

SPD 672 Conflict Management 1 hr/1.5 CEU
Monday 10:00 – 11:30 a.m. * Fall Term

Instructor Name	Rev. Claudell Hefner County M.A. with Rev Dr. Gary Simmons and Rev Jane Simmons
Office Hours	TBA
Telephone	work: 816-251-3535 ex. 2160; home: 816-525-3205
E-Mail	countych@unityonline.org; ccounty@kc.rr.com
Required Texts	<p>Simmons, G. (2001). <i>The I of the storm: Embracing conflict, creating peace</i>. Unity Village, MO: Unity House. ISBN 0-87159-270-3</p> <p>Simmons, G. (2004). <i>Day by day reconciliation Journal: A 21 day spiritual practice</i>. Eureka Springs, AR: I Make THE Difference Ministries. www.imakethedifference.net ISBN 1-59196-936-0</p> <p>Simmons, G. & J. (2005). <i>A teacher’s guide & lesson plan: The I of the storm</i>. Eureka Springs, AR: I Make the Difference Ministries. ISBN pending.</p>
Other Required Reading	Papers and handouts assigned in class. Downloads from email. Websites.
Recommended Reading	Simmons, J. (2004). <i>I of the storm for teens: Finding peace in the midst of conflict</i> . Eureka Springs, AR: I Make the Difference Ministries. ISBN 1-59196-826-7

Course Description

Conflict can be a gift to an organization or relationship by pointing out missing ingredients or lack of connectivity. Seen from the viewpoint of “What can I learn?” conflict can be a motivator for positive change. This class focuses on the spiritual growth possibilities in conflict and the methods of working toward peacemaking for the good of all.

Learning Objectives

Upon completion of this course, students will be able to:

1. Articulate their inner resources and principles for healthy conflict resolution.
2. Demonstrate detachment from judgment and criticism by identifying feelings and needs.
3. Articulate their purpose and identify mental images that keep them from experiencing peace.
4. Apply love-centered reconciliation practices.

The above objectives partially fulfill the following program outcome for the Master of Divinity:

MD-3 Recognize and practice personal habits that provide for a healthy ministry.

MD-2 Describe and integrate administrative and leadership abilities to create a productive and growing ministry.

The above objectives partially fulfill the following program outcome for the Certificate:

C-3 Recognize and practice personal habits that provide for a healthy ministry.

C-2 Describe and integrate administrative and leadership abilities to create a productive and growing ministry.

The above objectives partially fulfill the following program outcome for the Master of Arts in Religious Studies:

MA-3 Create and maintain a personal spiritual practice.

Week	Date	Topic, Objective, Strategy	Reading Assignment	Paper/Exam/Activity
1	9/29	No One and nothing is against me. <ul style="list-style-type: none"> Understand the spiritual principle of One Presence. Discussion and case study	Book forward & 1 & 2	Write an explanation of this key statement based on the spiritual principle. One paragraph only. Due next week in class.
2	10/6	Wholeness <ul style="list-style-type: none"> Integrate the spiritual principle of wholeness and healing the missing ingredient. Discussion and inventory	Book 3 & 4	How can I be "whole" and still have a missing ingredient? One paragraph only. Due next week in class.
3	10/13	I make my life mean what it means <ul style="list-style-type: none"> Become aware of perception and projection. Discussion and exercises	Book 5 & 6	Explain this to a newcomer in one paragraph, with diplomacy. Due next week in class.
4	10/20	The Enemy. <ul style="list-style-type: none"> Understanding the spiritual principle of communion verses separation. Discussion and exercises.	Book 7 & 8	No homework
5	10/27	Gary Simmons in class	Reconciliation book.	Begin 21 day reconciliation work and daily journal.
Lyceum: Attend the Lyceum				
6	11/10	Working with Judgment <ul style="list-style-type: none"> Recognize and be willing to change judgment into discernment. Discussion and demonstration.	Book 9 & 10	Continue reconciliation

7	11/17	Living on purpose <ul style="list-style-type: none"> Identify life purpose and list ways to demonstrate life purpose. Discussion and inventory	Book chpt 11	Continue reconciliation
8	11/24	Two Streams Flowing Together <ul style="list-style-type: none"> Apply reconciliation practices with classmates and family Demonstration and practice	Reconciliation	Reflection due
9	12/1	I make the difference <ul style="list-style-type: none"> Identify areas of growth 	Reconciliation	Minister's Role due
10	12/8	I of the Storm : in church		

Assignments for the Master of Divinity and Certificate program:

- Short homework assignments will be discussed in class and collected. 10 pts each.
- Part I: Write a reflection 3-4 page paper describing the learner's experience of working through the Day by Day Reconciliation practice for 21 days.

Part 2: Describe the minister's role as leader as s/he consciously integrates the principles, skills, humbleness, and feelings from the reconciliations and any other experiences from the homework sheets. Why is this so important? What might the minister need to further his/her growth in this area of principle application? Describe. If quotes are used, students must use APA style of reporting references. The paper should be 3-4 pages in length excluding cover sheet and reference sheet at the end. Due December 1.

Grading

Assignment		Possible Points	Meets Learning Objective
One paragraph homework – each worth 10 pts.	9/29, 10/6, 10/13	30	1,2,3
Reflection paper on reconciliation, Part I	Due Nov 24	30	1,2,3,4
Minister's role Part II	Due Dec 1	30	1,2,3,4
Class participation		10	2,4

Final Grade Determination:

90-100 points = A
80-89 points = B
70-79 points = C
Below 70 is failing

Assignments for the Master of Arts in Religious Studies program:

See instructor for details

Expectations of Students

Students are expected to come to class having read the assigned material and being prepared to discuss it. In addition, students are expected to work to their best quality. My assignments are designed to be immediately applicable to you. Make them real.

Classroom Protocol

To maintain an atmosphere of learning, please be on time, respect each other's ideas, balance speaking and listening, share the center stage, prepare for each class, return from breaks on time, take adult breaks if needed, and take everything to prayer.

Late Assignment Policy

A late assignment will have a point deducted for each day late.

Attendance Policy

There will be a lot of activities done in class. Please be there. There are points for participation. Excessive absence will be noted and points deducted.

Academic Honesty

Unity Institute assumes that all students desire to pursue their academic and transformational work with honesty and scholarly integrity. Cheating, plagiarism, facilitating academic dishonesty and misrepresentation of self or other students are prohibited. Students may seek the assistance from others as long as the student submitting the assignment is actually doing the work.

If the faculty member discovers a student violating academic honesty, the following penalty may be applied, depending upon the severity of the infraction:

1. A reduced grade for the assignment.
2. A grade of zero for the assignment
3. An "F" for the course.
4. Remand the decision to the full faculty.

A report will be sent to the faculty, the Dean, as well as kept in the student's permanent file.

For further information about academic honesty, students are directed to review the Unity Institute Catalog and Unity Institute Student Handbook.

Special Concerns

If students have any special concerns and/or challenges that may affect their performance in this course, they are encouraged to speak with the instructor immediately so that any accommodations, if necessary, may be made. Please call, email, or talk to be before you go to anyone else.

Selected Bibliography

(This bibliography is a very rudimentary book list. Please see The Alban Institute, Cokesbury, Zondervan, and Amazon.com for many other good books.)

Berkley, J. (1987). *Making the most of mistakes*. Carol Stream, IL: The Leadership Library, CTi

Cosgrove, C. & Hatfield, D. (1994). *Church conflict: The hidden systems behind the fights*. Nashville: Abingdon Press.

Crum, T. (1987). *The magic of conflict: Turning a life of work into a work of art*. New York: Simon and Schuster.

Donohue, W. & Kolt, R. (1992). *Managing interpersonal conflict*. Newbury Park, CA: Sage Publications.

Doran, C. & Troeger, T. (1992). *Trouble at the table: Gathering the tribes for worship*. Nashville: Abingdon Press.

Haugk, K. (1988). *Antagonists in the church: How to identify and deal with destructive conflict*. Minneapolis: Augsburg Publishing House.

Huttenlocker, K. (1988). *Conflict and caring: Preventing, managing, and resolving conflict in the church*. Newburgh, IN: Trinity Press.

Linn, J. (1995). *What church members wish ministers knew*. St. Louis, MO: Chalice Press.

Linn J. (1993). *What ministers wish church members knew*. St. Louis, MO: Chalice Press.

Martin, F. (1995). *War in the pews: A foxhole guide to surviving church conflict*. Downers Grove, IL: InterVarsity Press.

Parry, D. (1991). *Warriors of the heart: A handbook for conflict resolution*. Cooperstown, NY: Sunstone Publications.

Scazzero, P. (2003). *The emotionally healthy church: A strategy for discipleship that actually changes lives*. Grand Rapids, MI: Zondervan.

Schaller, L. (1997). *The interventionist*. Nashville: Abingdon Press.

Shelley, M. (1985). *Well-intentioned dragons: Ministering to problem people in the church*. Minneapolis, MN: Bethany House Publishers. (I don't like the title but I like the book. CC)

Shelley, M. (ed.). (1997). *Leading your church through conflict and reconciliation: 30 strategies to transform your ministry*. Minneapolis, MN: Bethany House Publishers.