



**LA513 CONFLICT RESOLUTION IN THE CHURCH
SPRING 2023**

Professor
Contact Information: 602-402-5309

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COURSE DATES

Course meets for five Saturday sessions:
Jan 21; Jan 28; Feb 18; Feb 25; and March 18, 2023

This course will meet on five Saturday sessions 8:00 a.m.–4:50 p.m. ... plus 2 hours of outside coursework at lunch time during EACH of the five Saturdays in 2023.

COURSE DESCRIPTION

Biblical instruction on becoming a godly manager of conflict. The sources of conflict and strategies of conflict resolution will be explained, illustrated, and applied.

COURSE OUTCOMES

Based on participation and case studies discussed in class, at the end of the course, the student will:

1. Display during class no unrighteous seeds of discord.
2. Formulate and describe during class a biblical “Conflict Prevention” mind-set.
3. Identify during class the conscious, unconscious, invisible, and visible signs of enmity.
4. During, before and after class, tell the truth, give grace and mercy.
5. Record by writing the difference between sin and non-sin based discord.
6. With other students, family and friends replace cycles of disunity with loving truth, cooperation, and harmony. Respect God given differences.

REQUIRED COURSE TEXT(S)

MacArthur, John. *Forgiveness*. Wheaton: Crossway Books, 2005.

McIntosh, Gary. *Overcoming the Dark Side of Leadership: The Paradox of Personal Dysfunction*. Grand Michigan: Baker, 1998.

Sande, Ken. *The Peacemaker: A Biblical Guide to Resolving Personal Conflict*. Grand Rapids: Baker, 2004.

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

COURSE REQUIREMENTS

<p>1. Participation [10%] <i>Outcome 1</i></p>	<p>Students will participate thoughtfully and verbally interact <i>in each class</i> session concerning the session topics, class assignments, and illustrations.</p>
<p>2. Reading [15%] <i>Outcome 5</i></p>	<p>Complete all reading assignments on a reading timeline created by you but completed no later than March 18.</p>

3. Conflict Examples [6x5=15%] <i>Outcome 4</i>	Bring to our first class or e-mail to the professor 10 days before Jan 21, eight recent examples of conflict you have witnessed or been involved in. The description of each example will be at least one page in length. Each story should be on a separate piece of paper. Change the names to protect the innocent. Explain how the conflict started, the problem, what was said and who was involved. Also give the conclusion or resolution. Do not offer the solution. Some of these examples will be used as illustrations during this class, other classes, articles, books, and instructional settings.
4. Paper #1 [25%] <i>Outcome 6</i>	Research and cite the wisdom out of the writings and life of the Apostle Paul and James regarding their insights on the cause(s), solutions, and principles related to conflict. This paper is to be a minimum of 10 pages and is due on Feb 18 in class. This will be evaluated by the professor maybe a “peer review by another student from class.”
5. Paper #2 [15%] <i>Outcome 3</i>	Students wishing to receive an “A” in the course will do the above based on the insights of Jesus. This will be due on March 18 in class. This will be evaluated by the professor maybe a “peer review by another student from class.”
6. Book Review [10%] <i>Outcome 2</i>	Read <i>Firestorm</i> by Ron Susek. Explain in writing the value of the book from your perspective in at least eight pages. Due Jan 21 in class.
7. Oral discussion [5%] <i>Outcome 6</i>	Students will exhibit an “A” (integrated mastery) level of understanding of the class material during the oral discussions in class.
8. Small Group Assignment [5%] <i>Outcome 1</i>	This required assignment will occur at lunch on each Saturday class.

GRADING INFORMATION

Letter Grade	Percentage	Grade Points	Description
A+	100–97	4.0	
A	96–93	4.0	Excellent; superior achievement.
A-	92–90	3.7	
B+	89–87	3.3	
B	86–83	3.0	Good; commendable achievement.
B-	82–80	2.7	
C+	79–77	2.3	
C	76–73	2.0	Satisfactory; acceptable achievement.

C-	72–70	1.7	
D+	69–67	1.3	
D	66–63	1.0	Poor; marginal achievement.
D-	62–60	0.7	
F	59–0	0.0	Failure to advance in the course. No credit earned. Computed in GPA.

SEMINARY ACADEMIC POLICIES

All Seminary policies affecting student work, appeals, and grievances, as outlined in the Academic Catalog or Student Handbook will apply, unless otherwise indicated in this syllabus.

Attendance Policy

One of the strengths of Phoenix Seminary is the classroom interaction between instructors and students. Attendance and participation are essential components of the training process. **An absence is defined as when a student does not attend a class period whether it be for an on campus or an online course. Watching a recorded lecture in lieu of attending class does not constitute attendance.** When a student is going to be absent, it is important that the student consult with the instructor in advance about work to be missed. In the case of extenuating circumstances, students may request an exception to this policy by submitting a petition to the Academic Petition Committee.

Excessive absences may result in grade reduction or course failure as indicated on the following chart:

COURSE FORMAT	REDUCED GRADE	COURSE FAILURE
Intensive	4 hours	8 hours

Courteous Use of Technology in the Classroom (phone, tablet, laptop)

Phoenix Seminary considers a student's character to be evidenced in part by their respect for their classmates, professors, and their valuable time in class. Please consider *how not to be rude* in the use of your technology by bearing in mind the following:

- Laptops and tablets are welcome in class to take notes and to access readings we're discussing. Using them for anything else (social networking, accessing non-course related websites, checking email) is discourteous and distracting to others.
- Phones must be silenced in class and stowed. That includes turning off the vibrate function. (We can hear it buzzing.) Is texting ok? No. If an emergency situation exists out of which you feel you must use your phone you should quietly step out of class to do so.

SELECTED BIBLIOGRAPHY

- *Augsburger, David. *Helping People Forgive*. Louisville: Westminster John Knox Press, 1996.
- Barr, Debbie. *Children of Divorce*. Grand Rapids: Zondervan Publishing House, 1986.
- Buechner, Frederick. *Telling Secrets*. San Francisco: Harper Collins, 1991.
- Chapman, Gary. *Hope for the Separated*. Chicago: Moody Press, 1996.
- Cionca, John R. *Dear Pastor, Ministry Advice From Seasoned Pastors*. Group, 2007.
- Cloud, Henry. *Integrity*. San Francisco: Harper Collins, 2006.
- *Coleman, William. *Parents with Broken Hearts*. Grand Rapids: Baker Book House, 1996.
- *Cosgrove, Charles H. and Dennis D. Hatfield. *Church Conflict: The Hidden Systems Behind the Fights*. Nashville: Abingdon Press, 1994.
- Crabb, Larry and Dan B. Allender. *Hope When You're Hurting*. Grand Rapids: Zondervan Publishing House, 1996.
- Daniels, Robert. *The War Within*. Wheaton: Crossway Books, 1997.
- Finzel, Hans. *The Top Ten Mistakes Leaders Make*. Wheaton: Victor Books, 1994.
- *Fisher, Roger and William Ury. *Getting to Yes: Negotiating Agreement Without Giving In*. New York: Penguin Books, 1991.
- Friedman, Edwin H. *Generation to Generation: Family Process in Church and Synagogue*. New York: The Guilford Press, 1985.
- Frydenger, Tom and Adrienne. *The Blended Family*. Grand Rapids: Baker Book House, 1985.
- *Gladwell, Malcolm. *Blink*. Boston: Little, Brown and Company, 2005.
- *Hall, Laurie. *An Affair of The Mind*. Wheaton: Tyndale House Publishers, 1996.
- Halverstadt, Hugh F. *Managing Church Conflict*. Louisville: Westminster John Knox Press, 1991.
- Haugk, Kenneth C. *Antagonists in the Church: How to Identify and Deal With Destructive Conflict*. Minneapolis: Augsburg, 1988.
- Huckabee, Mike and George Grant. *Kids Who Kill*. Nashville: Broadman & Holman Publishers, 1998.
- Jeschke, Marlin. *Discipling in the Church: Recovering a Ministry of the Gospel*. Scottsdale: Herald Press, 1972.

Komp, Diane M. *Anatomy of a Lie*. Grand Rapids: Zondervan, 1998.

Lawless, Agnes and Lawless, John. *The Drift Into Deception*. Grand Rapids: Kregel Resources, 1995.

Leas, Speed. *Moving Your Church Through Conflict*. Washington, DC: The Alban Institute, 1996.

*Leas, Speed and George Parsons. *Understanding Your Congregation as a System*. Washington, DC: The Alban Institute, 1993.

Mains, David. *Healing the Dysfunctional Church Family*. Wheaton: Victor Books, 1992.

McIntosh, Gary and Samuel D. Rima, Sr. *Overcoming the Dark Side of Leadership*, Grand Rapids: Baker Book House, 1997.

Meier, Paul. *Don't Let Jerks Get the Best of You*, Nashville: Thomas Nelson Publishers, 1993.

*Merrill, Dean. *Sinners in the Hands of an Angry Church*. Grand Rapids: Zondervan Publishing House, 1997

Mills, Bill and Luisi-Mills, Peter. *The Blessing of Benjamin*. Leadership Resources, 2006.

Mitchell, Kenneth R. *Multiple Staff Ministries*. Louisville: Westminster John Knox Press, 1988.

*Oates, Wayne E. *The Care of Troublesome People*. Washington, DC: The Alban Institute, 1994.

Pattison, E. Mansell. *Pastor and Parish: A Systems Approach*. Philadelphia: Fortress Press, 1977.

Richardson, Ronald W. *Creating a Healthier Church*. Minneapolis: Fortress Press, 1996.

Sande, Ken. *Peacemakers*. Grand Rapids: Baker Books, 1991.

Seamands, David A. *Healing for Damaged Emotions*. Wheaton: Victor Books, 1991.

Shawchuck, Norman. *How to Manage Dysfunctional Conflict in the Church*. Leith, ND: Spiritual Growth Resources, 1997.

Sjogren, Steve. *Conspiracy of Kindness*. Ann Arbor: Vine Books, 1993.

*Steinke, Peter. *How Your Church Family Works: Understanding Congregations as Emotional Systems*. Washington, DC: The Alban Institute, 1993.

Susek, Ron. *Firestorm*. Grand Rapids: Baker Books, 1999.

Strauch, Alexander. *Leading with Love*. Colorado Springs: Lewis & Roth Publishers, 2006.

Talley, Jim. *Reconcilable Differences*. Nashville: Thomas Nelson, 1991.

*Welch, Edward T. *When People Are Big and God Is Small*, Phillipsburg, NJ:
P & R Publishing, 1997.

COURSE SCHEDULE

January 21 - Class 1 &

January 28 - Class 2: Conflict is a Part of Life

Course Direction

Life is asymmetrical not symmetrical Gen 3 and Psalm 23

Strategic Bible Passages on Conflict: Gen 3; Romans 1 and Philippians 1

Conflict case studies evaluations

The Goal of the Church John 3:16

The Reality of the Church Romans 3:23

Strategic Bible Passages on Conflict

Types of Conflict

Jesus faced constant conflict ... see the Gospels

Conflict Manager Assessments and feedback

Insights for Conflict Management and Resolution

February 18 - Class 3: Conflict: The Invisible and Often Unconscious Process

Conflict case studies evaluations

Levels of Conflict

Strategic Bible Passages on Conflict James 4 and I Peter 2

Manage conflict with encouragement.

Manage conflict with inspiration.

Strategic Bible Passages on Conflict Romans 8

Paul confronted and faced constant conflict ... I and II Corinthians

Church Conflict: Family Members Tied Together I Corn 1:8-13

Strategic Bible Passages on Conflict John 3 and John 4

Insights for Conflict Management and Resolution

Conflict Manager Assessments and feedback

Feb 25 - Class 4: The Early Warning Signs of Conflict

Aggressive, Assertive and Passive People James 1:12-27

Threats, Manipulation, Sarcasm and One-upmanship

Respect God given differences.

Strategic Bible Passages on Conflict Romans 2

Conflict Manager Assessments and feedback

Conflict case studies evaluations

Class 4: How to Have a Godly Fight (Disagreement)

Clarity and Compassion

Speak the Truth in Love

God's love defined

Strategic Bible Passages on Conflict Eph 4:13-16

Conflict Manager Assessments and feedback

Conflict case studies evaluations

Class 4: **Respect God Given Differences**
Conflict of Partiality. Favoritism. Bias. Exclusion.
Conflict Manager Assessments and feedback
Conflict case studies evaluations
Strategic Bible Passages I Corinthians 12; James 2

March 18 - Class 5: **The Ultimate Remedy of Human Conflict: Forgiveness**
What is forgiveness?
Forgiveness. Restoration. Boundaries.
Conflict Manager Assessments and feedback
Conflict case studies evaluations
Strategic Bible Passages Matthew 18; John 3:16; Romans 8

Class 5: **It's Time for Godly Mediation**
Conflict Manager Assessments and feedback
Conflict case studies evaluations
Strategic Bible Passages Matthew 18; John 10

Class 5: **Final exam. Question and answer between students and professor.**

LA513 READING /ATTENDANCE REPORT
(Due March 18, 2023)

Name _____

I have attended _____ **out of 5 classes.**

I have read the following:

Forgiveness-The Freedom and Power of Forgiveness

YES NO Number of pages? ____

Overcoming the Dark Side of Leadership

YES NO Number of pages? ____

The Peacemaker

YES NO Number of pages? ____

Firestorm

YES NO Number of pages? ____

Signature _____

Date _____