

## **PATH6234/6334 Stress and Conflict Management**

New Orleans Baptist Theological Seminary  
Division of Pastoral Ministries  
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### **Seminary Mission Statement**

The mission of the New Orleans Baptist Theological Seminary is to equip leaders to fulfill the Great Commission and the Great Commandments through the local church and its ministries.

### **Purpose of the Course**

The purpose of this course is to provide quality theological education for students in the discipline of pastoral ministries.

### **Course Description, Core Value Focus, and Curriculum Competencies Addressed**

This course is designed to help students understand the causes and effects of stress and interpersonal conflict. Attention will be given to managing stress and conflict in personal ministry within the context of the church. Students will study biblical principles, contemporary theories, available resources, and practical methods for managing stress and conflict effectively. *Prerequisites: PATH5331 Pastoral Ministry (or PATH5333 Christian Ministry) and CCSW6214 Interpersonal Relationship Skills.* The course will emphasize this year's core value focus on mission focus and will address the competencies of biblical exposition, interpersonal skills, servant leadership, and spiritual and character formation.

### **Student Learning Outcomes**

By the end of the course, the student will:

1. Understand various causes and effects of personal and interpersonal conflict and stress.
2. Be acquainted with theological concepts, practical strategies, and helpful resources regarding managing stress and conflict;
3. Know how to assess personal stress management needs, devise an appropriate stress management plan, and implement such a plan effectively;
4. Have gained personal insights about managing and resolving personal and church conflict in ways which facilitate ministry in contemporary church contexts;
5. Value leadership principles, models, and methods related to conflict management and resolution.

### **Course Methods**

1. Lectures, student presentations, and other methods will be utilized to teach the concepts and methodologies of stress and conflict management;
2. Writing assignments will be required to facilitate experiential learning regarding the course content, texts, and discussion. Resource persons may be used to share experiences, as time permits.

3. Class and small-group discussions will be used to enhance and promote personal insights in stress and conflict management. Student interaction with peers, ministry resource persons, seminary faculty members, and the course instructor is encouraged during the duration of this class to facilitate such insights.

4. Conferences with the instructor are invited and may be accomplished via telephone, e-mail, or office visits. Even informal conferences can stimulate learning and application of course principles and concepts.

## Textbooks

Students are encouraged to explore the variety of resources useful for contemporary church ministry. The texts listed below and in the Selected Bibliography will be helpful.

The following textbooks are **required** (will be cited in various class lectures and/or used in assignments):

Colbert, Don. *Stress Less*. Lake Mary, FL: Siloam, 2008.

Jones, Robert D. *A Christian Guide to Handling Our Conflicts*. Wheaton, IL: Crossway, 2012.

Poirier, Alfred. *The Peacemaking Pastor: A Biblical Guide to Resolving Church Conflict*. Grand Rapids: Baker Books, 2006.

The following textbooks are **recommended reading** (will be helpful and may be used in class assignments):

Hester, Dennis J. *Pastor, We Need to Talk!* Shelby, NC: His Way Publishing, 2001.

Larimore, Walt. *10 Essentials of Highly Healthy People*. Grand Rapids: Zondervan Publishing House, 2003.

Sande, Ken. *The Peace Maker: A Biblical Guide to Resolving Personal Conflict*. 3d ed. Grand Rapids: Baker Books, 2004.

## Course Requirements

Students in the **PATH6234** course are required to:

1. Submit a typed, **four-page** (or less) **annotated analysis** of the **required** textbooks by Colbert, Jones, and Poirier, plus two textbooks (one on stress management and one on conflict management). **Format:** this **one** analysis should give a correct bibliographic listing of **each** of the five books with their associated analytical annotations, which answer the following questions:

- a. What is a two-paragraph (or less) summary of the book?
- b. What is one (or more) helpful feature(s) of the book for Christian ministry?
- c. What is one difficulty, deficiency, or limitation in using the book for Christian ministry?

A correct NOBTS-style cover page is to be used, but do not include an intervening blank page or binder.

2. Submit a typed, **two-page** (or less) **content analysis** on one book of the student's choice concerning either stress management or conflict management (note: a book not previously read by the student prior to this course). **Format:** the analysis must have a cover page, begin with a correct and complete bibliographic entry, and contain a brief summary (i.e., the chapter heading followed by 2-3 sentences) of **each chapter** of the book. Do **not** use the words, *Book Review*.

3. Write an essay to propose a personal plan for dealing effectively with stress in Christian ministry. The essay must be typed, four to six pages in length (counting the cover page through to the last page of the reference list), documented with a minimum of three books and two articles which inform the proposed personal stress plan (use parenthetical references and a reference list as per Turabian), and include a cover page, essay discussion (with these headings: Introduction, Personal Stress Analysis, Plan to Deal with Christian Ministry Stress, and Conclusion), and the reference list (with the heading, References).

4. Write an essay to analyze and propose a solution or approach to resolve a problematic conflict situation typical of those faced by Christians. The professor must approve the situation to be addressed. The essay must be typed, four to six pages in length (counting the cover page through to the last page of the reference list), documented with a minimum of three books and two articles which inform the analysis and proposed solution (use parenthetical references

and a reference list as per Turabian), and include a cover page, essay discussion (with these headings: Introduction, Situation Analysis, Solution Proposed, and Conclusion), and the reference list (with the heading, References).

5. Take a final exam of an open-book type in accordance with the course schedule.

Students in the **PATH6334** course are required to:

1. Submit a typed, **five-page** (or less) **annotated analysis** of the *required* textbooks by Colbert, Jones, and Poirier, plus three textbooks (two on stress management and one on conflict management). **Format:** this **one** analysis should give a correct bibliographic listing of **each** of the six books with their associated analytical annotations, which answer the following questions:

- a. What is a two-paragraph (or less) summary of the book?
- b. What is one (or more) helpful feature(s) of the book for Christian ministry?
- c. What is one difficulty, deficiency, or limitation in using the book for Christian ministry?

A correct NOBTS-style cover page is to be used, but do not include an intervening blank page or binder.

2. Submit a typed, **two-page** (or less) **content analysis** on one book of the student's choice concerning stress management and a second typed, **two-page** (or less) **content analysis** on one book of the student's choice concerning conflict management (note: books not previously read by the student prior to this course). **Format:** each analysis must have a cover page, begin with a correct and complete bibliographic entry, and contain a brief summary (i.e., the chapter heading followed by 2-3 sentences) of **each chapter** of the book. Do **not** use the words, *Book Review*.

3. Write an essay to propose a personal plan for dealing effectively with stress in Christian ministry. The essay must be typed, four to six pages in length (counting the cover page through to the last page of the reference list), documented with a minimum of three books and two articles which inform the proposed personal stress plan (use parenthetical references and a reference list as per Turabian), and include a cover page, essay discussion (with these headings: Introduction, Personal Stress Analysis, Plan to Deal with Christian Ministry Stress, and Conclusion), and the reference list (with the heading, References).

4. Write an essay to analyze and propose a solution or approach to resolve a problematic conflict situation typical of those faced by Christians. The professor must approve the situation to be addressed. The essay must be typed, four to six pages in length (counting the cover page through to the last page of the reference list), documented with a minimum of three books and two articles which inform the analysis and proposed solution (use parenthetical references and a reference list as per Turabian), and include a cover page, essay discussion (with these headings: Introduction, Situation Analysis, Solution Proposed, and Conclusion), and the reference list (with the heading, References).

5. Take a final exam of an open-book type in accordance with the course schedule.

## Evaluation

All course objectives will be evaluated through the grading of the course assignments and examinations. Student participation and behavior in class will also be considered in the evaluation of the course objectives and grading.

The student's final grade will be determined as follows:

- |                                 |     |
|---------------------------------|-----|
| 1. Annotated textbooks analysis | 15% |
| 2. Content analysis or analyses | 15% |
| 3. Personal stress plan essay   | 25% |
| 4. Conflict solution essay      | 25% |
| 5. Final exam                   | 20% |

## Absences, Make-up Exams, and Late Assignments

Students are not allowed absences for academic workshops, in accordance with seminary policy (rf., article on absences in the Graduate 2015-16 Catalog, p. 191).

Assignments turned in past the date due will incur a late penalty of **ten** points, which will be deducted from the assignment grade. **Assignments will not be accepted more than one week past the date due** without permission.

## Course Schedule and Assignments

Course topics will be as follows:

Introduction

Conflict Management

Overview

Factors Which Foster Conflict in Different Contemporary Church Types and Cultural Contexts

Conflict Management and Resolution

Strategies for Effective Conflict Management and Resolution

Stress Management

Overview

Common Student and Ministry Stressors

Managing Personal Stress

Implementing and Evaluating a Personal Stress Management Plan

Concluding Matters in Stress and Conflict Management

**All assignments** are to be sent to **barlowsec@nobts.edu** and are due by **4:00 P.M.** on the following dates:

- |                                 |                     |
|---------------------------------|---------------------|
| 1. Annotated textbooks analysis | July 8 (Friday)     |
| 2. Content analysis/analyses    | July 13 (Wednesday) |
| 3. Personal stress plan essay   | July 15 (Friday)    |
| 4. Conflict solution essay      | July 20 (Wednesday) |
| 5. Final exam                   | July 22 (Friday)    |

**Note:** class sessions will meet as per the Academic Workshops schedule (2015-16 Graduate Catalog, p.33).

The final exam will be available on Blackboard on Wednesday, July 20, and should be emailed to barlowsec@nobts.edu by **4:00 P.M. on Friday, July 22, 2016**. The final exam will be an open-book, take-home test.

## Selected Bibliography

Anderson, Leith. *Dying for Change*. Minneapolis: Bethany House, 1990.

Armstrong, John H. *Reforming Pastoral Ministry*. Wheaton, IL: Crossway Books, 2001.

Armstrong, Richard Stoll. *Help! I'm a Pastor*. Louisville: Westminster John Knox Press, 2005.

Barker, Joel Arthur. *Future Edge: Discovering the New Paradigms of Success*. New York: William Morrow and Company, 1992.

Barlow, Jerry N. "How to Use Time Wisely." In *Toolbox for [Busy] Pastors*, Barry Campbell, 139-140. Nashville: Convention Press, 1998.

\_\_\_\_\_. "Relating to the Church Staff." In *Interpersonal Relationship Skills for Ministers*, ed. Jeanine Cannon Bozeman and Argile A. Smith. New Orleans: NOBTS, 2002.

Bickers, Dennis. *The Art and Practice of Bi-Vocational Ministry*. Kansas City: Beacon Hill, 2013.

- Bisagno, John R. *Pastor's Handbook*. Nashville: Broadman & Holman Publishers, 2011.
- Branson, Mark Lau, and Juan F. Martinez. *Churches, Cultures & Leadership: A Practical Theology of Congregations and Ethnicities*. Downers Grove: IVP Academic, 2011.
- Bullock, Harold. *Sharper Strokes: Living Smarter...Not Harder*. Fort Worth: Golden Oaks Publishers, 2003.
- Campbell, Barry. *Toolbox for [Busy] Pastors*. Nashville: Convention Press, 1998.
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- Cothen, Joe H. *Equipped for Good Work: A Guide for Pastors*. 3d ed. Edited by Jerry N. Barlow. Gretna: Pelican, 2012.
- Cutrer, William R. *The Church Leader's Handbook: A Guide to Counseling Families and Individuals in Crisis*. Grand Rapids: Kregel, 2009.
- Daily, Doug. *Overcoming Stress in Your Marriage*. HomeBuilders Couples Series. Loveland, CO: Group Publishing, Inc., 2001.
- Dale, Robert D. *Pastoral Leadership: A Handbook of Resources for Effective Congregational Leadership*. Nashville: Abingdon Press, 1986.
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- Dever, Mark. *What Is a Healthy Church?* Wheaton: Crossway Books, 2007.
- Dobson, Lorna. *I'm More Than the Pastor's Wife: Authentic Living in a Fishbowl World*. Grand Rapids: Zondervan, 2003.
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- Furman, Gloria. *The Pastor's Wife*. Wheaton: Crossway, 2015.
- Foyle, Marjory. *Honourably Wounded: Stress among Christian Workers*. Grand Rapids: Monarch Books, 2001.
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- George, Timothy, and John Woodbridge. *The Mark of Jesus: Loving in a Way the World Can See*. Chicago: Moody Publishers, 2005.
- Goodman, Thomas. *The Intentional Minister*. Nashville: Broadman and Holman, 1994.
- Hart, Arch, and Catherine Hart Weber. *Stressed or Depressed: A Practical and Inspirational Guide for Parents of Hurting Teens*. Nashville: Integrity Publishers, 2005.
- Hemphill, Ken. *The Antioch Effect*. Nashville: Broadman & Holman, 1994.
- \_\_\_\_\_. *Rule Book for the New Church Game*. Nashville: Broadman Press, 1990.
- Herrington, Jim, Mike Bonem, and James H. Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey*. San Francisco: Jossey-Bass, 2000.
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- Larimore, Walt. *10 Essentials of Highly Healthy People*. Grand Rapids: Zondervan Publishing House, 2003.
- Lawrenz, Mel. *The Dynamics of Spiritual Formation*. Grand Rapids: Baker Books, 2000.
- Lutzer, Erwin. *Pastor to Pastor: Tackling the Problems of Ministry*. Grand Rapids: Kregel Publications, 1998.
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- Malphurs, Aubrey. *Developing a Vision for Ministry in the 21st Century*, 2d ed. Grand Rapids: Baker Books, 1999.
- \_\_\_\_\_. *Doing Church: A Biblical Guide for Leading Ministries through Change*. Grand Rapids: Kregel Publications, 1999.
- \_\_\_\_\_. *The Dynamics of Church Leadership: Ministry Dynamics for a New Century*. Grand Rapids: Baker Books, 1999.

- \_\_\_\_\_. *Ministry Nuts and Bolts: What They Don't Teach Pastors in Seminary*. Grand Rapids: Kregel Publications, 1997.
- \_\_\_\_\_. *A New Kind of Church: Understanding Models of Ministry for the 21<sup>st</sup> Century*. Grand Rapids: Baker Books, 2007.
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