

# About the Institute

## Schedule

The *Mediation Skills Training Institute* runs daily from 8:30 a.m. to 5:00 p.m., with the exception of Monday, which starts at 9:00 a.m., and Friday, which concludes at 4:00 p.m.

### Monday, 8/26/19

*Introduction: The Nature and Role of Conflict*  
*Conflict in the Bible: Finding Renewal in Conflict*  
*Understanding Your Own Style of Response to Conflict*  
*Your Personal Style Profile for Communication at Work*  
*Affirming Your Strengths and Managing Your Excesses*

### Tuesday, 8/27/19

*Interpersonal Peacemaking Skills: How to Be Effective When People Are Angry*  
*Interpersonal Peacemaking Skills: Negotiating Win-Win Solutions*  
*Mediating Conflict Between Individuals: An Overview of the Process*  
*Mediation Skills: Getting People to the Table*  
*Mediation Skills: The Introduction Stage*

### Wednesday, 8/28/19

*Mediation Skills: The Story-Telling Stage*  
*Mediation Skills: The Problem-Solving Stage*  
*Mediation Skills: The Agreement Stage*

### Thursday, 8/29/19

*Mediating Multi-Party Disputes*  
*Congregational Conflict: Understanding Conflict in Groups*  
*Family Systems Theory and Church Conflict*  
*Designing Effective Group Decision-Making Procedures*  
*Congregational Conflict: Structuring Dialogue When Anxiety Is High*

### Friday, 8/30/19

*Mediating Congregational Disputes: An Overview of the Mediation Process*  
*Mediation Skills: Contracting, Information Gathering, and Education Phases*  
*Mediation Skills: Healing and Problem-Solving Phases*  
*Mediation Skills: Bringing Closure to the Mediation*

## Overview

The institute includes lectures, discussion, and guided practice in role-plays. Active and practical in focus, the sessions emphasize hands-on skills training and real-life role-plays based on the kinds of conflicts faced by participants. A more detailed description of the sessions is available upon request.

## Location

**Office of Southwest California Synod, ELCA**  
**1300 East Colorado Street**  
**Glendale, CA 91205**

The Synod office is just over nine miles from the Bob Hope International Airport (Burbank), to the southeast via I-5.

You can print out directions to the Southwest California Synod office at [www.socalsynod.org](http://www.socalsynod.org) contact.

## Tuition

Tuition is \$695 when paid by **July 26, 2019**, and \$895 if received after that date. Participants receive a training manual and other materials upon arrival. Cancellations are subject to a \$100 non-refundable fee if the Southwest California Synod (ELCA) is notified at least two weeks prior to the institute, or half of the registration fee otherwise. **Enrollment is limited, so register early.** To register send the attached registration form and full payment.

## Trainer

**Richard Blackburn** is the Executive Director of the Lombard Mennonite Peace Center. LMPC desires to equip others to be ministers of reconciliation in daily life. Richard has led hundreds of workshops on conflict transformation and mediation skills, and serves as a mediator and consultant for individuals, churches, schools, and other organizations.

## Meals and Accommodations

Daily refreshments and lunches on Monday and Friday are included. Participants will need to arrange for their own lodging as well as all other meals. Lodging options, directions, and a registrant list will be sent with confirmation of registration, after the pre-registration deadline.

## For Further Information

**Contact:** Sherri Dillon  
Executive Assistant to the Bishop  
(818) 507-9591  
[SDillon@SoCalSynod.org](mailto:SDillon@SoCalSynod.org)

**Web Site:** [www.SoCalSynod.org](http://www.SoCalSynod.org)

## What Others Have Said About MSTI

Comments from judicatory leaders who have participated in *Mediation Skills Training Institute* include:

A Lutheran Bishop called it “*the best and most thorough model for mediation with individuals and congregations that I have experienced in more than three decades of ordained ministry.*”

A Presbytery Executive wrote: “*[It] provided a variety of opportunities to engage in self-reflection and learn new skills that I can use to assist congregations in seeking solutions to their conflict.*”

## Other LMPC Programs

**Clergy Clinic in Family Emotional Process** is designed to enhance the ability of participants to function as self-differentiated leaders in their ministry setting. The 2019-2020 *Clergy Clinics* (two options) meet 3 times during the program year, 3 days each in Lombard, IL (Chicago area).

### Group A:

- October 28-30, 2019
- February 17-19, 2020
- April 27-29, 2020

### Group B:

- November 11-13, 2019
- March 9-11, 2020
- May 18-20, 2020

For further information: [www.LMPeaceCenter.org](http://www.LMPeaceCenter.org)

## Registration Form

Yes! Register me for the *Mediation Skills Training Institute*. Enclosed is my full payment.  
(Checks payable in U.S. funds to Southwest California Synod, ELCA)

Clip and mail to: Southwest California Synod, ELCA, 1300 E. Colorado Street, Glendale, CA 91205

Name \_\_\_\_\_ Preferred Phone \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Congregation/Organization \_\_\_\_\_

Preferred Email \_\_\_\_\_

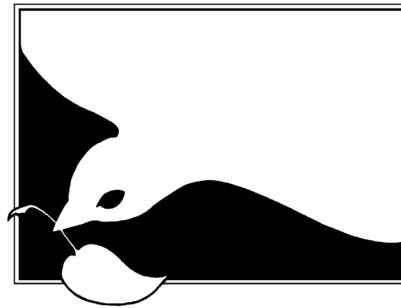
Please register me for the August 26-30, 2019 institute. I have enclosed:

\_\_\_\_\_ \$695 — Tuition prior to July 26, 2019 \_\_\_\_\_ \$895 — Tuition after July 26, 2019

# Mediation Skills Training Institute for Church Leaders

August 26 - 30, 2019

Southwest California Synod, ELCA  
Glendale, CA



Sponsored by  
Southwest California Synod,  
Evangelical Lutheran Church of America

Led by Staff of the  
Lombard Mennonite Peace Center  
Lombard, Illinois

## Everyone Has to Deal with Conflict

Conflict is normal and inevitable – whether in the home, school, community, church or workplace. Leaders in all walks of life often have a responsibility to help others work through their conflicts.

The *Mediation Skills Training Institute* presented by the Lombard Mennonite Peace Center (LMPC) is designed to equip church leaders with the skills necessary to deal effectively with interpersonal, congregational, and other forms of group conflict. The five-day institute also includes a component on congregational mediation and consultation, placed within the context of family systems theory.

Although focused primarily on the church setting, the skills learned are directly transferable to other settings. Thus managers in business, attorneys, experienced mediators and others in leadership will be enriched by the training as well.

### Who Will Benefit

- ♦ **PASTORS and INTERIM PASTORS** of all denominations — to enhance skills for managing conflict in the church.
- ♦ **JUDICATORY LEADERS** — Bishops and Synod Staff; Area Ministers and Regional Staff; District Superintendents; Presbytery, Conference, and Diocesan Staff – to assist pastors and congregations in handling conflicts.
- ♦ **DENOMINATIONAL OFFICIALS and CHURCH CONSULTANTS** — to bring healing in the midst of divisive church fights.
- ♦ **LAY LEADERS and MUTUAL MINISTRY COMMITTEE MEMBERS** — to receive valuable leadership training to benefit the church, while also gaining insight for peaceful conflict transformation in the home.
- ♦ **ADMINISTRATORS** — to introduce conflict transformation to the organizations they oversee.
- ♦ **MANAGERS and SUPERVISORS** — to help workers diminish conflict and enhance productivity.
- ♦ **COLLEGE and SEMINARY STUDENTS** — to gain hands-on skills training not typically offered in regular classes.
- ♦ **ATTORNEYS** — to gain skills in alternative dispute resolution procedures.
- ♦ **COMMUNITY MEDIATION CENTER STAFF and VOLUNTEERS** — to acquire additional skills in a transformational model of mediation for working with both individuals and groups.

*“All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation.”*  
- 2 Corinthians 5:18