

Conflict Transformation Resources  
from ANE Shalom Team

Conflict and disagreements are a normal part of all relationships, including within a congregation. Addressing conflict in a healthy way can promote understanding, healing, and growth. Here are a few resources that we have found significant in our work. If you would like more resources, a conversation, or information about assistance from the Shalom Team, please contact the district office.

**Books**

Caring Enough to Confront by David Augsburger (1973, latest update 2009, Revell Publishing)

A classic in Christian peacemaking. A biblically based model for dealing with conflict to teach Christians how to confront with compassion and resolve issues in a healthy and healing way. (Written from an Anabaptist perspective.)

Discovering Your God-Given Gifts, by Don & Katie Fortune (2009, Chosen Books)

Interactive worksheets and guides help readers recognize their own unique gifts and why they act and think the way they do.

Emotionally Healthy Spirituality, by Peter Scazzero (2014, updated 2017, Zondervan)

You can't be spiritually mature while remaining emotionally immature. This book describes seven biblical, reality-tested steps to become emotionally mature. (John Hostetter of Mt. Wilson COB is willing to work with church leaders interested in using this material.)

Let's Talk: Communication Skills and Conflict Transformation by Barry C. Bartel (1999, MennoMedia)

This workbook helps individuals and groups think, talk, and live out effective skills in interpersonal communication, transforming conflict into growth. Includes a personal inventory on conflict management styles, discussion guides, personal reflection exercises, role plays, and a leader's guide for group use. (Written from an Anabaptist perspective.)

Nonviolent Communication by Marshall B. Rosenberg (2015, PuddleDance Press)

Describes a tool for communicating with others that bridges understanding, establishes healthy boundaries, and recognizes shared needs. (Not a specifically "Christian" book.)

The Peacemaker by Ken Sande (2004, Baker Books)

A comprehensive and practical theology for conflict resolution designed to bring about not only a cease-fire but also unity and harmony.

**Seminars, Websites, and Training (most involve a fee)**

Advoz Mediation and Restorative Practices ([www.advoz.org](http://www.advoz.org); based in Lancaster, PA)

Provides conflict mediation, restorative practices, and education to transform personal and structural conflicts into constructive actions and resilient relationships.

### Five Elements Toward Relational Healing in the Church

Material prepared by Ray Hutchison (lives in Lititz, PA); he is available to lead an hour-long introduction or a day-long workshop. (Hempfield Church of the Brethren has used this material.)

### Lombard Mennonite Peace Center ([www.lmpeacecenter.org](http://www.lmpeacecenter.org); based near Chicago, IL)

Webinars, workshops, multi-day seminars, mediation services that help churches discover how conflict can be an opportunity for spiritual growth and reconciliation. Scheduled in-person and virtual events on various conflict transformation topics throughout the country; open to contracted workshops for individual congregations. (Former COB denominational leader Jay Wittmeyer is LMPC executive director.)

### Peacemaker Ministries ([www.peacemakerministries.org](http://www.peacemakerministries.org))

Books, study guides, webinars to train peacemaking facilitators.

### Rick Polhamus (contact info available for district office)

From Southern Ohio/KY District and trained through On Earth Peace, Rick is active with Community Peacemaker Teams (formerly Christian Peacemaker Teams). Has led a variety of workshops.

### Someone To Tell It To ([www.someonetotellitto.org](http://www.someonetotellitto.org); based in Harrisburg, PA)

Provides listening and training services that cultivate meaningful relationships through compassionate listening, training, and educating others to do the same.

### Tom Michaels (contact info available from district office)

From the Northern Ohio District, Tom received training at Lombard Mennonite Peace Center and may be available as a workshop leader.

## **Facilitation and Mediation Services**

### Advoz Mediation and Restorative Practices ([www.advoz.org](http://www.advoz.org); based in Lancaster, PA)

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### Clearing Conversations

This conversation method is to come together in order to identify the issue and its impact on the group, and then identify a solution. The purpose of the conversation is to leave with a unified goal. Natasha Beaumont (active at Harrisburg First and a student at Bethany Seminary) is willing to facilitate a Clearing Conversation to keep individuals focused and to make sure people follow the ground rules.

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World Cafe ([theworldcafe.com](http://theworldcafe.com))

The World Café method for hosting large group dialogue is a simple, effective, and flexible format. Jon Brenneman of Harrisburg First COB is willing to share his experience using this discussion method with congregational leadership.