

## Seminar Descriptions

Request Dr. Everton A. Ennis for Your  
Pastors Training Event

Office: (678) 840-7974

[www.ConflictMinistry.com](http://www.ConflictMinistry.com)



### PASTORAL LEADERSHIP TRAINING

#### **PLEAD-01: Principles of Transformational Pastoral Leadership**

According to the Pew Research Center, many pastors leave the ministry every year because they experience tremendous frustration that they and their congregation are on two different paths. How can pastors inspire their members and lead them to a vision of what's next? How can the pastor lead the fragile process of change, birthing new initiatives, and adapting new methodologies for accomplishing the mission of the church without losing members in the process? This course is vital for pastors.

#### **PLEAD-02: Keys to Chairing Peaceful, Productive Church Board Meetings**

Church administration is an integral aspect of pastoral ministry. This usually means having board meetings to create and apply policies and procedures, and to plan for the advancement of the church's mission through the ministry departments and their elected leaders. Church board meetings have the unenviable reputation of being boisterous, conflicted, redundant, and oftentimes un-productive. This course provides pastors with concepts and strategies for harmonious, productive board meetings.

#### **PLEAD-03: How to Build an Effective Pastor-Elder Leadership Team**

The church elders are essential assistants in pastoral ministry, with the pastor serving as the team leader. Pastors should accept that no one person can effectively pastor a church! Elders and pastors need to properly understand the type of relationship with each other that is required to efficiently lead the congregation to accomplish its mission.

#### **PLEAD-04: Voting for Next: Transforming Your Church Through Elections (for SDA Pastors)**

Progressive insight is shared about the church election process and why traditional approaches don't work very well in many churches. The Seventh-day Adventist Church Manual is a primary source of information. The course expounds on the nuances and inherent flexibility of the local church in conducting the election process in a manner which best meets their missional goals and objectives. A great seminar to have **in advance of choosing the nominating committee.**

#### **PLEAD-05: How to Conduct Congregational Strategic Planning**

Transformative ministry occurs when there are goals and objectives that the congregation generates, understands, supports, and owns. Strategic planning is employed successfully every day in the corporate world. The church can also benefit significantly from the process of a SWOT analysis, a Gap analysis, and the SMART method of establishing and writing goals. Learn how to craft a mission statement and a vision statement for the church. Understand how to engage the membership in the planning process to move the church to the next level of ministry impact in the community.

**PLEAD-06: How to Minister Amid Congregational Power Structures**

Many pastors feel they are unable to accomplish the ministry laid on their hearts by God because of existing power structures in the church. This “church politics” is a leading cause of pastors walking away from the ministry. This course examines strategies for how the pastor can develop and deliver an impactful ministry, in spite of the presence of church influencers who may not be early adopters or part of the early majority to embrace the vision.

**PLEAD-07: Post-Covid, Cutting-Edge Ministry**

Covid-19 has been an experience unlike any that the modern church has ever faced. Some churches have been permanently closed. Others have been making a steady comeback. How can the local church survive the Covid-19 era? What must pastors and church do differently to make a full comeback and improve on the pre-Covid norms in an era of instant communication and media ministry? What will community members respond to nowadays? Highly interactive workshop.

**CONGREGATIONAL CONFLICT****PCONF-01: The 30 Second P.A.U.S.E.**

The first 5-30 seconds of a confrontation or potential conflict are critical. How we handle the situation and manage our own conflict response in this abrupt and limited period of time could very well determine what our life will look like in the next 30 minutes or the next several years. Request the 30 Second P.A.U.S.E. for your pastors or congregational leaders today!

**PCONF-02: Famous Fallacies of Forgiveness – Why “Forgiveness” Isn’t Working for Most**

One of the most talked about Bible teaching of Jesus is forgiveness. However, this course exposes several errors in the way this critical subject has been taught for generations, resulting in a state of unrepentance and allegations of unforgiveness in the church among Christians. An absolute shocker!

**PCONF-03: From Conflict Misery to Conflict Ministry**

Church conflict can be severely disruptive. Conflict need not be viewed as a distraction from ministry. Effectively dealing with conflict is ministry! God calls pastors to the “ministry of reconciliation” between man and his neighbor, and between God and man. This course teaches pastors how to acknowledge and release their fear of conflict and focus instead on improving their ministry of reconciliation. The pastor’s own conflict style will help determine the eventual outcome of the conflict in the church. This is a ministry transforming seminar that focuses on the pastor’s perceptions and attitudes toward conflict!

**PCONF-04: Navigating the Obstacle Course of Congregational Conflict**

Many congregations are suffering from recent or age-old conflict which suffocates the growth of the church. Too often, pastors are unfairly blamed for these conditions. Truth be told, most erosive conflict situations pre-existed the current pastor, and when thoroughly investigated, it can be shown that several pastors have had to deal with the same issues by the same members in that same church. While pastors are by no means automatically or completely exempt from being catalysts of conflict, this course presents an even-handed approach to resolving the issues than what is commonly practiced today.

**DISCIPLESHIP & CHURCH GROWTH****PDISC-01: A Strategy for Nurturing and Keeping New Members and Guests**

It happens every week, every month, and every year in churches. New people join, and in a short time, a large percentage of them simply go “missing” or attend inconsistently at best. While acknowledging the reality that every new member will not stay, this seminar examines key principles of disciple making that can make a significant difference in new member retention rates.

**PDISC-02: Let’s Transition the Church! – An Honest Look at Church Growth Issues**

Many churches are plateaued or declining. What are the contributing causes, and how can they be successfully addressed to bring about needed transformation? Many churches are failing to fulfill their potential to impact their community for Christ. Participants will be equipped to be the change that will make the necessary difference in giving their local church renewed life.

**PDISC-03: A Pastoral Strategy for Reconnecting Disconnected Members**

Most church members designated as “missing” are not in fact missing. We know their address and phone numbers. It is illegal to call 9-1-1 and report a person “missing” if we in fact know their whereabouts. Why then do we refer to our members as missing when they still live in town? They are not missing but disconnected. This course teaches pastors how to implement a structured approach to discovering each disconnected member’s personal challenge and provides guidance on how to setup an effective and sustained effort to reconnect with them.

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### CHURCH LEADERSHIP TRAINING

#### **CLEAD-01: Church Board and Ministry Leaders Orientation**

This workshop is designed to teach church officers how to operate as a unit, while discharging their individual ministry functions. It highlights the purpose of the Church, within the context of the official Mission Statement of the Seventh-Day Adventist Church. Subjects such as: Church Officers as Stewards of God's Business; the Fiduciary Responsibility of Governing Boards; the Importance of Teamwork; Principles of Spiritual Decision Making; Understanding Your Ministry Role, and the Church Manual (Policy, Protocol and Program) are discussed.

#### **C-LEAD-02: Dynamics of Congregational Leadership: The Pastor-Elder Team**

This course examines texts that outline the qualifications for the office of Elder, but do not offer a comprehensive description of what elders are expected to do in the context of today's Church. This apparent vagueness may sometimes leave elders vulnerable to assuming roles and attitudes that run counter to the well-being of the congregation. Elders are essential assistants in pastoral ministry, with the pastor serving as the leader among equals. Pastors need to accept that no one person can pastor a church! Elders and pastors need to properly understand the type of relationship with each other that is required to efficiently accomplish the mission of the church.

#### **C-LEAD-03: Strategic Leadership for Church Ministries & Committees**

Church officers will learn to appreciate and utilize best practices in servant leadership to empower and equip committee members to accomplish ministry goals harmoniously. The seminar exposes students to various leadership styles and concepts of teamwork and addresses critical aspects of group dynamics as related to the church context. The role of communication skills, personal conflict style, visioning, planning, and evaluating are examined against the backdrop of ministry success.

#### **C-LEAD-04: Church Board Code of Conduct & Ethics**

Focuses on establishing policies that address and mitigate negative tendencies of Board members.

#### **C-LEAD-05: Emotional Intelligence and the Work of the Church**

Emotional Intelligence "EI" is a vital part of getting along. Church work often spirals into conflict because of a lack of EI on the part of some church members. This course unpacks the meaning of EI and helps the student to appreciate the nuances of teamwork from the perspective of internal emotional stimuli.

## CONGREGATIONAL CONFLICT

### **CCONF-01: The 30 Second P.A.U.S.E.**

The first 5-30 seconds of a confrontation or potential conflict are critical. How we handle the situation and manage our own conflict response in this abrupt and limited period could very well determine what our life will look like in the next 30 minutes or the next several years. Request the 30 Second P.A.U.S.E. for your congregation today!

### **CCONF-02: Church Conflict Basic Training for Elders**

This workshop examines the definition of conflict, and its causation in the congregational context. The ministry role of the church elder is explored from biblical and modern perspectives. Insight into how to develop a positive ministry partnership between pastors and elders, and how this essential relationship mitigates conflict in the local church is also shared.

### **CCONF-03: Deference Due to the Pastor and Officers of the Church**

There is an aspect of Christian courtesy that is sorely lacking in many circles today, leading to the compromise of the church's witness to the world -- the spiritual discipline of deference to the pastor and other officers. Spiritual deference is a mission-critical characteristic of Great Commission congregations.

### **CCONF-04: Dealing with Church Gossip**

Gossip anywhere is a destroyer of relationships but tends to be much more destructive in the congregational setting. Through gossip, Satan causes the work of God to be hindered by crippling conflict. Participants are taught how to deal with gossip by: Verifying the Content; Verifying the Context; Conducting the Personal Investigation; Being Sensitive to Characterization and Confronting and Correcting Evil Communication. This is a course for every church!

### **CCONF-05: Healing the Wounds, Part 1**

This powerful seminar truly challenges every member of the church about congregational conflict resolution. It tugs at the heart, challenges the conscience of every participant, and inspires a new atmosphere of peacemaking and honesty in the church. The seminar is the first of a two-part presentation (presented in sequence) that examines the roles and responsibilities of the offended and the offender in the process of congregational conflict resolution.

### **CCONF-06: Healing the Wounds, Part 2**

The seminar examines the roles and responsibilities of observers in the process of congregational conflict resolution. Case studies are utilized to illustrate the pain encountered and the victory assured in the throes of congregational upheaval. Key concepts show how every member (not just the Pastor) is responsible for making the church a safe place where people can have a true encounter with God. A truly awesome and soul-stirring seminar that promotes healing!

### **CCONF-07: Navigating the Obstacle Course of Congregational Conflict**

Many congregations are suffering from recent or age-old conflict which suffocates the growth of the church. Too often, the blame is fixed, rather than the problem. Even more often, the blame is misplaced. This course exposes participants to the responsibilities of all concerned in biblical conflict resolution. Many congregations and pastors have benefited from this breakthrough seminar.

**CCONF-08: Resolving Family Conflicts**

The family is the basic building block of both society in general and the church. If the family is broken and divided by damaging conflict, the church family will be unstable and unsafe. Conflict in Christian homes is not uncommon, though often not given the level of treatment it deserves in sermons and other religious presentations. Brokenness in the home is bound to weaken the church. Emotionally paralyzed church members can hardly muster the courage to share their faith, love one another, or provide the consistent emotional, financial or participation support the church expects from them.

**CCONF-09: The Impact of Sabbath Observance on Church and Family Conflict**

This powerful, eye-opening seminar shows how shifting from an occupational mindset to a worshipful mindset (before corporate Sabbath worship) promotes healthy relationships. The seminar is the result of Dr. Ennis' Doctor of Ministry project and provides an interesting perspective on why and how the Sabbath should be welcomed prior to sunset on Friday evenings. The seminar shows that welcoming the Sabbath according to God's will results in better attitudes at home and in the attitudes of the church.

**CCONF-10: Clarifying the Facts About Forgiveness**

This seminar highlights and challenges several popular assumptions about forgiveness, exposing participants to a fresh look at what appears to be one of Scripture's most difficult teachings. Most participants leave this seminar in amazement, wondering how they could have believed so many incorrect teachings on such a vital subject that impacts every kind of relationship. This is a must for those seeking healing, reconciliation, and peace.

**DISCIPLESHIP****CDISC-01: Why They Don't Stay**

An examination of various contributing factors to newer members leaving the church, and an examination of ways to mitigate them. Participants engage in deep soul searching on the question of the role of the church as well as personal responsibility in maintaining active church membership.

**CDISC-02: The Benefits and Organization of a Community Resource Center**

"Christ's method alone gives true success in reaching the people. He mingled with me as one who desired their good. He showed them his sympathy, ministered to their needs, and won their confidence. Then he bade them, 'Follow Me.'" These words form the basis of organizing the work of the local congregation's Adventist Community Services ministry into a more comprehensive Community Resource Center. Dr. Ennis walks participants of this course through the steps of organizing a CRC in their local church, and demonstrates the tremendous benefits to community engagement, church members revitalization, and preparing the community for soul-winning outreach.

**CDISC-03: A Congregational Strategy for Reconnecting Disconnected Members**

Most church members designated as "missing" are not in fact missing. We know their address and phone numbers. It is illegal to call 9-1-1 and report a person "missing" if we in fact know their whereabouts. Why then do we refer to our members as missing when they still live in town? They are not missing but disconnected. This course engages the congregation in exploring a structured approach to discovering each disconnected member's personal challenge and provides guidance on how to reconnect with them.