may be turned in at the first class session.

B. Session

1. Attendance of the *Conflict Resolution in the Church* class sessions, March 22-26, 2004 at Valley Forge Christian College. **Punctual attendance is required at all sessions.**
2. Participants will be expected to engage in discussion of the topics in the course outline, incorporating insights and questions from the pre-session reading assignments as well as from personal experience.
3. Participants will be expected to lead the class in a review and discussion of the pre-approved additional text, providing detailed notes to each class participant.

C. Post-Session

Synthesize your learning experience in the two following written projects:

1. ***Research Paper:*** Choose a major theme related to the course and write a 7-10 page research paper. The paper should: (a) identify and reflect upon key ideas related to the topic, (b) report on some of the major literature in the area and (c) apply the conclusion to your ministry context. Supporting footnotes and a 15-item bibliography are required.
2. ***Reference Notebook:*** Develop a reference manual for future use in conflict management and mediation. Tabbed sections must include a syllabus, class notes, pre-session assignments, book reviews discussed in class, a detailed bibliography (including the one provided in the syllabus) that will include texts, journal articles, and a list of assisting/consulting services available for conflict resolution or mediation. Other sections may be added at the student's initiative.

All assignments are to be typewritten, double-spaced, represent quality graduate level work, and follow the *Turabian* style manual, 6th edition.

DUE DATE: All work must be postmarked no later than June 25, 2004.
Late work may be penalized; please call if you cannot make the due date.

Mail to:
Dr. Duane P. Durst
P. O. Box 39
Liverpool, NY 13088-0039

GRADING PROCEDURE

Class participation and presentation 30%

Pre-Session Reading Assignment 20%

Post-Session Application Assignments 50%

NOTE: All post-session assignments must be postmarked by the due date. Work received after the due date specified on the syllabus will result in a change of grade fee ($15.00) being charged, even when the instructor has granted an extension.

SELECTED BIBLIOGRAPHY

Augsburger, David W. *Caring Enough to Confront: How to Understand and Express Your Deepest Feelings Toward Others.* Ventura, CA: Regal Books, 1981.

Augsburger, David. *Caring Enough To Forgive: True Forgiveness and Caring Enough to Not Forgive: False Forgiveness.* Ventura, CA: Regal Books, 1981.

Augsburger, David W. and David Augsburger. *Conflict Mediation Across Cultures: Pathways and Patterns.* Ventura, CA: Regal Books, 1995.

Beer, Jennifer. *The Mediator's Handbook.* Gabriola Island, BC, Canada: New Society Publishers, 1997

Burgess, John P. *Why Scripture Matters: Reading the Bible in Time of Church Conflict.*

Donnelly Doris. *Learning To Forgive.* Nashville, TN: Abingdon Press, 1979.

Folger, Joseph P., Marshall Scott Poole, and Randall K. Stutman. *Working Through Conflict: Strategies for Relationships, Groups and Organizations.* New York, NY: Addison-Wesley Publishing Co., 1996.

Gangel, Kenneth O. and Samuel L. Canine. *Communication and Conflict Management in Churches and Christian Organizations*. Eugene, OR: Wipf and Stock Publishers, 1992.

Halstead, Kenneth A. *From Stuck to Unstuck: Overcoming Congregational Impasse.* Washington, D.C.: Alban Institute Publication, 1998.

Halverstadt, Hugh F. *Managing Church Conflict.* Louisville, KY: Westminster/John Knox Press, 1991.

Haugk, Kenneth C. *Antagonists in the Church: How to Identify and Deal with Destructive Conflict.* Minneapolis, MN: Augsburg Press, 1988.

Kendall, R. T. *Total Forgiveness: When Everything in You Wants to Hold a Grudge, Point a Finger and Remember the Pain, God Wants You to Lay It All Aside.* Lake Mary, FL: Charisma House, 2002.

Johnson, David & Jeff VanVonderen. *The Subtle Power of Spiritual Abuse.* Bethany House Publishers, 1991.

Kale, David W. *Managing Church Conflict.* Kansas City, MO: Beacon Hill Press, 2003.

Leas, Speed B. *Moving Your Church Through Conflict.* Washington, D.C.: Alban Institute Publication, 1998.

Leas, Speed B. and Paul Kittlaus. *Church Fights: Managing Conflict in the Local Church.* Philadelphia, PA: The Westminster Press, 1978.

Lindgren, Alvin J. and Norman Shawchuck. *Let My People Go: Empowering Laity for Ministry.* Leith, ND: Spiritual Growth Resources, 1988.

Mayer, Bernard. *The Dynamics of Conflict Resolution: A Practitioner's Guide.* San Francisco, CA: Josey-Bass, 2000.

Moeller, Robert. *Love in Action: Healing Conflict in Your Church.* Sisters, OR: Multnomah Books, 1994.

Moore, Christopher W. *The Mediation Process: Practical Strategies for Resolving Conflict.* San Francisco, CA: Josey-Bass, 2003.

McIntosh, Gary l. and Samuel D. Rima, Sr. *Overcoming the Dark Side of Leadership: The Paradox of Personal Dysfunction.* Grand Rapids, MI: Baker Books, 1997.

Mueller, Joan. *Is Forgiveness Possible?* Collegeville, MN: The Liturgical Press, 1998.

Patton, John. *Is Human Forgiveness Possible?* Nashville, TN: Abingdon Press, 1985.

Reina, Dennis S., and Michelle L. Reina. *Trust and Betrayal in the Workplace: Building Effective Relationships in Your Organization.* San Francisco, CA: Berrett-Koehler Publishers, 1999.

Saint, Steven, and James R. Lawson. *Rules for Reaching Consensus.* San Francisco, CA: Josey-Bass, 1994.

Sande, Ken. *The Peacemaker - A Biblical Guide to Resolving Personal Conflict.* Baker Book House, 1991.

Schell, David W. *Forgiveness Therapy.* St. Meinrad, IN.: Abbey Press, 1993.

Shawchuck, Norman. *How To Manage Conflict in the Church: Dysfunctional Congregations.* Leith, ND: Spiritual Growth Resources, 1996.

Shawchuck, Norman. *How To Manage Conflict in the Church: Understanding and Managing Conflict.* Vol. l. Leith, ND: Spiritual Growth Resources, 1983.

Shelley, Marshall, ed. *Leading Your Church Through Conflict and Reconciliation.* Minneapolis, MN: Bethany House, 1997.

Shelley, Marshall. *Well-Intentioned Dragons.* Bethany House Publishers, 1994.

Smedes, Lewis B. *Forgive and Forget: Healing the Hurts We Don't Deserve.* New York, NY: Pocket Books, 1984.

Susek, Ron. *Firestorm: Preventing and Overcoming Church Conflicts.* Grand Rapids, MI: Baker Books, 1999.

Torrance, Thomas F. *Conflict and Agreement in the Church.* Eugene, OR: Wipf and Stock Publishers, 1996.

Van Yperen, Jim. *Making Peace: A Guide to Overcoming Church Conflict.* Chicago, IL: Moody, 2002.

Weeks, Dudley. The *Eight Essential Steps to Conflict Resolution: Preserving Relationships at Work, at Home, and in the Community.* New York, NY: G. P. Putnam's Sons, 1992.

SPECIFIC DATA

Course syllabus prepared by Duane P. Durst, September 2003.