

**ASSEMBLIES OF GOD THEOLOGICAL SEMINARY**  
**Campus of Victory Church, Lakeland, Florida**  
**November 7-11, 2005**

**PTHB 626 CONFLICT RESOLUTION IN THE CHURCH**  
**(3 Credits)**

**Wayde I. Goodall, D.Min.**  
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**Fall 2005**

**COURSE SYLLABUS**

**COURSE DESCRIPTION**

This course will prepare church leaders to better understand and manage conflict within the local church. The course will address the issues recognizing conflict, the different levels of conflict, the nature of conflict, the role of leadership in conflict management, the timing of when and how to address conflict, the leaders' personal conflict management style, and the restoration, if possible, of divisive people.

**COURSE OBJECTIVES**

1. Give understanding about the culture of conflict in the 21<sup>st</sup> century church
2. Provide understanding about the different levels of conflict
3. Give information about how to address the different levels of conflict
4. Provide the student with information about how to determine their conflict resolution style
5. Provide information about how to determine good and bad conflict
6. Give information about how to recognize the antagonists in the church
7. Assist the student in learning effective conflict resolution in the local church setting

**REQUIRED TEXTBOOKS**

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.

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

Leas, Speed. *Moving Your Church Through Conflict*. Washington, D.C.: Alban Institute Publication, 1988.

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

## COURSE OUTLINE

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

## METHODOLOGY

Methodology will include class lecture, discussion, dialogue, small group discussion, 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 five and write two reaction papers (one for each book) to the material in the text identifying:  
(1) how to identify different levels of conflict, (2) your personal discoveries regarding your own style of resolving conflict.  
Each reaction paper should be 2—3 pages in length, typewritten, double-spaced, represent quality graduate level work, and follow the Turabian style manual, 6<sup>th</sup> 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. Write a review of the text including an outline. Prepare your report (2—4 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 15-20 minute class presentation/discussion, responding to questions from the class on the value of the text you selected.

**DUE DATE: Monday, November 7, 2004, 8:00 AM.**

Assignments may be emailed to the professor ([pastor@firstassembly-ws.org](mailto:pastor@firstassembly-ws.org)) or mailed to Wayde Goodall, First Assembly of God, 3730 University Parkway, Winston-Salem, N.C. 27106 to be received no later than November 1, 2005, or assignments may be turned in at the first class session.

### **B. Session**

1. Attendance at the Conflict Resolution in the Church class sessions, November 7—11, 2005 at Victory Church in Lakeland, Florida. 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 additional text, providing notes to each class participant.

**C. Post-Session**

Synthesize your learning experience in the two following 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) identify and report on the major literature in the area, and (c) apply the information to your particular ministry context. Supporting footnotes and a 5-item bibliography are required.

**2. Case Study:** Describe in a 4-6 page paper a current conflicting situation in which you are involved and propose a process of how you intend to address the situation including the concepts and principles learned in the class.

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

**DUE DATE: All work must be postmarked by February 7, 2006.**

Late work may be penalized; please call or email if you cannot make the due date.

**Mail to:**

**Dr. Wayne Goodall  
3730 University Parkway  
Winston-Salem, N.C. 27106**

**GRADING PROCEDURE:**

Class Participation and Presentation	30%
Pre-Session Reading Assignment	20%
Post-Session Research Paper	50%

## Bibliography

- Adams, Jay. 1986. *Handbook of Church Discipline*, Grand Rapids, Zondervan.
- Augsburger, David, W. 1981. *Caring Enough to Forgive—Caring Enough to Not Forgive*. Ventura, Calif. Regal Books.
- Augsburger, David W. 1992. *Conflict Mediation Across Cultures: Pathways and Patterns*. Louisville: Westminster John Knox Press.
- Becker, Penny Edgell. 1999. *Congregations in Conflict: Cultural Models of Local Religious Life*. New York: Cambridge University Press.
- Boers, Arthur Paul. 1999. *Never Call Them Jerks: Healthy Responses to Difficult Behavior*. Bethesda, Md.: The Alban Institute.
- Burgess, John P. 1998. *Why Scripture Matters: Reading the Bible in a Time of Church Conflict*. Louisville: Westminster John Knox Press.
- Bush, Robert A., and Joseph Folger. 1994. *The Promise of Mediation: Responding To Conflict Through Empowerment and Recognition*. San Francisco: Jossey-Bass.
- Cosgrove, Charles H., and Dennis D. Hatfield. 1994. *Church Conflict: The Hidden Systems Behind the Fights*. Nashville: Abingdon Press.
- Day, Katie. 2001. *Difficult Conversations: Taking Risks, Acting With Integrity*. Bethesda, Md.: The Alban Institute.
- Fisher, Roger, William L. Ury, and Bruce Patton. 1991. *Getting TO Yes: Negotiating Agreement Without Giving In*. New York: Penguin Books.
- Friedman, Edwin H., *Generation to Generation, Family Process in Church and Synagogue*, New York, Guilford.
- Gangle, Kenneth O., and Samuel L. Canine. 1992. *Communication and Conflict Management in Churches and Christian Organizations*. Nashville: Broadman Press.
- Halverstadt, Hugh F. 1991. *Managing Church Conflict*. Louisville: Westminster John Knox Press.
- Hatstead, Kenneth A. 1998. *From Stuck To Unstuck: Overcoming Congregational Impasse*. Bethesda, Md.: The Alban Institute.
- Haugk, Kenneth C. 1988. *Antagonists in the Church: How To identify and Deal with Destructive Conflict*. Minneapolis: Augsburg Books.
- Hausken, Terje. 1992. *Peacemaking: The Quiet Power: Conflict Resolution for Churches Through Mediation*. West Concord, Minn.: CPI Publishing.

- Hicks, H. Beecher, Jr. 1987. *Preaching Through the Storm: Confirming the Power of Preaching in the Tempest of Church Conflict*. Grand Rapids: Zondervan.
- Hobgood, William C. 2001. *Welcoming Resistance: A Path To Faithful Ministry*. Bethesda, Md.: The Alban Institute.
- Hoge, Dean R.; Wenger, Jacqueline E.; *Pastors in Transition, Why Clergy Leave Local Church Ministry*, Grand Rapids, Eerdmans.
- Howe, Leroy. 200. *Angry People in the Pews: Managing Anger in the Church*. Valley Forge, Pa., Judson Press.
- Kaufinan, Benjamin M. *Pressing On, Why Leaders Derail and What to Do About It*. Pleasant Word, Enumclaw, WA.
- Kotter, John P. 1996. *Leading Change*. Boston: Harvard Business School Press.
- Kottler, Jeffrey. 1994. *Beyond Blame: A New Way of Resolving Conflicts in Relationships*. San Francisco: Jossey-Bass.
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- Leas, Speed. 1979. *A Lay Person's Guide to Conflict Management*. Bethesda, Md.: The Alban Institute.
- \_\_\_\_\_. 1980. *Should the Pastor be fired? How to Deal Constructively With Clergy-lay Conflict*. Bethesda, Md.:The Alban Institute.
- \_\_\_\_\_. 1982. *Leadership and Conflict*. Nashville: Abingdon Press.
- \_\_\_\_\_. 1996. *Moving Your Church Through Conflict*. Bethesda, Md.: The Alban Institute.
- \_\_\_\_\_. 1997. *Discover Your Conflict Management Style*. Bethesda, Md.: The Alban Institute.
- Lott, David B. 2001. *Conflict Management in Congregations*. Bethesda, Md.: The Alban Institute.
- Malony, H. Newton. 1989. *When Getting Along Seems Impossible: Straightforward Help To Reduce Conflict and Stress at Home, at Work and at Church*. Grand Rapids: Revell.
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- McIntosh, Gary L., and Robert L. Edmondson. 1998. *It Only Hurts on Monday. Why Pastors Quit and What You Can Do About It*. Saint Charles, Ill: Churchsmart Resources.

- McIntyre, Valerie J. 1999. *Sheep in Wolves; Clothing: How Unseen Need Destroys Friendship and Community and What to Do About It*. Grand Rapids: Baker.
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- Sande, Ken 1997. *The Peacemaker: A Biblical Guide to Resolving Personal Conflict*. Grand Rapids: Baker Book House.
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- Slaikue, Karl A. 1995. *When Push Comes To Shove. A Practical Guide to Mediating Disputes*. San Francisco: Jossey-Bass.
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Thomas, Marlin E. 1994. *Resolving Disputes in Christian Groups*. Winnipeg, Can.: Windflower Communications.

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**SPECIFIC DATA**

Syllabus prepared by Dr. Wayde I. Goodall September 14, 2005.