

DM 9307. Conflict Transformation in Congregational Life

Course Syllabus

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Description:

This seminar will explore anxiety and conflict in congregational life, assist the participants in developing their own theoretical and theological understanding of conflict, and offer some practical tools to address conflict.

Required Reading: (Most of these are short, easy reads.)

- Buber, Martin. *I-Thou*. Translated by Walter Kaufmann. A Touchstone Book. Published by Simon and Schuster, 1970.
- Edward De Bono. *Six Thinking Hats*. (Revised and Updated.) Little, Brown and Company, 1999.
- Boers, Arthur Paul. *Never Call Them Jerks*. Alan Institute, 1999.
- Gilliam, W. Craig. *Where Angels Dare to Dance: Anxiety and Conflict in Congregational and Organizational Life*. (Booklet--You can read this on line at the *JustPeace website—www.justpeaceumc.org/perkins)
- Hicks, Donna. *Dignity: The Essential Role It Plays in Resolving Conflict*. Yale University Press, New Haven and London, 2011.
- JustPeace. *Engaging Conflict Well*. (This is a short booklet from JustPeace and will be distributed the first day of class.)
- Lederach, John Paul. *The Moral Imagination: The Art and Soul of Building Peace*. Oxford University Press, 2005.
- Porter, Thomas. *The Spirit and Art of Conflict Transformation*. Upper Room Books, Nashville, 2010.
- Tillich, Paul. *Love, Power and Justice*. Oxford University Press, 1954.
- Wheatley, Margaret. *Turning to One Another: Simple Conversations to Restore Hope to the Future*. Berrett-Koechler, Inc., San Francisco, 2002.

The following articles are Required Reading. They are found on the JustPeace Center for Mediation and Conflict Transformation website:

www.justpeaceumc.org/perkins. If you desire to download any of these articles, use the password, JustPeace.

- Botcharova, Olga. "Justice or Forgiveness? In Search of a Solution"
- Branson, Mark Lau. "Ten Assumptions of Appreciative Inquiry"
- Gilliam, W. Craig. JustPeace. "Leadership Through Anxious Times and Situations: During Times of High Anxiety and Conflict: More than Meets the Eye."
- Gilliam, W. Craig. "A Pattern of Conflict in Congregations: How do we dehumanize others?"
- Gilliam, W. Craig "Half-Fast Walk Through Martin Buber's Thought."
- Gilliam, W. Craig "The Power of Questions for Leaders and Life."

- Gilliam, W. Craig. “Levels of Conflict Work in Congregations”
- Gilliam, W. Craig. “I Believe” statements about conflict transformation.
- Hixon, Stephanie. JustPeace. “Holy Communion and the Healing of Relationships.” (Found in the book *Conflict and Communion*, Ch. 8.)
- Hooker, David. “Grandma’s Supper Is the Lord’s Supper: The Experience of African American Fellowship Meals and Sunday Supper as Communion.” (Found in the book *Conflict and Communion*, Ch. 9)
- Peers, Larry. “The Problem Trap: A Narrative Therapy Approach to Escaping Our Limiting Stories.”
- Sacks, Jonathan. “Dignity of Difference.”

(Other articles as requested.)

As part of the required reading, **select one book** from the list that follows. Read the book and do a two page review using Six Hats Method as above. These books are more around skill sets, techniques and processes.

- Adam, Marilee G. *Change your questions, change your life*. Berrett-Koehler Publishers, Inc., San Francisco, 2004.
- Baldwin, Christina. *The Circle Way: A Leader in Every Chair*. Berrett-Koehler, San Francisco, 2010.
- Branson, Mark Lau. *Memories, Hopes, and Conversations: Appreciative Inquiry and Congregational Change*, The Alban Institute, 2004.
- *Hixon, Stephanie and Thomas Porter, *The Journey: Forgiveness, restorative justice and reconciliation*. The Women’s Division, The General Board of Global Ministries, The United Methodist Church, 2011. (Excellent Study material for churches. Can be ordered from JustPeace.)
- Neal, Patricia and Craig. *The Art of Convening: Authentic Engagement in Meetings, Gatherings and Conversations*. Berrett-Koehler, San Francisco, 2011.
- Owen, Harrison. *Open Space Technology*. Berrett-Koechler, Inc., San Francisco, 1997.
- Patterson, Kerry, Joseph Grenny, Ron McMillan, Al Switzler. *Crucial Conversations: Tools for Talking When Stakes are High*. McGraw Hill, 2002.
- Rosen, Marshall B. *Nonviolent Communication: A Language of Compassion*. Puddledancer Press, 2003.
- Scott, Susan. *Fierce Conversations: Achieving Success at Work and in Life, One Conversation at a Time*. Berkley, 2004.
- Stone, Douglas, Bruce Patton, Sheila Heen. *Difficult Conversations*. Penguin Books, 2000.

Book Reviews:

Write a two page review of each of the required books using the 6 hat method. This should be complete before class. An outline for the review is listed below. (Six hats is a decision-making methodology developed by Edward De Bono. To understand this process, you can read Six Thinking Hats, which is a required reading for the course.)

1. Blue Hat—brief overview—statement(s).
2. White Hat—What are the facts? (author, publisher and publication date, etc.)
3. Green Hat—What did you value most about the book? What was most helpful? What do you affirm? (1 to 3)

4. Black Hat—Critical hat. What did you find least helpful? 1 to 3 points.
5. Yellow Hat—Possibilities. What are possibilities that emerge in your mind from the book? Especially as it relates to your context of ministry.
6. Red Hat—Feelings and intuitions. What did you feel or intuit about the book? What feelings/intuitions emerged? What did it evoke for you?
7. Blue hat--Brief conclusion
(For each of the hats, you do not have to write lengthy, responses. In fact, if each is on two pages, they are to be short. You are to have these with you when summaries with you when you come to class.)

Class Project--Depending on the size of the class, the course will offer time and space for each participant to teach a specific method/skill to the class, i.e., to facilitate the group in a Six Hat decision-making process, lead an Open Space, be the guardian/facilitator of a circle process, lead an appreciative inquiry session, role play in a mediation, an exercise from your reading that you found meaningful, etc. . . All are to be connected back to conflict transformation in congregations or your context of ministry. These projects will grow out of the reading and class discussions and we will discuss this in the first days of class.)

Selected Book and Review: From any book listed below. (6 to 8 pages in length. This review from your selected book will be due on Monday of the second week of class.)

- Adam Kahane. *Power and Love: A Theory and Practice of Social Change*. Berrett-Koehler, San Francisco, 2010.
- Armstrong, Karen. *Twelve Steps to a Compassion Life*. Knopf Doubleday Publishing Group, 2011.
- Bohm, David. *On Dialogue*. Routledge, 1996.
- *Conflict and Communion: Reconciliation and Restorative Justice at Christ's Table*. Discipleship Resources, 2006.
- Fisher, Roger and William Ury. *Getting to Yes*. Penguin Books, 1991.
- Gerzon, Mark. *Leading through Conflict: How Successful Leaders Transform Differences into Opportunities*. The Harvard Business School Press, 2006.
- Goleman, Larry A., Editor. *Finding Our Story: Narrative Leadership and Congregational Change*. The Alban Institute, 2010.
- Hanh, Thich Nhat. *Peace Is Every Step*. Free Press, 2003.
- Herman, Judith. *Trauma and Recovery: The Aftermath of violence—from domestic abuse to political terror*. Basic Books, 1997.
- Howard, Ken. *Paradoxy: Creating Christian Community Beyond Us and Them*. Ken Howard, 2010.
- King, Martin Luther, Jr. *Strength to Love*. Fortress Press, Minneapolis, 2010.
- *Lederach, John Paul. *When Blood and Bones Cry Out*. Oxford University Press, 2010.
- Lencioni, Patrick. *The Advantage: Why Organizational Health Trumps Everything in Business*. Jossey-Bass, 2012.
- Lott, David, Editor. *Conflict Management in Congregations*. The Alban Institute, 2001.
- *Mandella, Nelson. *Long Walk to Freedom*. Little, Brown and Company, 1995.
- *McClintock, Karen. *Shame-Less Lives, Grace-Full Congregations*. The Alban Institute, 2012.

- Neal, Patricia and Craig. *The Art of Convening: Authentic Engagement in Meetings, Gatherings and Conversations*. Berrett-Koehler, San Francisco, 2011.
- Owen, Harrison. *Wave Rider: Leadership for High Performance in a Self-Organizing World*. Berrett-Koehler Publishers, Inc., 2008.
- Owen, Harrison. *The Practice of Peace*. Harrison Owen, 2003.
- Rothman, Jay. *Resolving Identity-Based Conflict in Nations, Organizations and Communities*. Wiley, John & Sons, 1997.
- *Ross, Rupert. *Returning to the Teachings: Exploring Aboriginal Justice*. Penguin Books, 1996.
- S2003.hrock-Shenk, Carolyn and Lawrence Ressler, ed. *Making Peace with Conflict: Practical Skills for Conflict Transformation*. Herald Press, 1999.
- Showkeir, Jamie and Maren. *Authentic Conversations: Moving from Manipulation to Truth and Commitment*. Berrett-Koechler, Inc. San Fransisco, Publishers, Inc., 2008.
- Siegel, Daniel J. *Mindsight: The New Science of Personal Transformation*. Bantam Books, New York, 2011.
- Tutu, Desmond. *God is not a Christian: And Other Provocations*. HarperCollins, 2011.
- Tutu, Desmond. *No Future without Forgiveness*. Image/Doubleday, 1999.
- Ury, William. *The Third Side*. Penguin Books, 2000.
- Walter Wink. *The Human Being*. Fortress Press, Minneapolis, 2002.
- Wheatley, Margaret J. *So Far From Home: lost and found in our brave new world*. Berrett-Koehler Publishers, Inc.. San Francisco, 2002.
- Winslade, John, and Gerald Monk. *Narrative Mediation: A New Approach to Conflict Resolution*. Jossey-Bass, 2000.

The Little Books of Justice and Peacebuilding (Any 3 from this series counts as one book for review.)

- Brubaker, David R., and Ruth Hoover Zimmerman, *Healthy Organizations: Tools for Understanding and Transforming Your Organization* 2009.
- *Ron Krayball and Evelyn Wright, *Cool Tools for Hot Topics*. 2006.
- John Paul Lederach, *Conflict Transformation*. 2003.
- Howard Zehner, *Restorative Justice*. 2002.
- Lisa Schirch, *Strategic Peacebuilding*. 2004.
- Kay Pranis, *Circle Process*. 2005.
- Lisa Schirch and David Campt, *Dialogue for Difficult Subjects*. 2007.
- Yoder, Carolyn. *Trauma Healing: When Violence Strikes and Community Security Is Threatened*. 2005.

Major Paper:

8 to 12 page paper expressing your theological and theoretical understanding of conflict and how what you learned in this course will impact ways you see, understand and respond to anxiety and conflict in your context of ministry. Also, identify any helpful exercises/practices you discovered through the readings, conversations, class, etc. You are not required but encouraged to use the Six Hats method in writing this last paper. *As an additional page, have a list of your “I believe” statements (core beliefs) about conflict and conflict transformation. How do your “I believe” statements inform your ministry and way of inviting*

and working with conflict transformation? (A sample of my I believe statements are on the www.justpeaceumc.org/perkins.)

Grading:

- Book reviews from required reading list--10%
- In class project—15%
- Longer, selected book review--15%
- Class presence, preparation and participation—20%
- Final paper—40%

VII. Minority Concerns and the Perkins Curriculum:

In 1975 the Perkins Senate passed resolutions which bear on the relation of the Perkins curriculum to this school's common concern for the status of ethnic minority groups and of women both in education for ministry and in the ministry itself. The following statement summarizes these resolutions with respect to all courses except those in the area of Ministry.

- 1) Instructors and students alike are urged to use inclusive language, images and metaphors that give full and positive value to both the past contributions and the future prospects of ethnic minorities and women in the church and in the society at large.
- 2) Instructors and students alike are urged to give sensitive consideration to the role of images from a predominately white and male culture in shaping both the language and concepts of Christian theology and the models and methods of Christian ministry that are widely current today.
- 3) Instructors are urged to make every effort to provide—in the syllabi, assignments and formats of their courses—opportunities (1) for women students and students from ethnic minority groups to pursue their study with special reference to their own status or tradition and (2) for all students to become acquainted with the special problems and conditions that affect women and ethnic minority groups in human society.

VIII. SMU Disability Accommodations:

Students needing academic accommodations for a disability must first contact Ms. Rebecca Marin, Coordinator, Services for Students with Disabilities (214-768-4557) to verify the disability and establish eligibility for accommodations. They should then schedule an appointment with the professor to make appropriate arrangements. (See University Policy No. 2.4.)