The Reality of Conflict

Conflict is a normal part of our everyday lives. We experience conflict in our relationships at home, places of work, community, and yes, even in our churches. As many as 40% of our congregations will experience conflict to the point of disrupting mission! During the past year, Rev. Perry Fruhling, Coordinator for Pastoral Ministry for LCMC, has been conducting Conflict Resolution Workshops around the country. The desire now is to take this training to the next level as we train coaches for various regions of the country.

The Conflict Coaches Training event will be held **online August 19-20 OR August 31 - September 1. You may register for EITHER training. The content will be the same at both.** The event will include training on the following:

- Basic information about anxiety in congregations – learning to identify the source of anxiety and how to manage it
- The process of conflict resolution – with hands on exercises
- *Family Systems* and congregational conflict
- Protocol for listening and discernment in congregational conflict
- Assessment and working with leadership on a plan for conflict resolution
- Reconciliation, restoration and healing in the congregation
- Referral and steps for long-term care

**Schedule:**

The event will be held through a ZOOM meeting and will include breakout sessions for participants. Here’s a general look at the schedule (please note that **times and topics are approximate** at this point! It’s simply to give you an idea of general times of training):

(ALL TIMES CDT)

**Wednesday, August 19 (or Monday, Aug 31)**
- 10:00 A.M.-12:00 pm – Anxiety and family systems in a congregational setting
- 12:00-12:30 pm – Break
- 12:30-2:00 pm – Systems Training and case study evaluations
- 2:00-2:30 pm – Break
- 2:30-4:00 pm – Listening & assessment from systems perspective

**Thursday, August 20 (or Tuesday, Sept 1)**
- 10:00 am-12:00 pm – Conflict resolution training and interactive case study evaluations
- 12:00-12:30 pm – Break
- 12:30-2:00 pm – Conflict resolution in congregational setting
- 2:00-2:30 pm – Break
- 2:30-4:00 pm – Assessment and next steps

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**About the Presenter**

The workshop is offered by Pastor Perry Fruhling, Coordinator for Pastoral Ministry for Lutheran Congregations in Mission for Christ (LCMC).

Perry has training through Iowa Peace Network, Bridgebuilders, *Family Systems*, and is a trained facilitator for Peter Steinke’s *Healthy Congregations*. He has considerable experience in the field of conflict management, including 19 years as senior pastor, and in 34 years of marriage and raising children! He considers the family crucible to be his greatest learning experience...

Perry was born and raised in Champaign County, IL, the son of pietistic German Lutheran farmers. He attended Wartburg College, Waverly, IA, and Warburg Seminary, Dubuque, IA, including a year as exchange student at Augustana Hochschule, Neuendettelsau, Germany.

Perry is married to Marlys, has three children, Chantal, Ashley, and Caleb, and two beautiful granddaughters, Nicole and Alejandra.
This event is rescheduled from the original March 30-April 1, 2020 event which was to be held in person at St. Charles, IL. Due to COVID-19, we are rescheduling the event as an online training in hopes that more interested persons will be able to participate.

We invite anyone who has taken the LCMC Conflict Resolution Workshop to participate. If you haven’t taken the workshop, you may view it as recorded. Simply contact Coordinator for Pastoral Ministry for LCMC, Perry Fruhling (perry@lcmc.net), to receive a link to the recorded workshop.

The goal is to have LCMC conflict coaches throughout the country who can be an initial contact for LCMC congregations who are experiencing conflict. Coaches will receive basic training for diagnosing congregational conflict and assisting congregations who need limited help in working through conflicted situations. Knowing when and how to refer congregations to resources that can help them through deeper conflict will be an important part of this training workshop.

**EXPECTED READING FOR THE WORKSHOP:**