

Conflict Scenario

A chairperson for a faith organization's administrative board contacted a conflict manager regarding the firing of a religious education director by the pastor. The chairman of the administrative board stated that the congregation is divided into mostly two camps; those supporting the pastor and those supporting the person fired. She stated church members are threatening to leave the congregation. The board chairman says, "We just want peace". The committee is requesting a formal investigation to determine if church policies and procedures were adhered to by the pastor. The conciliator asks, "How will an investigation allay the deeper concerns and fears of the church members? The answer was, "To confirm or not confirm whether errors were made". The conciliator inquired, "What if errors are found?" The response was, "We would fire the pastor and reinstate the teacher". The conciliator questioned, "How effective do you believe this will be in bringing peace to your church members?"

How is God calling you to resolve conflicts?

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BLESSED ARE THE
PEACEMAKERS
HAVE A FAITH CONFLICT?
CHOOSE FAITH CONCILIATION
CONCILIATION TRAINING



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Faith-Based Conflicts

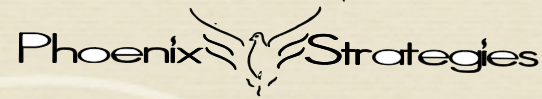
Interpersonal between church members; faith non-profit managers and employees; pastors; regional hierarchy; church elders/boards/governing committees; staff; committees; christian school staff and students; and other denomination churches. May include: gossip, slander, personalities, discrimination, misconduct, inappropriate sexual behaviors and power struggles.

Organizational/School Discipline involving exclusion from an organization or specific roles or activities.

Organization's beliefs concerning theological tenets, moral interpretations and values differences.

Intra-personal arising from self-desires versus what God desires, seeking to change or grow away from an immoral nature.

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Faith Conciliation is an impartial person assisting with two or more persons or groups to resolve conflict in a way that glorifies God.

Faith Conflict Coaching is working one-on-one with a person to reach a specific goal, using faith as a spring board, complemented by prayer, reflection, spiritual reading and/or support of a spiritually mature person.

Faith Conciliation Training is learning how to manage conflict or how to support others in managing conflict through faith conciliation principles.

TRAINING LEARNER OBJECTIVES

- Differentiate between mediation and conciliation
- Explore the nature and different levels of conflict
- Examine four faith-based principles that form the foundation for Faith Conciliation
- Discern how your beliefs may affect your role as a conciliator
- Identify collaborative, facilitative, interest-based strategies and techniques
- Clarify six conflict manager roles
- Gain insight into case management
- Experience coaching, conciliation, dialogue and appreciative inquiry processes
- Integrate Triple-Loop Learning into the coaching process
- Discover how to prepare participants for faith dispute resolution processes
- Identify support needed to address apologies and forgiveness and success indicators
- Recognize systemic church or organization's role in conflict
- Participate in interactive role-plays and scenarios relevant to faith-based situations.
- Be familiar with different church governance models and decision authority

"Whether or not a congregation finds itself in serious conflict is the number one predictor of congregational decline,...This finding points out the need for conflict resolution skills among clergy so minor conflict does not become serious, debilitating, conflict." C. Kirk Hadaway, director of research, Episcopal Church