



WORLDWIDE  
CHURCH OF GOD

*Living and Sharing the Gospel*

# GC2 equipper

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August 2007  
Volume 2 Issue 8

The monthly ministry development ezine of WCG-USA Church Administration and Development  
*Equipping workers and leaders for Great Commandment—Great Commission (GC2) ministry*

Dear steward of the Spirit's many gifts:

As a minister of Jesus Christ within the WCG, you've learned that change often brings conflict. Some run from change because they fear the pain of conflict. But perhaps you've learned that change and conflict, properly managed, can enhance a congregation's maturity. Of course, proper management involves faith, wisdom and courage. And it also involves understanding that running from change will not bring peace—it often makes conflict even worse.



Randy Bloom

To properly manage change and conflict, it's important to know that a congregation functions as a living 'system' of interrelated, interdependent parts. The 'parts' are the members, ministry leaders, pastoral leaders and ministry teams within the congregation. Each contributes to the whole.

It's also important to know that natural systems seek stability. Therefore change (which threatens stability) brings conflict. To understand this dynamic, it's important to understand how the congregation's parts adapt to change. How do they communicate? Make decisions? Deal with conflict? Who are the influencers? What is the cultural context? What are the key issues?

The Holy Spirit is our Supreme Helper in granting insight concerning these matters—but we also benefit from hearing others who have 'been-there-and-done-that.' In this issue of *GC2 equipper* we list some helpful resources from those who understand change and conflict management. Let us know of other resources you've found helpful.

Thanks for your hard work and loving service in the Lord,

Randy Bloom  
WCG Church Multiplications Ministries, director



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## Q&A: Tips and resources concerning change & conflict management

**Q:** Does CAD offer change & conflict management training?

**A:** CAD's Ministry Development Team (MDT) offers change & conflict management workshops and consulting. To schedule MDT services for your district pastoral network or congregation, contact the ministry developer in your region, or phone CAD at 1.800.574.2299 (and talk to Nancy or Pat), or email [church.administration@wcg.org](mailto:church.administration@wcg.org). We're here to help you navigate the choppy waters of change and conflict.

**Q:** What are the environmental qualities that enable a congregation to manage change & conflict well?

**A:** The following are essential:

- an atmosphere of love and trust
- shared leadership that provides for...
  - collaborative decision-making/problem-solving processes
  - a culture of inclusiveness, diversity, and mutual respect
  - regular evaluation and feedback
- clarity of purpose, vision, and mission
- mutual accountability among members and leaders
- understanding of and openness to change
- ability to deal with the ambiguities and paradoxes of life
- spiritual formation of the community



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A Calvinist and an Arminian square off . . .

**Q:** What are some good change & conflict management resources?

**A:** We recommend the following:

- *Introducing Change* at [www.teal.org.uk/ic/change.htm](http://www.teal.org.uk/ic/change.htm)
- *Congregational Fitness: Healthy Practices for Layfolk* by Denise W. Goodman
- *From Stuck to Unstuck: Overcoming Congregational Impasse* by Kenneth A. Halstead
- *Healthy Congregations: A Systems Approach* by Peter L. Steinke
- *How to Change Your Church (without killing it)* by Alan Nelson & Gene Appel
- *Managing Church Conflict* by Hugh F. Halverstadt
- *Staying Power: Why People Leave the Church Over Change (And What You Can Do About it)* by Bob Whitesel
- *The Conflict Resolution Toolbox: Models and Maps for Analyzing, Diagnosing and Resolving Conflict* by Gary T. Furlong
- *Welcoming Resistance* by William Chris Hobgood
- *Conflict Management Learning System* at [www.spiritualgrowthresources.com](http://www.spiritualgrowthresources.com) provides the *Conflict Styles Survey* - it helps develop an understanding of one's personal style in dealing with conflict



## WCG Church Multiplication Ministries



CAD recently launched *Church Multiplication Ministries* under the direction of Randy Bloom. CMM trains and supports congregations, pastors and ministry leaders in starting new kinds of churches, for all kinds of people, in all kinds of places.

We're often asked why we encourage church planting when many of our existing churches are small. The following article offers some perspective.

### NEW WINE & OLD WINESKINS

By Mike Swagerty

WCG Pastor and District Pastoral Leader  
Sacramento, CA

When I first heard of our denomination's new focus on church planting, I confess I was not a happy camper. My initial reaction was 'I am barely able to keep existing ministries going in my congregation, how in the world will I spin off a church plant!' The fact that I am 60 years old, and most of my congregation is older as well, did not help the situation. Other pastors I talked with shared similar doubts. But a recent discussion with Dan Rogers, Randy Bloom, Ken Williams and some of my fellow district pastoral leaders helped give me a much more positive view of what our denomination is trying and not trying to do. Let me briefly explain.

First, I came away with a new sense of the appreciation our headquarters leadership team has for our long-time loyal ministers and church members. They are not asking us to do things we're not capable of and/or not gifted for.

How then can we help with church planting? While we may not have the energy or talent to be a candidate to plant a church, can we identify and encourage others in our congregation who might have these skills and desires? If we find such an individual, there are resources available from the denomination to assist us in mentoring them. If we do not have an individual in our congregation, can we help support the training and mentoring of someone from another congregation? If your church is blessed with a few extra dollars looking for a good cause, I am sure CAD could help you find a match.

**[Editors note: watch for information coming about the *WCG Next domestic mission fund* designed to help us partner financially in support of new church development and other *WCG Next* ministry initiatives.]**

Along these same lines, can we give a helping hand to Generations Ministries? In particular to the summer camps and other activities geared toward our young adults and teens? I think all of us can quickly see that if we don't retain and use our young people, they will be lost to us in time, and our denomination will simply grow old and fade away.

Lastly, we can partner in asking God to bless our collective efforts to find and train new leaders and to plant new churches. God is not trying to burst old wineskins, but He is definitely in the business of asking the old wineskins to help make some new wineskins that are capable of holding the new wine of new generations, new cultures and new places. Surely all of us can look carefully at our congregations and in whatever way we can, help with this new direction with the promise of a bright WCG future.

*GC2 equipper* is edited by Ted Johnston and published monthly by WCG-CAD. Please note that our resource recommendations do not constitute our unreserved endorsement. We welcome your questions, comments, short articles, resource recommendations, and testimonies. Send them to [Ted.Johnston@wcg.org](mailto:Ted.Johnston@wcg.org). Past issues of *GC2 equipper* are posted on the WCG Ministry Development website at [www.WCG.org/mindev/](http://www.WCG.org/mindev/).