



# 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 Format:

This event will be conducted online via Zoom. Each registrant will receive a link approximately 24 hours beforehand.

## 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 regular fee is **\$99.00**. This fee includes a full day of training and a hard copy of the *FHPCR* manual.

**Group discounts are available.** When four or more persons register together in a single transaction, the discount is \$15 off the normal rate per person for the whole group. Visit <https://lmpeacecenter.org/brochures-coupons/> in order to download a form on which you can compile names and contact information for each member of your group.

## For More Information:

Call the LMPC office at (630) 627-0507, email us at [Admin@LMPeaceCenter.org](mailto:Admin@LMPeaceCenter.org), or visit our website at <https://lmpeacecenter.org/all-events/>.

Online registration via TicketSpice is available on our website at the URL address above.



## Workshop Schedule

### Tuesday, March 29, 2022:

- 8:00-8:30 Sign-In to Zoom
- 8:30-10:15 **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
- 10:15-10:30 Break
- 10:30-12:00 **Managing Healthy Pastoral Transitions**
- Saying Good-bye: Bringing Closure to the Pastoral Relationship
  - Churches Searching for Leaders
  - Pastors Searching for Healthy Churches
  - The Pastor's Entry
- 12:00-1:00 Lunch Break
- 1:00-2:45 **Strengthening Support Systems for Pastors**
- Negotiating Expectations
  - Sharing the Task of Ministry
  - Pastor-Congregation Relations Committees
  - Healthy Pastoral Evaluation Procedures
  - Fair Termination Procedures
- Systems for Managing Conflict Constructively**
- Educating for Conflict Transformation
  - Establishing Healthy Conflict Norms, Procedures, Structures
  - Congregation Mediation Teams
  - An Intervention Model for Outside Consultants
- 2:45-3:00 Break
- 3:00-4:30 **Promoting Healthy Church Systems**
- Understanding the Impact of Anxiety on the Church
  - Understanding Poorly Differentiated Church Members and Pastors
  - Overcoming Sabotage
  - Leadership Through Self-Differentiation

## Registration Form

### Facilitating Healthy Pastor-Congregation Relations

To register, clip this form, make your check payable to "LMPC," and mail to:  
Lombard Mennonite Peace Center, 101 W. 22nd Street, Suite 206, Lombard, Illinois 60148

Name \_\_\_\_\_ Home Phone \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Congregation/Organization \_\_\_\_\_ Work Phone \_\_\_\_\_  
Preferred Email \_\_\_\_\_ Secondary Email \_\_\_\_\_

\* **Confirmation and Zoom link will be sent by email; workshop manual will be shipped to the street address; print both addresses clearly.**

\_\_\_\_\_ Please register me/us for **Facilitating Healthy Pastor-Congregation Relations**. I've enclosed \$99.00 per person (three or fewer registrants).

\_\_\_\_\_ I have a group of four or more, and I'm enclosing \$84.00 per person for a total of \$\_\_\_\_\_. I understand that in order to receive the group rate, I must send payment in full along with names and contact information for each member of the group, to be received by LMPC no later than one week before the event begins.

\_\_\_\_\_ Please send me information about LMPC's **Mediation Skills Training Institute for Church Leaders**.

\_\_\_\_\_ Please send me information about LMPC's **Clergy Clinic in Family Emotional Process**.



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## Facilitating Healthy Pastor-Congregation Relations

One Session Scheduled for 2022:

**Tuesday, March 29,  
8:30 a.m. to 4:30 p.m.**

This workshop will be conducted online via Zoom, and will be presented by the 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. The dates, formats, and locations of the institutes currently scheduled for 2022 are:

- March 14-18 (online)
- May 9-13 (online)
- June 13-17 (in person in Fort Mill, SC)
- August 1-5 (in person in Glen Ellyn, IL)
- November 14-18 (in person, site TBD)

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. The Clinic meets 3 times during the program year, 3 days each time, for a total of 9 days of training. Choose either Group A or Group B; the two groups are identical in content. The dates for 2022-2023 are:

Oct. 24-26, 2022; Feb. 13-15, 2023; and April 24-26, 2023 (Group A)  
or Nov. 7-9, 2022; Feb. 27-March 1, 2023; and May 15-17, 2023  
(Group B). Visit <https://lmpeacecenter.org/all-events/> for details.



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