

# About "Here I Stand: Leading Change Through Self-Differentiation"

## Schedule

**Here I Stand: Leading Change Through Self-Differentiation** meets for three days:

### Tuesday - 8/20/13

- 1:30 p.m. – "Here I Stand" in Context  
Murray Bowen's Idea of Change  
Congregations as Emotional Systems
- 3:15 p.m. – Solid Self and Pseudo-Self  
The Dance of Beliefs & Relationships
- 5:00 p.m. – Adjournment
- Evening – Discovering Your Own Belief History:  
Individual Work

### Wednesday - 8/21/13

- 9:00 a.m. – Processing of Participant Reflections  
Your Ongoing Work on Self
- 10:30 a.m. – Overview of a Four-Year Process  
The "Beliefs Chart" as Facilitator Tool
- Noon – Lunch (on your own)  
Optional Video: Differentiation of Self  
and the "I" Position (Murray Bowen)
- 1:30 p.m. – Large Group Exercise: Putting the  
Process into Practice
- 3:15 p.m. – Small Group Exercise 1: Putting the  
Process into Practice  
Integrating the Process into Ministry:  
Making this Approach Your Own
- 5:00 p.m. – Supper (on your own)
- 7:00 p.m. – Relating Theology to Bowen Theory
- 8:30 p.m. – Adjournment

### Thursday - 8/22/13

- 9:00 a.m. – Preaching, Teaching, and Leading  
from the "I Position"  
Responding to Sabotage
- 10:30 a.m. – Small Group Exercise 2: Putting the  
Process into Practice  
The Ongoing Coaching Relationship  
Evaluating Congregational Change
- 12:30 p.m. – Adjournment

## Location

Holy Trinity Lutheran Church  
350 East Madison Street  
Lombard, IL

Lombard is in the western suburbs of Chicago, approximately 30-45 minutes by car from both O'Hare and Midway airports. A map and information regarding hotels will be sent with confirmation of registration.

## Trainer

**Robert Williamson** serves with LMPC in an Adjunct Faculty role. Bob is a graduate of the Lutheran School of Theology at Chicago (M.Div., 1976) and has experience as a parish pastor. Since joining the LMPC staff in 1992, he has served as a trainer in conflict transformation and a consultant to pastors and conflicted churches. Much of Bob's thinking in recent years has gone into the development of the **Here I Stand** approach.

Bob has participated in the *Postgraduate Program in Bowen Family Systems Theory and Its Applications* at the Bowen Center for the Study of the Family (formerly the Georgetown Family Center) in Washington, D.C. He studied briefly with Edwin Friedman shortly before Dr. Friedman's death in 1996. Bob has also been trained by Dr. Peter Steinke as a presenter of the *Healthy Congregations* workshop, which is based on Bowen family systems theory.

## Pre-Training Reading

As preparation for the event, participants are required to read **Extraordinary Relationships: A New Way of Thinking About Human Interactions** by Dr. Roberta Gilbert. Also recommended are **Family Evaluation** by Michael E. Kerr and Murray Bowen, and **Generation to Generation: Family Process in Church and Synagogue** by Edwin Friedman. Copies of each book are available for purchase from LMPC.

## Tuition

Tuition is \$325 for registrations received by **July 26, 2013** and \$375 if received after July 26, 2013. To register, return the form to the right with full payment. Cancellations are subject to a \$50 administration fee if we receive notification two or more weeks before the training event begins, or half of the registration fee otherwise.

## Meals and Accommodations

Participants will need to arrange their own lodging and meals. A map to the site and hotel information will be sent with confirmation of registration.

## For Further Information

**Write:** Lombard Mennonite Peace Center  
101 West 22nd Street, Suite 206  
Lombard, IL 60148

**Call:** (630) 627-0507

**Fax:** (630) 627-0519

**E-mail:** Admin@LMPeaceCenter.org

**Web Site:** www.LMPeaceCenter.org

## Other LMPC Events

**The Mediation Skills Training Institute For Church Leaders** equips leaders with strategies for addressing interpersonal, small group, and congregational conflicts. Dates and locations of 2013 institutes are:

- March 11-15, 2013 — Charlotte, NC
- May 6-10, 2013 — Columbus, OH
- August 5-9, 2013 — Chicago area
- October 7-11 2013 — Denver, CO
- November 18-22, 2013 — Location to be Determined

**Clergy Clinic in Family Emotional Process** is designed to enhance the ability of participants to function as self-differentiated leaders in their ministry setting. The clinic meets 3 times each program year, 3 days each. The 2013-2014 *Clergy Clinic* will meet in Lombard, IL.

- Group A:**
- October 28-30, 2013
  - February 10-12, 2014
  - April 7-9, 2014
- Group B:**
- November 11-13, 2013
  - February 24-26, 2014
  - April 28-30, 2014

## Here I Stand Registration Form

Enclose payment of \$325 (or \$375 if received after July 26, 2013). Make checks payable (in US funds) to "LMPC."  
Clip and mail to: Lombard Mennonite Peace Center, 101 West 22nd Street, Suite 206, Lombard, IL 60148.

Name(s) \_\_\_\_\_ Home Phone \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Congregation/Organization \_\_\_\_\_ Work Phone \_\_\_\_\_  
Personal Email \_\_\_\_\_ Other Email \_\_\_\_\_

\_\_\_\_ Please register me for **Here I Stand** on August 20-22, 2013. I have enclosed full payment for the tuition.  
\_\_\_\_ Please send me \_\_\_\_\_ more copies of this brochure for distributing to others in my church or organization.  
\_\_\_\_ Please send me information about educational programs that LMPC can offer in my church and community.  
\_\_\_\_ Keep me informed about: \_\_\_\_\_ Future **Here I Stand** events

\_\_\_\_ **Clergy Clinic in Family Emotional Process**  
\_\_\_\_ **Mediation Skills Training Institute for Church Leaders**

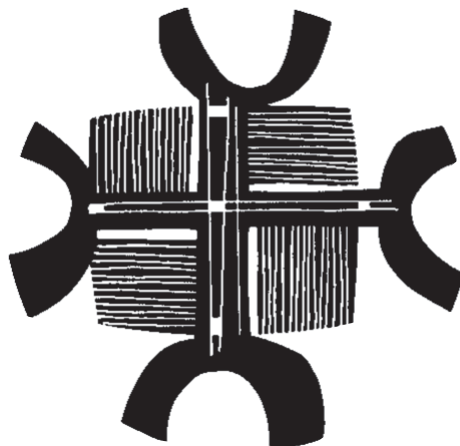
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LOMBARD MENNONITE PEACE CENTER  
101 W. 22ND STREET, SUITE 206  
LOMBARD, IL 60148



**A Facilitator  
Training Event**

# **Here I Stand: Leading Change Through Self- Differentiation**



**August 20 - 22, 2013**

**Holy Trinity Lutheran Church**

**Lombard, Illinois**

**Sponsored by  
Lombard Mennonite Peace Center  
Lombard, Illinois**

## **Goals of this Training Event**

This event will prepare attendees to function as facilitators of the *Here I Stand* process with individuals or groups in their congregations or other church organizations. Significant attention will be given to the use of the “Beliefs Chart” as a facilitator tool. The training also invites attendees to become more clear on their own beliefs and principles in their efforts to be differentiated leaders. For more information on the “Beliefs Chart” see the LMPC website: [www.LMPeaceCenter.org](http://www.LMPeaceCenter.org).

## **Goals of the “Here I Stand” Process**

With increasing levels of anxiety being experienced throughout society, churches are reporting:

- Higher rates of **burnout and turnover** among leaders.
- Increased **blaming and victim-thinking** among members.
- Abrupt movement **into and out of ministry**.
- More **destructive conflict**.
- Sudden **withdrawal and departure of members** from the life of the church.

In addressing these trends, church leaders have learned that short-term solutions and quick-fixes do little to address the multi-generational patterns which characterize the functioning of congregations and other church organizations.

In the *Here I Stand* process, participants – with the help of a facilitator trained at this event – develop and reflect on their own “Beliefs Chart.” Using this chart, facilitators invite greater clarity of beliefs among church members or others as they observe and think about the influence of relationship pressures on the shaping of their beliefs and principles over the years.

As some individuals become more clear on a few beliefs and principles which are not subject to relationship pressures, they can function in a steadier way when anxiety rises in their congregation, in their family, or in other important relationships. And as individuals become better able to act on the basis of solid beliefs and principles without attacking or withdrawing from others, their congregations, families, and other relationships change with them.

*When one member of a family can calmly state his own convictions and beliefs, and take action on his convictions without criticism of the beliefs of others and without becoming involved in emotional debate, then other family members will start the same process of becoming more sure of self and more accepting of others.*  
— Dr. Murray Bowen

## **Who Will Benefit?**

**Pastors and Christian Education Directors** who wish to invite greater clarity of belief and maturity of functioning among church members and, over time, bring greater maturity to the congregational system.

**Clinical Pastoral Education Directors or Spiritual Directors** seeking new tools to lend objectivity to the self-assessment of those with whom they work.

**District, Synod, Conference, or other judicatory leaders** working with clergy new to ministry.

**Judicatory Committees on Ministry** assisting candidates as they assess their attraction to ministry.