

THE RESOURCE CENTER
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RESOURCES RELATED TO
FAMILY SYSTEMS
and HEALTHY CONGREGATIONS

We think of the church in terms of biblical metaphors . . . the body of Christ, the New Israel, shepherd and flock. Speaking personally, we use the metaphors of warmth and relationship to describe the church—a community, a family, and a gathering of caring people. Metaphorically, the church is depicted in splendor. Moving from metaphor to reality, we may find the lustrous symbols tarnished. -from How Your Church Family Works by Peter Steinke. Used by permission of the Alban Institute.

“A healthy congregation is one that actively and responsibly addresses or heals its disturbances, not one with an absence of trouble.” Every congregation, every family will know trouble, disruption, dysfunction. Knowing ourselves well enough to learn from these inevitable conflicts can contribute to stronger, healthier congregations and families. Healthy congregations have been a theme in the church for a long time. The following resources are selected from Peter Steinke’s work and from the work of family systems experts like Edwin Friedman, Murray Bowen, and Roberta Gilbert. This letter isn’t meant to be a finished work: we look forward to your input and suggestions of additional resources that will make this a more comprehensive bibliography.

Resources available from this center have designated numbers. Asterisks note materials unavailable from the center. These resources are available for loan to clergy and lay leaders in the Eastern North Dakota Synod. Outside the synod, a minimal fee of \$10 is charged for all resources.

Julie K. Aageson,
Director of the Resource Center
Coordinator, ELCA Resource Centers

BOOKS

Beating Burnout in Congregations by Lynne M. Baab - (B2864) Making congregations healthy places to serve

Becoming a Healthier Pastor: Family Systems Theory and the Pastor's Own Family by Ronald Richardson - (B3223) Explores one's own family relational system and how this affects one's functioning as a pastor

Bowen Family Systems Theory by Daniel V. Papero - (B2302)
A primer or basic reader for understanding the foundations of family systems thinking

Bowen Theory and Practice - feature articles from the Family Center Report, Georgetown Family Center

Church Conflict: the Hidden Systems Behind the Fights - by Charles H. Cosgrove and Dennis Hatfield

Congregational Leadership in Anxious Times: Being Calm and Courageous No Matter What - by Peter Steinke (B3302) Following earlier work, this book moves to a new level of depth and artistry

Connecting With Our Children by Roberta Gilbert

Creating a Healthier Church: Family Systems Theory, Leadership, and Congregational Life by Ronald Richardson (B2365) Family systems analysis

Eight Concepts of Bowen Theory: A New Way of Thinking about the Individual and the Group by Roberta Gilbert (B3322)

Emotional Side of Organizations, The - papers presented at the Georgetown Family Center's Conference on Organizations, April 22-23, 1995

Equipping Pastor, The: A Systems Approach to Congregational Leadership by R. Paul Stevens and Phil Collins - (B1111) Draws on systems theory, covenant relationships, and biblical references

Extraordinary Relationships by Roberta Gilbert - (B2313)

Extraordinary Leadership: Thinking Systems, Making a Difference by Roberta Gilbert (B3321)

Failure of Nerve, A: Leadership in the Age of the Quick Fix by Edwin Friedman
- (B2307)

Family Evaluation by Michael Kerr and Murray Bowen - (B2331) The role of the family as an emotional unit governing behavior and development

Family Therapy in Clinical Practice by Murray Bowen

Family Ties That Bind by Ronald Richardson - (B2497)

Good introduction to family systems together with help for doing a genogram

The Fifth Discipline: the Art and Practice of the Learning Organization by Peter Senge (B1068)

This book's systems approach is helpful for congregational leadership

Friedman's Fables by Edwin Friedman - (B1071)

Offers 24 parables of animals to give the reader distance from his or her own real life encounters. Yet, as fables are supposed to, through the distance they provide, they offer fresh perspectives on familiar human foibles. Accompanied by a discussion guide with questions for each story.

From Stuck to Unstuck- Overcoming Congregational Impasse by Kenneth A. Halstead - (B2179)

Generation to Generation: Family Process in Church by Edwin Friedman - (B764) Addresses the crises and traumas that therapists, clergy, and lay leaders encounter daily. Clear and lucid, it is an invaluable resource for professionals and an ideal introduction for students and clients.

Genograms in Family Assessment by Monica McGoldrick - (B1067) Description of how to gather, interpret, and use information gathered during a family assessment to find patterns in family systems. (Also available is software for doing the genogram called "Genogram-Maker Plus for Windows." It's a database program available from Humanware, 2908 Nancy Creek Rd. NW, Atlanta, GA 30327.)

Healthy Congregations: A Systems Approach by Peter Steinke - (B1714)

Takes readers into a deeper exploration of the congregation as emotional system. Steinke relates ten principles of health

Hidden Life of Congregations, The by Israel Galindo - (B3008) A holistic look at the corporate nature of church relationships and the invisible dynamics at play

How Your Church Family Works by Peter Steinke - (B1277)

Breaks new ground applying family systems theory to congregations. Explores how the emotional systems of congregations affect church life, organization, and clergy-lay working relationships.

How Your Church Family Works (2006 update) by Peter Steinke - (B3301)

Leading Systems: Lessons from the Power Lab by Barry Oshry * Offers a new understanding of how systems work within organizations

Our Community: Dealing with Conflict in the Congregation by Susan Lang (PR736) Focuses on the roots, perceptions, and experiences of conflict in families and congregational systems

Passionate Marriage, The by D. Schnarch *
Sexuality and marriage from a Bowen point of view

Understanding Organizations: Applications of Bowen Family Systems Theory - Ruth Riley Sagar and Kathleen Klaus Wiseman, Editors *
Basic concepts of family systems thinking

JOURNALS

“Family System: Journal of Psychiatry and the Natural Sciences,” from the Bowen Institute at Georgetown Family Center, 4400 McArthur Blvd., Washington, D.C., 20007, 202-965-0730.

“Compendium of the Best of the Family,” three volumes from the Bowen Institute at Georgetown Family Center.

“Systems Forum” from the **Center for the Study of Natural Systems and the Family** - Dr. Victoria Harrison, Director (<http://csnsf.org/leadership.htm>) (vaharrison@sbcglobal.net)

AUDIOCASSETTES / CDs

Additional audios and cds of Edwin Friedman lectures are available from Russell Martin, 314 Chesapeake Cove, Painesville, OH 44077 (revm44@ameritech.net)

“Failure of Nerve, A: Leadership in the Age of the Quick Fix” by Edwin Friedman - four presentations given at the Lansing Center, Lansing, Michigan, by Rabbi Friedman. (C207)

“Congregation as an Emotional System, The” by Peter Steinke - five lectures: “Concept of a System,” “How Your Congregation Works as an Emotional System,” “Conflict in an Emotional System,” “Leadership in an Emotional System,” and “Spirituality in an Emotional System.” (C135)

“Stress and Effectiveness in the Ministry” by Edwin Friedman - four lectures given by Rabbi Friedman at the CHARIS Midwinter Theological Conference in 1990. (C90)

“Selected Readings from Friedman’s Fables” - Rabbi Friedman narrates selected stories from his book. (C218)

“Willfulness and Change” - Edwin Friedman *

“Communication as an Emotional Process” - Edwin Friedman *

“Paradox” - Edwin Friedman *

“Friedman’s Basic Beliefs” - Edwin Friedman *

“Work Systems as Family Systems” - Edwin Friedman *

“Family Party Poopers” - Edwin Friedman *

“How to Get Your Kid to Drop Out of School and Save \$45,000” - Edwin Friedman *

“Body and Soul” - Edwin Friedman *

“Leadership” - Edwin Friedman *

“Therapeutic Street Savy” - Edwin Friedman *

“Interview with Satan” - Edwin Friedman *

“West Ohio School for Ministry lecture” - Edwin Friedman *

VIDEO / DVD

Balancing Act, The - Congregation as Emotional System (VT1946)

Peter Steinke introduces the concept of the congregation as emotional system. Viewers are empowered to take responsibility for their own functioning in relationships. Blaming, victim-behavior, secrets, triangles, all are the result of anxiety that is present in the organization. Steinke suggests ways to regulate one’s own anxiety and to deal with the anxiety of other people. Those who use this understanding of organizations see the powerful role mature leaders play in building a healthy congregation.

Balancing Act, The - Congregation as Emotional System (DVD147)

Congregation As Emotional System (VT1092)

Presentations by Peter Steinke for clergy and lay leaders at Trinity Lutheran Church, Moorhead, MN and United Lutheran Church, Grand Forks, ND.

Congregational Leadership in Anxious Times: Conversations and Reflections with Dr. Peter Steinke (DVD146) Accompanies Congregational Leadership in Anxious Times: Being Calm and Courageous No Matter What also by Steinke.

Family Process and Process Theology (VT1300)

Edwin Friedman connects family process theory to process theology in a ground-breaking examination of three theological questions: How can evil exist when God is good? How can one strive for self-identity yet teach the limits of self? Does all idolatry stem from the quest for certainty? A powerful new concept of our relationship to God emerges—Friedman suggests a God who contracts with his people rather than coerces them, giving them freedom to make mistakes. The implications for our personal relationships are profound.

How Your Church Family Works with Peter Steinke (VT1087)

Presentations that help define and decipher the congregation as a “family system.”

Reinventing Leadership (VT1689) (also available on DVD)

Rabbi Edwin Friedman discusses new models of leadership. With a rich blend of theory and historical analysis enhanced by graphics, he illustrates how we can make any kind of organization work better not by restructuring or learning new management skills, but by reinventing what it means to lead.

Leadership and the New Science (VT2038)

Explores a simpler way to manage complex organizations. It encourages organizations to become more flexible and adaptable.

WORKSHOPS * INSTITUTES * CENTERS

Healthy Congregations: the Anxious Congregation and the Responsible Congregation -

This workshop was developed by Peter Steinke to help church leaders become effective stewards of their congregations. Its ultimate goal is to make key leaders in congregations the experts for maintaining and improving health. Through the use of video/dvd, case studies, workbooks, and discussions, participants take part in a 12-hour interactive workshop taught by qualified and professionally trained workshop leaders. Contact Dr. Emlyn Ott, Director of Healthy Congregations, Trinity Lutheran Seminary, Columbus, OH 43209 (614-235-4136)

Leadership Institute of Seattle-1450 114th Avenue S.E., Bellevue, Washington 98004, 800-789-5467. Director Rob Schachter assimilates Bowen theory to the workplace.

Center for Pastoral Effectiveness, The- Louisiana Conference, United Methodist Church, 527 North Boulevard, Baton Rouge, LA 70802. Contact Dr. W. Craig Gilliam, Director, at 225-346-1646 Wcraiggilliam@hotmail.com) or mentor, Rev. John Winn (johnwinn2@bellsouth.net)

Center for the Study of Natural Systems and the Family - Dr. Victoria Harrison, Director (<http://csnsf.org/leadership.htm>) (vaharrison@sbcglobal.net)

Clergy Leadership Seminars, Pastor Larry Foster, North/West Lower Michigan Synod-ELCA, 205 West Obell, Whitehall, Michigan 49461 (231-893-8525).

Minnesota Institute of Family Dynamics, Director Mary Bourne, 6950 France Avenue S., Minneapolis, MN 55435 (612-927-5499).

ARTICLES and PAPERS

“When Congregations are Stuck,” Peter Steinke, *Christian Century*, April 7, 1999.

“Chronic Anxiety and Defining a Self,” Michael Kerr, *Atlantic Monthly*, September, 1988.

Selected “gleanings” from lectures given by Rabbi Edwin Friedman (concepts and ideas shared by John Martinson after hearing of Dr. Friedman’s death, October 31, 1997.)

“By What Authority,” by Peter Steinke.

“The Creation, Redemption, and Sanctification of Sexuality,” by Peter Steinke.

“All Comfort-Activities for Dealing with Stress, Loneliness, Darkness, Suffering,” by Peter Steinke.
“Breaking the Male/Female Myth Barriers,” by Peter Steinke.

From *The Lutheran* by Peter Steinke:

“Exiles on Earth,” “Have No Anxiety,” “I Hate Myself,” “Anger Goes to Church,” “For Everything a Season,” “How Healthy is Your Congregation,” “The Elusive Presence.”

“The Pastor and Self-Esteem,” by Peter Steinke (*Lutheran Partners*)

Selected bibliography of Friedman-related resources.

RELATED MATERIALS

Videos which address some of the issues of leadership and systems thinking:

- ◆ **Dealing with Conflict** (VT1685)
- ◆ **Road to Abilene** (VT1686)
- ◆ **Groupthink** (VT1684)
- ◆ **Everyday Creativity** (Star Thrower Productions)
- ◆ **The Goose Story** (VT1992)

A number of films have been suggested as illustrative of systems thinking. They include:

- “Pleasantville”**
- “Cold Comfort Farm”**
- “The Runaway Bride”**
- “What Dreams May Come”**
- “Dancing at Lughnasa”**
- “American Beauty”**
- “Parable”** (VT1713)
- “A Very British Coup”** (BBC Masterpiece Theater)
- “Missiles of October”**
- “Serpico”**
- “Europa, Europa”**
- “Mass Appeal”**

Related books include:

- Another Country: Navigating the Emotional Terrain of our Elders by Mary Pipher - (B2309)
- Connect by Edward Hallowel *
- A Nation of Victims by Charles Sykes “the plaint of the victim—*it’s not my fault*—has become the loudest, most influential voice in America...”
- Molecules of Emotion by Candace B. Pert
- Who Moved My Cheese by S. Johnson *
- Leading Change by John P. Kotter * (eight stage process for implementing change)
- More Light, Less Heat by Joseph Phelps * (how dialogue can turn Christian conflict into growth)
- Leadership and the New Science by Margaret Wheatley
- Faith and Process by Paul Sponheim (B310)
- The Courage to Be by Paul Tillich - (B2305)
- Congregation and Community by Nancy Ammerman (B1853)
- Servant Leadership by Robert Greenleaf (B2103)
- On Becoming a Servant Leader by Robert Greenleaf (B2080)
- Dance of Intimacy by Harriet Lerner (B1069)
- Dance of Anger by Harriet Lerner
- The Fifth Discipline by Peter Senge (B1068)
- Adult Children of Divorce by E. Beal and G Hochman
- You Can Go Home Again by Monica McGoldrick
- Lives of a Cell by Lewis Thomas
- Emotional Brain, The by Joseph Ledoux
- Fear Itself by Ruth Dozier
- Web of Life, The by Fritjoe Capra
- Groupthink by Irving Janis

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