



Facilitating Healthy Pastor-Congregation Relations

Who Will Benefit:

- Pastors, Church Council, Vestry, Session members, Pastor-Parish Committees, and Judicatory leaders.
- The workshop would be especially helpful if a team made up of both clergy and lay leadership from a congregation would attend the event together.

Workshop Location:

Richwood Presbyterian Church
1070 Richwood Road
Walton, KY 41094

Workshop Leader:

Richard Blackburn is Executive Director of the Lombard Mennonite Peace Center (LMPC) in Lombard, IL. Richard leads a variety of workshops yearly on conflict transformation in congregational systems, and serves as a consultant to conflicted churches. He participated in Dr. Edwin Friedman's *Post Graduate Clergy Seminar in Family Emotional Process* and the Georgetown Family Center's *Post Graduate Program in Bowen Family Systems Theory and Its Applications*.

Registration Fee:

The preregistration fee is **\$45.00**. If received after March 12, 2018, or for those who register at the door, the fee is **\$55.00**. Fee includes training manual, lunch, and refreshment breaks. Cancellations are subject to a nonrefundable administration fee of \$25, if the Presbytery Office receives at least five days advance notice of cancellation, otherwise no refund will be issued.

For More Information:

Call Nancy Kahaian, General Presbyter, at 513-221-4850. You can also visit our web site at www.presbyteryofcincinnati.org where you can download this brochure and forward it to others in your church.

Workshop Schedule

Friday, March 23, 2018:

- 6:30-7:00 Registration
- 7:00-9:30 **Introduction: The Crisis in the Pastorate System**
- Symptoms of the Crisis
 - Causes of the Crisis
- The Congregation as a Family System**
- An Overview of Family Systems Theory
 - Understanding How Churches Can Be Like Dysfunctional Families

Saturday, March 24, 2018:

- 9:00-10:30 **Managing Healthy Pastoral Transitions**
- Saying Good-bye
 - Churches Searching for Leaders
 - Pastors Searching for Healthy Churches
 - The Pastor's Entry
- 10:30-10:45 Break
- 10:45-12:00 **Strengthening Support Systems for Pastors**
- Negotiating Expectations
 - Sharing the Task of Ministry
 - Pastor-Congregation Relations Committees
 - Healthy Pastoral Evaluation Procedures
 - Fair Termination Procedures
- 12:00-1:00 Lunch (on-site - included in registration)
- 1:00-2:30 **Systems for Managing Conflict Constructively**
- Educating for Conflict Transformation
 - Establishing Healthy Conflict Norms
 - Congregation Mediation Teams
 - An Intervention Model for Outside Consultants
- 2:30-2:45 Break
- 2:45-4:30 **Promoting Healthy Church Systems**
- Understanding Poorly Differentiated Church Members and Pastors
 - Overcoming Sabotage
 - Leadership Through Self-Differentiation

Registration Form

Facilitating Healthy Pastor-Congregation Relations – Richwood PC, Walton, KY– March 23-24, 2018

To register, clip this form, make your check payable (in US funds) to "Presbytery of Cincinnati" and mail to:
Presbytery of Cincinnati, 1323 Myrtle Avenue, Cincinnati, OH 45206

Name (s) _____ Home Phone _____
Address _____ City _____ State _____ Zip _____
Congregation/Organization _____ Work Phone _____
Personal Email _____ Other Email _____

_____ Yes! Please register me/us for the workshop in _____. I've enclosed \$45.00 per person.
(\$55.00 after 03/12/2018 and at the door.)

_____ Please send information regarding potential lodging options near the workshop site.

_____ I would need child-care — number of children _____ — age of children _____

_____ I have special dietary needs for the lunch; specify: _____

Facilitating Healthy Pastor-Congregation Relations

March 23-24, 2018

Friday: 7:00 p.m. to 9:30 p.m.

Saturday: 9:00 a.m. to 4:30 p.m.

Richwood Presbyterian Church

1070 Richwood Road

Walton, KY 41094

Sponsor: The Presbytery of Cincinnati

Presented by: Lombard Mennonite Peace Center



About the Workshop:

The church is experiencing something of a crisis in the pastorate system. Clergy morale is low, with pastors under attack as never before. An increasing number of involuntary pastoral terminations leave a lasting legacy of pain in many congregations. **Facilitating Healthy Pastor-Congregation Relations** is a workshop intended to help congregations address these problems.

The workshop is based on the Lombard Mennonite Peace Center's experience over a number of years in serving as a mediator and consultant to severely conflicted churches from a broad range of denominations. An emphasis in working with these churches has been to help them establish more healthy conflict norms. The workshop suggests some of the structural changes that we have found can help a church function in more healthy ways.

However, structural changes are not enough; attention must also be given to emotional processes and the ways that leaders function. Thus, the workshop also reflects our training in family systems theory and how it relates to church conflict. Family systems theory provides important insights into how leaders can function in well-differentiated ways so that the potential destructiveness of conflict can be minimized.

This workshop will help you . . .

- Understand some basic concepts of family systems theory and apply them to congregational life.
- Manage pastoral transitions more effectively.
- Improve support systems for pastors.
- Institutionalize healthy conflict procedures.
- Understand "leadership through self-differentiation."
- Refocus on your congregation's mission and purpose rather than having energy being drained by contentious issues.



Other LMPC Programs:

The **Mediation Skills Training Institute for Church Leaders** equips leaders with strategies for addressing interpersonal, small group, and congregational conflicts. Dates and locations of 2018 institutes are:

- March 12-16, 2018 - Columbia, SC
- May 7-11, 2018 - Hartford, CT
- August 6-10, 2018 - Glen Ellyn, IL (Chicago area)
- October 1-5, 2018 - Minnetonka, MN (Minneapolis area)
- November 12-16, 2018 - Richmond, VA

The **Clergy Clinic In Family Emotional Process** is designed to enhance the ability of participants to function as self-differentiated leaders in their ministry setting. Groups A and B meet in Lombard, IL, 3 times during the program year, 3 days each, for 9 days of training.

Group A

- October 22-24, 2018
- February 18-20, 2019
- April 29-May 1, 2019

Group B

- November 5-7, 2018
- February 25-27, 2019
- May 6-8, 2019



For further information:

"...So we, though many, are one body in Christ, and individually members one of another." (Romans 12:5)