

ASSEMBLIES OF GOD THEOLOGICAL SEMINARY
Continuing Education Course
Denver, Colorado
August 1, 2005

P THE 626 CONFLICT RESOLUTION IN THE CHURCH
(2 Credits)

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Summer 2005

COURSE SYLLABUS

COURSE DESCRIPTION

This course will enable church leadership to better understand and manage conflict in the local church. The course will address the issues of the source and nature of conflict, the role of leadership in conflict management, and the cycle of conflict.

COURSE REGISTRATION

Register for AGTS credit by contacting the Continuing Education Team:
Phone: 1-800-467-2487, ext. 1044
Email: agts-ext@agts.edu

COURSE OBJECTIVES

1. To provide a better understanding of the source and nature of conflict.
2. To describe the role of local church leadership in managing conflict.
3. To provide a better understanding of the cycle of conflict and the cycle of conflict management.
4. To assist the student in understanding his or her conflict management style.

REQUIRED TEXTBOOKS

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

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,

Conflict Resolution in the Church

Gary R. Allen

Page 2

1991.

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

COURSE OUTLINE

- I. The Source of Conflict
- II. The Nature of Conflict
- III. The Cycle of Conflict
- IV. The Cycle of Conflict Management

METHODOLOGY

Methodology will include class lecture, discussion and dialogue, learning activities, reading and writing assignments.

COURSE REQUIREMENTS

A. Pre-Session

1. Read the textbooks required for this course. For each text, submit a reaction paper in which you (a) interact with the author's viewpoint of mentoring and (b) describe the effect these views may have on your role as conflict manager.

The reaction papers should be two-to-three 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, it is strongly recommended that you locate and ***proactively scan*** several other references on church conflict. This will enable you to gain a broad overview of the areas to be covered in the seminar session and should serve as primary sources for your post-session assignment.

Proactive scanning: Select a reference. Read the introduction, foreword, and preface of the book to discover the author's orientation, biases, and purpose. Read carefully the Table of Contents, noting the topics included and the way information is organized.

Search for areas, topics or concepts which are particularly unfamiliar to you or about which you have an interest in discovering the author's viewpoint. Consult

Conflict Resolution in the Church

Gary R. Allen

Page 3

the Index or Table of Contents to locate where the author might address your area of interest or questions. Read the relevant section in the book. If the author refers to other sections of the book, follow the lead until you have a complete exposure to what the author has to say about your question or topic.

DUE DATE: Friday, October 14, 2005

Assignments can be emailed to the professor (gallen@ag.org), turned in at the first class session, or mailed to Gary R. Allen, 1435 N. Glenstone Ave., Springfield, MO 65802.

B. Session

1. Attendance of the *Conflict Resolution in the Church* class sessions, August 1, 2005 in Denver, CO. 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.

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 15-20-page research paper. The paper should identify and reflect upon key ideas related to the topic, report on some of the major literature in the area, and apply conclusion to your ministry context. Supporting footnotes and a 15-item bibliography are required.
2. *Case Study*: describe in an 8-10-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. If you have the opportunity to implement the process, describe how the concepts and principles you utilized worked or did not work.

If a current conflicting situation is not appropriate, describe a pasted situation in which you were involved and how you might have addressed it differently after having taken this course.

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 October 14, 2005.

Conflict Resolution in the Church

Gary R. Allen

Page 4

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

GRADING PROCEDURE

Class participation	20%
Pre-Session Reading Assignment	20%
Post-Session Application Assignments	60%

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 an extension has been granted by the instructor.

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.

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

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

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

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

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

Conflict Resolution in the Church

Gary R. Allen

Page 5

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?* Collegetown, 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. Dak. 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.

Wise, Terry S. Trinity College and Seminary Department of Conflict Management. (Deerfield, Ill., accessed December 1999); available from <http://www.trinitysem.edu/tccm.html>; Internet.

Conflict Resolution in the Church

Gary R. Allen

Page 6

SPECIFIC DATA

Course syllabus prepared by Gary Allen, May 2005.