



Dr. David Brubaker

We are excited to welcome Dr. David Brubaker as our guest speaker. He has trained or consulted with more than 100 organizations around the world on conflict management.

David serves as the Director of the MBA and OLS Programs and Associate Professor of Organizational Studies at Eastern Mennonite University. He earned a BS in Business Administration from Messiah College, an MBA from Eastern University, and a Ph.D. from the University of Arizona, where he specialized in the study of change and conflict in religious organizations.

David is the author of numerous articles on conflict transformation and organizational development. He is also author of *Promise and Peril: Understanding and Managing Change and Conflict in Congregations*, and co-author of *The Little Book of Healthy Organizations*.

Holston Conference UMC
P.O. Box 850 • Alcoa, TN 37701

Holston Conference Healthy Church Initiative

**Antagonism In The Church:
Developing a Healthy
Congregational Culture**

Creating a Healthy Church Culture

God has designed each of us with unique gifts, talents, creative ways of thinking and seeing our world, on purpose -- for God's purposes actually. Having more ideas at the table creates a better end result whether it is the church budget, a mission trip, or a ministry program. However, bringing different thoughts to the discussion will invariably lead to conflict. Oh how we all hate conflict! Conflict is not a bad thing though. It is how we handle conflict that creates problems at home and at church.

- ◆ *Does your church know how to use conflict constructively?*
- ◆ *Do your members know how and when to call "foul" when someone says or does something that is not consistent with the church's culture?*
- ◆ *Do you have a person that no matter what your conflict management skills and training may be always seem to use your pastor as a target?*
- ◆ *Do you and members in your church know how to confront their behaviors?*

“Dealing with an antagonist is like the difference between dealing with a house cat and a tiger.”

~ Kenneth Haugk,
Antagonist in the Church

Have you noticed someone who seems to “thrive on creating trouble, has an insatiable need for power and control, and relishes in tearing down and tearing apart?”¹ These are antagonists and they don't respond to normal conflict management techniques!

¹As described by Dennis R. Maynard, in *When Sheep Attack!*

Healthy Church Culture:

Holston Conference wants every church to be a vital church as support for our clergy and laity in creating healthy cultures, we invite you to join us for a day of training with Dr. David Brubaker to learn how to have healthy conflict and confront and stop bullying behaviors in the church.

There are two training opportunities:

- ◆ **April 21 (10:00 am to 5:00 pm)**
Concord UMC • Knoxville, TN
- ◆ **April 28 (10:00 am to 5:00 pm)**
Emory & Henry College

Registration

All clergy and lay leadership, especially Staff Parish Relations Committee and Church Council members are encouraged to attend.

Cost is \$25.00 per person.

To register online (preferred) go to:
Holston.org/churchantagonism

To register by mail:
Complete the following form and send it along with your check made out to **Holston Conference** to:

Holston Conference UMC
Attn. Sue Weber
P. O. Box 850
Alcoa, TN 37701-0850

(Please Print)

Name: _____

Email: _____

Church: _____

I would like to attend:

_____ April 21 training @
Concord UMC i Knoxville TN
(Registration deadline 4/13/18)

_____ April 28 training @
Emory & Henry College
(Registration deadline 4/21/18)