

**ASSEMBLIES OF GOD THEOLOGICAL SEMINARY**  
**Southeastern College Branch Campus**  
**1000 Longfellow Blvd.**  
**Lakeland, Florida 33801**  
**Rutland Cohort Group**  
**October 9-10, November 4, 6, 2003**

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

**Wayne H. Lee, D.Min.**  
**863-667-5044**  
[whlee@secollege.edu](mailto:whlee@secollege.edu)

**Fall 2003**

**Sherry B. Lee, M.A., D.Min. Studies**  
**863-667-5044**  
[sblee@secollege.edu](mailto:sblee@secollege.edu)

**COURSE SYLLABUS**

**COURSE DESCRIPTION**

An examination of biblical principles in regard to human relationships, as well as subjective and situational factors involved in the perception and negotiation of mutual understanding, fairness, compromise, conciliation, and cooperation.

**COURSE OBJECTIVES**

Upon completion of this course, the student should be able to:

1. Identify the sources and nature of healthy and unhealthy conflict.
2. Articulate a biblical theology of conflict for the local congregation and/or religious organization.
3. Assess one's own conflict management style(s) and reflect upon the utilization of one's style(s) in church relationships and leadership.
4. Describe models of conflict development, conflict management, and conflict resolution.
5. Understand some of the basic concepts of family systems theory and how they relate to congregational life.
6. Think critically about conflict intervention in the local church context.

## **REQUIRED TEXTBOOKS**

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

Shawchuck, Norman. *How to Manage Conflict in the Church: Conflict Management Learning System including Volume III*. Leith, ND: Spiritual Growth Resources Press (800-359-7363), Seventh Printing (2001).

Shawchuck, Norman and Roger Heuser. Chapter 13: Conflict Management, Chapter 14: Family Systems Theory, and Chapter 15: Intervening in Dysfunctional Systems in *Managing the Congregation*. Nashville: Abingdon Press, 1996.

## **RECOMMENDED READING**

If you have read the required texts, choose one of the following as a substitute:

Hagberg, Janet O. *Real Power: Stages of Personal Power in Organizations*. Minneapolis: Winston Press, 1985.

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

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

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

## **COURSE OUTLINE**

### **Thursday, October 9th**

#### **8:00 a.m. - 12:00 noon**

- Session 1      The sources and nature of healthy and unhealthy conflict
- Session 2      Creating a biblical theology of conflict

#### **1:00 p.m. - 5:00 p.m.**

- Session 3      Leadership, power, and conflict
- Session 4      Leadership, power, and conflict

#### **6:00 p.m. - 8:00 p.m.**

- Session 5      Assessing conflict scenarios

**Friday, October 10th**

**8:00 a.m. - 12:00 noon**

Session 6      Conflict style assessments

**Tuesday, November 4th**

**8:00 a.m. - 12:00 noon**

Session 7      Conflict style assessments

Session 8      Models of conflict development  
Family systems and dysfunction

**1:00 a.m. - 5:00 p.m.**

Session 9      Models of conflict management

Session 10     Conflict resolution tools

**6:00 p.m. - 8:00 p.m.**

Session 11     Conflict resolution tools

**Thursday, November 6th**

**8:00 a.m. - 12:00 noon**

Session 12     Conflict intervention

Session 13     Conflict intervention and resources

**1:00 p.m. - 5:00 p.m.**

Session 14     Appreciative inquiry

**6:00 p.m. - 8:00 p.m.**

Session 15     Summary, Reflection, Class Project Paper

**COURSE REQUIREMENTS**

**A. Pre-Session**

1. Read the textbooks required for this course. A reading report will be submitted on the first day of class for the required texts (see attached form). It is imperative that you come to class fully prepared to engage in the group's discussion and exercises. As you read, either underline or jot notes of important information, questions, or points of disagreement. No reaction papers for texts are required, so spend the time reading the texts thoroughly.
2. Carefully study and complete all instrumentation exercises in Shawchuck's published notebook.
3. Prepare a fictional conflict scenario for class assessment and discussion. This scenario should be no more than one page, double-spaced. Please give as many details as possible in the length allotted. These will be utilized in various sessions.

**B. Class Session Participation**

1. Class attendance and participation is mandatory and vital to the learning experience of this course.
2. Prepared conflict scenarios will be utilized in various class sessions so have these available on the first day of class.
3. Various assessments will be completed during class sessions and also assigned.

**C. Post-Session**

Choose two of the following written projects to synthesize your learning experience:

1. *Research Paper*: choose a major theme related to conflict and write a 15-20 page research paper. The paper should begin with a good thesis statement stating the purpose of the project. An introduction must outline the issues and key ideas to be investigated. The body of the work needs to reflect in-depth investigation of the topic and the student's reflections upon the research for his/her ministry context. The conclusion section should contain comments on how the research will impact the student's future leadership practice. Supporting citations and bibliography must be included.
2. *Case Study*: present in an 8-10 page paper a conflict situation in which you are involved or have been involved in the past. Propose a process for addressing the situation utilizing the concepts and principles learned in the class. If you have the current opportunity to implement a process for this situation, describe how the concepts and principles you utilize work or do not work. If a past event is used, describe how you might have addressed it differently had you had the advantage of the course material. Supporting citations and bibliography must be included.
3. *A Conflict Management Training for the Local Church Leadership*: create a conflict management training for your local church staff, or lay leadership. This proposal should be 12-15 pages and include the following components: a theology of conflict, a model for conflict development, management, and intervention, and an introduction to the basic skills needed for conflict resolution. Supporting citations and bibliography must be included.

All assignments are to be typewritten, double-spaced, and represent quality graduate level work.

Please clear any extensions for post session assignments with the professors.

**All work must be postmarked no later than December 16, 2003.**

**NOTE: Work received after the semester due date specified in the syllabus will result in a change of grade fee (\$15.00) being charged, even when an extension has been granted by the instructor.**

### **GRADING PROCEDURE**

Class participation	20%
Pre-Session Reading Assignments	30%
Post-Session Application Assignments	50%

### **SELECTED BIBLIOGRAPHY**

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

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

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

Friedman, Edwin H. *Generation to Generation: Family Process in Church and Synagogue*. New York: The Penguin Group, 1988.

Gangel, Kenneth O. and Canine, Samuel L. *Communication and Conflict Management in Churches and Christian Organizations*. Broadman and Holman, 1992.

Hagberg, Janet O. *Real Power: Stages of Personal Power in Organizations*. Mpls.: Winston Press, 1985.

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: Augsburg Press.

Hoffman, Virginia Curran. *The Codependent Church*. New York: Crossroads, 1991.

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

Keating, Charles J. *Dealing with Difficult People*. New York: Paulist Press, 1984.

Leas, Speed B. *Leadership and Conflict*. Nashville: Abingdon, 1982.

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: The Westminster Press, 1978.
- Lederach, J. P. *Understanding Conflict: The Experience, Structure, and Dynamics of Conflict*. MCS Conciliation Quarterly, Summer, 1987, p. 2.
- Linn, Dennis and Matthew Linn. *Healing Life's Hurts: Healing Memories Through Five Stages of Forgiveness*. New York: Paulist Press, 1978.
- Marshall, Shelley. *Well-Intentioned Dragons*. Bethany House Publishers, 1994.
- Mueller, Joan. *Is Forgiveness Possible?* Collegeville, Minn.: The Liturgical Press, 1998.
- Patton, John. *Is Human Forgiveness Possible?* Nashville: Abingdon Press, 1985.
- Pneuman, Roy W. "Nine Common Sources of Church Conflict" (Action Information, March/April 1992, pp. 1-3, accessed November 2000); available from <http://208.194.39.10/>; Internet.
- Reina, Dennis S., and Michelle L. Reina. *Trust and Betrayal in the Workplace: Building Effective Relationships in Your Organization*. San Francisco: Berrett-Koehler Publishers, 1999.
- Saint, Steven, and James R. Lawson. *Rules for Reaching Consensus*. San Francisco: Jossey-Bass, 1994.
- Sande, Ken. *The Peacemaker – A Biblical Guide to Resolving Personal Conflict*. Baker Book House, 1991.
- Schell, David W. *Forgiveness Therapy*. St. Meinrad, Ind.: Abbey Press, 1993.
- Shawchuck, Norman. *How To Manage Conflict in the Church: Understanding and Managing Conflict*. vol.1. Leith, N. Dakota. Spiritual Growth Resources, 1983.
- Shelley, Marshall, ed. *Leading Your Church Through Conflict and Reconciliation*. Minneapolis: Bethany House, 1997.
- Smedes, Lewis B. *Forgive and Forget: Healing the Hurts We Don't Deserve*. New York: Pocket Books, 1984.

### **SPECIFIC DATA**

Course syllabus prepared by Wayne H. Lee and Sherry B. Lee, August 2003.