

**CMCM3350 BUILDING HEALTHY CHURCH RELATIONSHIPS**  
**New Orleans Baptist Theological Seminary**

**Disclaimer:** This syllabus is intended to give the student a general idea of the content, format, and textbooks used for this class. The professor will submit a full syllabus at the beginning of the class which will contain a course schedule and the instructor's information.

**Course Description**

The focus of the course is to aid pastors and staff members in understanding the basics of building healthy relationships in the local church. Strategies for conflict management will be discussed along with principles for building staff morale.

**Textbooks:**

*Discover Your Conflict Management Style* by Speed B Leas

**To order online from Amazon.com:** [http://www.amazon.com/exec/obidos/tg/detail/-/1566991846/qid=1128106359/sr=8-1/ref=pd\\_bbs\\_1/104-1075140-2075141?v=glance&s=books&n=507846](http://www.amazon.com/exec/obidos/tg/detail/-/1566991846/qid=1128106359/sr=8-1/ref=pd_bbs_1/104-1075140-2075141?v=glance&s=books&n=507846)

*Boundaries: Knowing How to Tell People 'No'* by John Cloud and Henry Townsend; *How to Win Friends and Influence People*—Dale Carnegie

**To order online from LifewayStores:**

<http://www.lifewaystores.com/lwstore/product.asp?isbn=0310247454&mscssid=CM6TQ5TLTRC49JJ41QU3LMGGL2DVBEL1>

**To order online from CBD:**

[http://www.christianbook.com/Christian/Books/product?item\\_no=247454&netp\\_id=281435&event=EFIN|30949|1033](http://www.christianbook.com/Christian/Books/product?item_no=247454&netp_id=281435&event=EFIN|30949|1033)

**To order online from Amazon.com:** [http://www.amazon.com/exec/obidos/tg/detail/-/0310247454/qid=1128106548/sr=2-1/ref=pd\\_bbs\\_b\\_2\\_1/104-1075140-2075141?v=glance&s=books](http://www.amazon.com/exec/obidos/tg/detail/-/0310247454/qid=1128106548/sr=2-1/ref=pd_bbs_b_2_1/104-1075140-2075141?v=glance&s=books)

*How to Win Friends and Influence People* by Dale Carnegie

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**Student Objectives**

1. To identify ways to enhance positive staff/leadership relationships within a local church.
2. To identify your conflict management style(s).
3. To identify the traits and characteristics of unhealthy and healthy churches.
4. To develop positive strategies to deal with conflict resolution.
5. To understand factors that would contribute or distract from my spiritual health.
6. To identify spiritual gift(s) and how God can use them in the local church ministry.
7. To identify “problem” types of people and forecast specific strategies to deal with difficult people.

8. To set as a goal that wherever God may lead me to serve that I will to the best of my ability:
  - a. Leave the ministry location in better physical shape
  - b. Leave a better person for the experience
  - c. Leave the ministry people stronger spiritually

### **Course Evaluation**

1. Examine the church or churches in which you grew for three conflicts that you observed or experience. Write a summary of these three conflicts identifying the staff positions involved, lay positions involved and the basis of the conflict. These evaluations should be typed. You will be asked to present these in a “round table discussion” format and the class will react and give advice on solutions.

2. Provide a 3-5 page (double-spaced) book critique from the supplemental reading list related to church management, leadership, or interpersonal relations.(I prefer that you do Boundaries, if you have not read it previously)

3. Complete the Biblical Personality Profile and the Conflict Management Profile.(in-class)

4. Complete a spiritual gifts profile online.

5. Complete sectional tests and the final exam.

6. The final exam will consist (in part) of a completed notebook (three ring binder). This is designed for your future use. It will contain the following:

A. A description of your leadership style(self-assessment)

B. Your top 3 conflict management styles

C. Diagram of the Role Renegotiation/Conflict Resolution and brief explanation

D. Resume that is reproduce-able.

E. Questions that you would pose in an interview.

F. A copy of the Personality profile; self assessment of what you determine your personality to be.

G. Spiritual gift assessment

H. Personal (generic) game plan for your 1<sup>st</sup> six months in a ministry setting.

I. Book review--related to leadership, church relationships, or personal relations.

J. Resource list of five books, journals, or periodicals.

(they need to be resources that you already know will help you or that you have set a goal to purchase)

Participation-----30%

Sectional Tests— -30%

Conflict reviews--10%

Final exam-----30%

## **Netiquette Statement on Appropriate Online Behavior**

Each student is expected to demonstrate appropriate Christian behavior when working online on the Discussion Board. The student is expected to interact with other students in a fashion that will promote learning and respect for the opinions of others in the course. A spirit of Christian charity will be expected at all times in the online environment.

## **Course Outline**

### I. Getting Married to a church or ministry

- \*How to 'read' a church
- \*Questions/resumes/manners
- \*Salaries/requests/"red flags"

### II. The Honeymoon

- \*Smiles and smooth sailing
- \*Personality Test
- \*Spiritual Gifts
- \*How Win Friends and Influence Enemies

### III. Beyond The Thirty-two-teeth smiles

- \*Toxic People
- \*Boundaries
- \*Conflict Management
- \*Conflict Renegotiation
- \*Bankers/Lawyers/Insurance Agents/Retirement Planning

### IV. Termination and Forced Moves

- \*Survey Results
- \*Recourse/recovery/burnout

### V. Preparation

- \*Game Plans/Good Starts/ Continuing Education

## **Selected Bibliography**

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Chandler, Charles. Minster's Support Group: Alternative to Burnout. Nashville: Convention Press, 1987.

- Faulkner, Brooks R. Stress in the Life of the Minister. Nashville: Convention Press, 1981.
- \_\_\_\_\_. Force Termination. Nashville: Broadman Press. 1986.
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- Mosley, Ernest. Priorities in Ministry. Nashville: Convention Press, 1978.