

**BIRMINGHAM THEOLOGICAL SEMINARY**  
**2200 BRIARWOOD WAY**  
**BIRMINGHAM, ALABAMA 35243**  
**205-776-5650**

**Conflict Resolution in the Church**  
**PT 5621 Fall 2010**  
**Professor: Glenn Waddell**  
**Class Hours: 2**

**Office Phone: 205- 776-5280**  
**Cell Phone: 205- 266-7236**  
**Fax: 205-824-8407**  
**E-mail: [gwaddell@briarwood.org](mailto:gwaddell@briarwood.org)**

**COURSE PURPOSE**

This course is intended to lay the foundations for a biblical and theological approach to conflict resolution that will guide the lay leader and pastor in responding to interpersonal conflict in the church, family and community. This course will also address common conflicts within churches and biblical approaches intended to prevent or resolve those conflicts.

**COURSE OBJECTIVES**

1. To introduce a systematic theology of biblical peacemaking.
2. To provide students with sufficient context that they are able to apply those peacemaking principles to ministry and life.
3. To learn biblical processes for use in resolving conflict and leading the church in reconciliation.
4. To learn how to prevent destructive conflict in the church and avoid unnecessary legal liability.
5. To examine issues related to the practice of church discipline.

**Course Texts**

Sande, Ken, **The Peacemaker** (3d edition) ISBN 0801064856  
Poirier, Alfred, **The Peacemaking Pastor** ISBN 0801065895  
Haugk, Kenneth, **Antagonists in the Church** ISBN 0806623101 (Book report)  
Van Yperen, Jim, **Making Peace** ISBN 0802431852 (Book report)

**COURSE REQUIREMENTS**

1. **Identify five (5) learning objectives** that you wish to achieve from this course, type out and turn in **on September 20**.
2. You are expected to have completed assigned readings in advance of the class and to participate in class discussions.
3. **Book reports:** write a critical paper of at least three (3) typed pages on each of the two books designated above. These book reports are **due November 15**, and should answer the following questions in a narrative format:

- a. What is the book about as a whole?
  - b. What is the significance of the book?
  - c. Do you agree/disagree with the author in any areas? Provide reasons.
  - d. What dangers arise, if any, from positions advocated or statements made by the author?
  - e. What impact did the book have on you?
  - f. Did this book lead to any spiritual formations/changes in your life and or ministry?
4. There will be **one exam - a mid-term**.
  5. There will be additional assigned readings each week from journal articles (handed out in class); a **one page response is required from each reading within two weeks from the date the article is distributed**.
  6. All assigned readings and responses must be on time and complete, and class attendance must be in compliance with Seminary guidelines.
  7. Design a questionnaire of at least ten (10) questions based on your readings and class discussions. Interview four (4) Pastors of different denominations; list their responses by denomination (names of Pastors optional). Write a **twelve (12) to fifteen (15) page paper**, incorporating your findings and observations. Your paper should reference and incorporate concepts from your readings from this course, Scripture and at least five additional reference sources, including journals and periodicals. **Due November 29**. This paper must be formatted in accordance with Turabian standards, including the title page. Any paper not conforming to these standards will automatically be dropped one letter grade.

Proper planning and timely completion of assignments is crucial.

All course materials must be submitted by the last day of class. Thereafter, course materials may be submitted for up to six (6) weeks after the end of the semester directly to the office of the Registrar with the permission of the professor. If a student submits course materials after the end of the semester but within the six (6) weeks grace period, the student's grade will be lowered by one letter grade. The course materials will not be accepted after the six (6) week grace period and a failing grade will be posted to the student's transcript.

### **COURSE ASSIGNMENT DATES**

September 13	Introduction and Course Orientation	
September 20	Glorifying God in Conflict	Read Preface, Part I (Ch. 1 – 3) and App. B of <i>The Peacemaker</i> (Sande); Intro. & Ch. 1-2 of <i>The Peacemaking Pastor</i> (Poirier)
September 27	Get the Log Out	Read Part II (Ch. 3-6) of <i>The Peacemaker</i> (Sande); Ch. 3 & 6 of

		<i>The Peacemaking Pastor</i> (Poirier); Other readings assigned in class
October 4	Confession/Restoration	Read Part III (Ch. 7-9) of <i>The Peacemaker</i> (Sande); Other readings assigned in class
October 11	Forgiveness/Negotiation	Read Part IV (Ch. 10-12) of <i>The Peacemaker</i> (Sande); Ch. 7-8 of <i>The Peacemaking Pastor</i> (Poirier); Other readings assigned in class
October 18	Fall Break	No Class
October 25	Mid-Term	Lectures and Readings
November 1	ADR & Conciliation	Ch. 9-10 of <i>The Peacemaking Pastor</i> (Poirier); App. B of <i>The Peacemaker</i> (Sande); Other readings assigned in class
November 8	Church Discipline	Ch. 11-12 of <i>The Peacemaking Pastor</i> (Poirier); Other readings assigned in class
November 15	Marriage, divorce & Conflict Coaching	Readings assigned in class
November 22	Conflict coaching (cont.), mediation & legal issues	Case studies and readings assigned in class
November 29	Surveys	Oral reports on interview results
December 6	Walk-Through Nativity	No Class

### **COURSE GRADING**

1. Mid-term Exam	30%
2. Book Reports	10% each
3. One-page Summaries	10%
4. Final Paper	25%
5. Oral Report on Paper	15%

## **BIBLIOGRAPHY**

### **Church Conflict**

Adams, Jay E., *Sibling Rivalry in the Household of God*. Denver: Accent Books, 1988.

Buzzard, Lynn R. and Laurence Eck. *Tell It To the Church*. Elgin: David C. Cook Publishing Co., 1982.

Dobsen, Edward G., Speed B. Leas, and Marshall Shelley. *Mastering Conflict and Controversy*. Portland: Multnomah Press, 1992.

Edwards, Gene. *Crucified by Christians*. Sargent, GA.: The SeedSowers, 1994.

Enroth, Ronald M. *Churches That Abuse*. Grand Rapids: Zondervan Publishing House, 1992.

Fenton, Horace L., Jr. *When Christians Clash*. Downers Grove, Ill.: InterVarsity Press, 1987.

Flynn, Leslie B. *When the Saints Come Storming In*. Wheaton: Victor Books, 1988.

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

Haugk, Kenneth C. *Antagonists in the Church*. Minneapolis: Augsburg, 1988

Huttenlocker, Keith. *Conflict and Caring*. Grand Rapids: Zondervan, 1988.

Kniskern, J. Warren. *Courting Disaster*. Nashville: Broadman and Holman, 1995.

Lowry, L. Randolph, and Richard W. Meyers. *Conflict Management and Counseling*. Word Inc., 1991.

Martin, Frank. *War in the Pews*. Downers Grove, Ill.: InterVarsity Press, 1995.

Poirier, Alfred. *The Peacemaking Pastor: A Biblical Guide to Resolving Church Conflict*, Grand Rapids: Baker Books, 2006.

Qualben, James. *Peace in the Parish*. San Antonio: LangMarc Publishing, 1991.

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

Shelley, Marshall. *Well-Intentioned Dragons*. Waco: Word Books, 1985.

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

Thomas, Marlin E. *Resolving Disputes in Christian Groups*. Winnipeg: Windflower Communications, 1994.

van der Linde, Dirk. *When It's Christian vs. Christian*. St. Louis: Concordia Publishing House.

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

Wecks, John. *Free to Disagree*. Grand Rapids: Kregel Resources, 1996.

## **Church Discipline**

Adams, Jay E. *Handbook on Church Discipline*. Grand Rapids: Zondervan, 1986.

Baker, Don. *Beyond Forgiveness*. Portland: Multnomah Press, 1984.

Buzzard, Lynn, and Thomas Brandon. *Church Discipline and the Courts*. Wheaton: Tyndale, 1987.

Commission on Theology and Church Relations of the LCMS. *Church Discipline in the Christian Congregation*. St. Louis: Concordia Publishing House, 1985.

Gage, Ken and Joy. *Restoring Fellowship*. Chicago: Moody Press, 1984.

MacNair, Donald J. *Restoration God's Way*. Philadelphia: Great Commissions Publications, 1978.

Oden, Thomas C. *Corrective Love: The Power of Communion Discipline*. St. Louis: Concordia Publishing House, 1995.

South, Tommy. *That We May Share His Holiness*. Abilene: Bible Guides, 1997.

White, John, and Ken Blue. *Healing the Wounded*. Downers Grove, Ill.: InterVarsity Press, 1985.

Wray, Daniel E., *Biblical Church Discipline*. Carlisle, PA: Banner of Truth Trust, 2001.

## **Forgiveness**

Adams, Jay E. *From Forgiven to Forgiving*. Wheaton: Victor Books, 1989.

Kober, Ted. *Confession & Forgiveness: Professing Faith as Ambassadors of Reconciliation*. St. Louis: Concordia Publishing House, 2002.

Morison, Patrick H. *Forgive! As the Lord Forgave You*. Phillipsburg, N.J.: Presbyterian and Reformed Publishing, 1987.

Sande, Ken. *The Peacemaker: A Biblical Guide to Resolving Personal Conflict*. Grand Rapids: Baker Books, 3d ed. 2004.

## **Legal Liability**

Bloss, Julie L. *The Church Guide to Employment Law*. Christian Ministry Resources, PO Box 1098, Matthews, NC 28106, 1993.

Bullis, Ronald, K. and Cynthia S. Mazur. *Legal Issues and Religious Counseling*. Louisville: Westminster/John Knox Press, 1993.

Couser, Richard B. *Managing Risks: First Steps in Identifying Congregational Liability*. Minneapolis, Minnesota: Augsburg Fortress, 1993.

Couser, Richard B. *Ministry and the American Legal System*. Minneapolis, Minnesota: Fortress Press, 1993.

Couser, Richard B., and Mary Wilke. *Sexual Misconduct in the Church*. Orr and Reno Professional Association, PO Box 709, Concord, NH 03303-0709

Eidsmoe, John. *The Christian Legal Advisor*. Milford, Michigan: Mott Media, Inc., 1984.

Hammar, Richard R. *Pastor, Church and Law*. Matthews, North Carolina: CMR Press, 3<sup>rd</sup> ed. 2000.

House, H. Wayne. *Christian Ministries and the Law*. Grand Rapids: Baker Book House, 1992.

Kasper, Dennis R. *Balancing Prevention and Risk*. Pasadena: Fuller Theological Seminary, 1993.

Lansing, Carl F. *Legal Defense Handbook*. Colorado Springs: NavPress, 1992.

Levicoff, Steve. *Christian Counseling and the Law*. Chicago: Moody Press, 1991.

Ohlschlager, George and Peter Mosgofian. *The Law for the Christian Counselor*. Chicago: Word, Inc., 1992.

## **Negotiation and Alternative Dispute Resolution**

Commission on Theology and Church Relations of the LCMS. *1 Corinthians 6:1-11: An Exegetical Study*. St. Louis: Concordia Publishing House, 1991.

Fisher, Roger, William Ury, and Bruce Patton. *Getting to Yes*. New York: Penguin Books, 2<sup>nd</sup> ed. 1991.

Institute for Christian Conciliation. *Guidelines for Christian Conciliation*. Billings, Peacemaker Ministries, 2005 (version 4.5).

Jones, G. Brian, and Linda Phillips-Jones. *A Fight to the Better End*. Wheaton: Victor Books, 1989.

Lovenheim, Peter. *Mediate, Don't Litigate*. New York: McGraw-Hill, 1989.

Moore, Christopher W. *The Mediation Process*. Jossey-Bass, Inc., 1986

Waddell, Glenn G. & Judith Keegan. "Christian Conciliation: An Alternative to 'Ordinary' ADR." 29 Cumberland Law Review 583 (1999).

## **Personal Peacemaking**

Barthel, Tara Klena and Judy Dabler. *Peacemaking Women: Biblical Hope for Resolving Conflict*. Grand Rapids: Baker, 2005.

Jones, Robert D. *Uprooting Anger: Biblical Help for a Common Problem*. Grand Rapids: Baker, 2006.

Kober, Ted. *Confession & Forgiveness: Professing Faith as Ambassadors of Reconciliation*. St. Louis: Concordia Publishing House, 2002.

Sande, Corlette. *The Young Peacemaker*. Shepherd Press, PO Box 24, Wapwallopen, PA 18660, 1997.

Sande, Ken. *The Peacemaker: A Biblical Guide to Resolving Personal Conflict*. Grand Rapids: Baker Books, 3d ed. 2004.

Sande, Ken and Tom Raabe. *Peacemaking for Families: A Biblical Guide to Managing Conflict in Your Home*. Wheaton: Tyndale House Pub., 2002.

Sandmann, Donald. *How to Resolve Conflicts: Empowered by Christ*. St. Louis: Concordia Publishing House.