



Building Marriage & Family Relationships

An Ellison Model Community Building Workshop

Workshop Goal Statement

The goal of this workshop is to assist family units in developing sustainable marriage and family relationships.

Program Objectives

To accomplish the workshop goal, the following program outcomes will be achieved upon completion of this marriage & family workshop.

1. Each participant will gain an understanding of how marriage relationships have progressed- historically, culturally, legally and socially.
2. Using the Ellison Model Community Diagram, participants will learn how sustainable relationships are formed versus divisive relationships.
3. Participants will develop techniques for building sustainable marriages through the use of the Ellison Model Conflict Resolution seminar and activities.

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Progression from Carnal, to
Emotional, to Spiritual

Carnal

- Connected with appetites of the body
 - Sensual
 - Stresses the physical as distinguished from the rational nature of a person
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Qualities of Marriage based primarily on Carnal Relationship

- The focus is on self gratification
- The parties focus on the outward appearance (e.g. beauty, fitness, youthfulness)
- Continued sexual attractiveness is key to sustaining relationship
- One spouse may be viewed as a trophy

Emotional

- A strong or intense feeling
- The affective aspect of consciousness

Qualities of Marriage based primarily on Emotional Relationship

- Typically intense and passionate from the outset
- Passage of time causes passion to wane
- Relationship subject to volatility
- Spouses experience many ups and downs

Spiritual

- Beyond emotion, that which comes from within
 - A deeper connection (e.g. kindred spirits)
-

Qualities of Marriage based primarily on Spiritual Relationship

- Basis of relationship goes beyond sensual desires or intense feelings
- Deep level of commitment
- Continuous courtship
- Relationship moves beyond emotional love to unconditional love
- Spouses treat each other as they would like to be treated



Progression from Carnal, to Emotional, to Spiritual

The History of Marriage

Carnal

Judeo-Christian basis for marriage

- Although marriage is controlled by the state, its basis is derived from Judeo-Christian values.
- Man and wife – Vermont is the only State so far to legalize same sex marriage, therefore, we will focus on traditional man – women relationships.
- Monogamous marriage is law in United States.

Carnal Example: Contractual Basis

- Arranged marriages historically were the norm.
- Husband had duty of support.
- Wife had duty to perform services.
- Parties could terminate the marriage only if one of the parties was performing their duties (finding of fault).

Emotional

The More Modern Take on Marriage

- Contract basis for marriage emphasized less.
- An emotional connection (love) becomes the preferred reason for marriage.
- Parties can terminate marriage in most states without a finding of fault.

Spiritual

The basis of successful marriage as espoused
by the Ellison Model

- Seeks to move spouses from a marriage based on purely carnal or emotional concerns to realize a deeper love based on true caring, sharing, and loving.
- Begins with each individual achieving inward peace and learning to overcome his/her own selfish wants and desires.

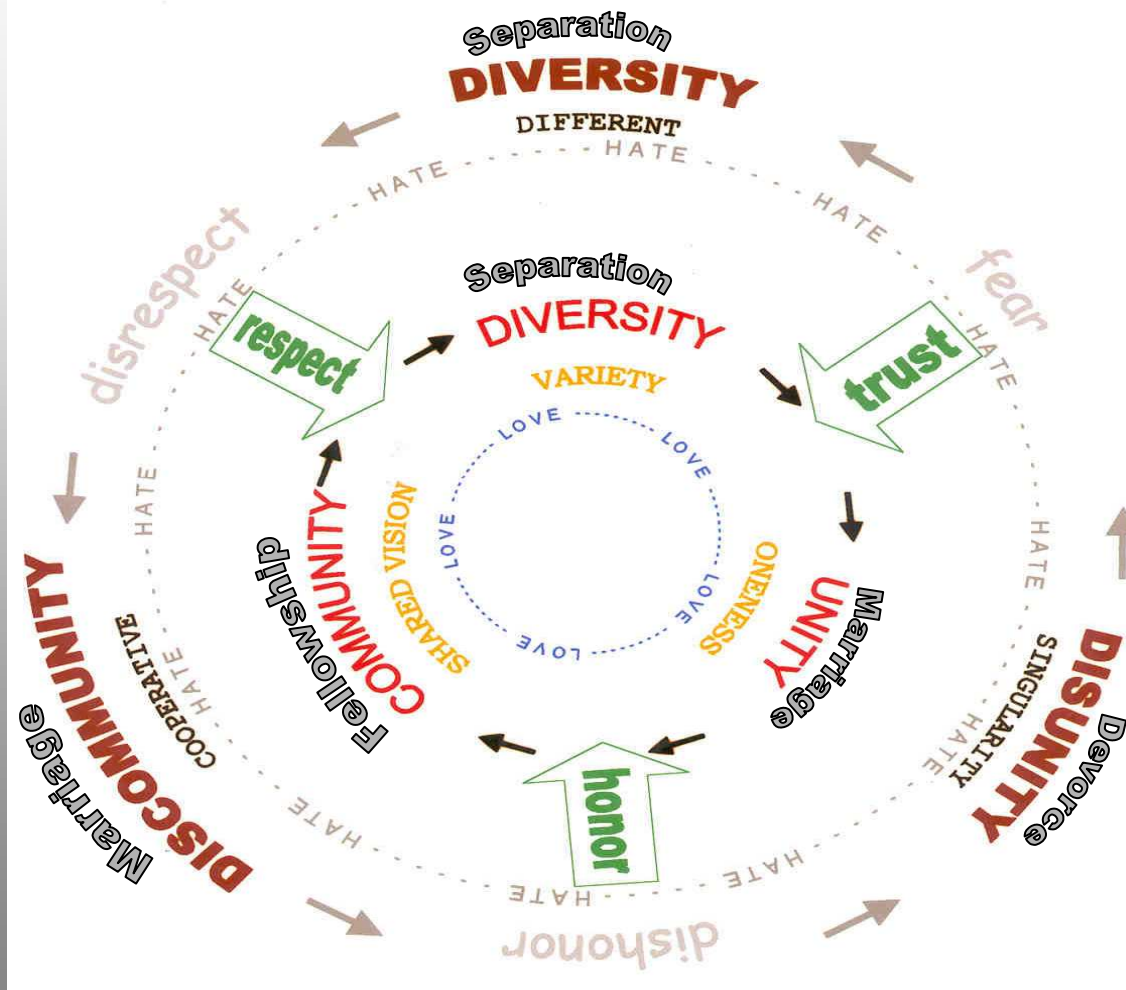


Marriage & Family Relationships

Goals, Values and Culture

The Ellison Model Community Building Diagram

BUILDING THE INCLUSIVE COMMUNITY *The Discommunity, Definitions, Motivations and Values of Each*



Caring

Loving

**Principles
of
The Ellison
Model**

Honor

Sharing

Respect

Trust

"A Culture or Way of Life"



Marriage & Family Relationships

Diagnosing and Resolving Conflict

Conflict: A Unitary Process

- Conflict resolution is a unitary process.
- The individual must
 - recognize his or her position relative to the dispute.
 - with a clear vision of what took place, acknowledge his/her role in the dispute.

Confusing Conflict with Behavior

- Emotional: Conflict is a disequilibria inner state between the conscience and the emotions.
 - These two are at war with the emotions bent on selfish gratification—one or the other will win.
 - The conscience is a moral agent interested in the rightness or wrongness of a matter.
- Carnal: The outward response is the behavior; it is often misdiagnosed as the conflict.
 - The usual result—solving the wrong problem, i.e. treating the outward behavior but leaving the inward war unresolved.

The Need for Conflict Resolution Skills

- Conflict resolution is a valuable skill for husband and wives to possess because they invariably encounter problems dealing with their relationships.
- Many people are able to manage conflict in a healthy, productive way with people outside of the family.
- However, within the family, some find it hard because they lack understanding as to the nature of the conflict—carnal, emotional, spiritual—and are prone to getting defensive or angry.

Coming to Resolution

- Resolution comes when *each party* understands that conflict is *an individual act*.
- While both parties to the conflict might reach resolution at the same time, methods utilized to reach resolution vary.
- Each person involved in a conflict must take personal responsibility for his/her own resolution.

Managing Conflict

- **The manner in which conflict is managed determines whether there is a successful conclusion.**
- **To have a successful outcome, each person in the family must adhere to the caring, sharing and loving principles expounded in The Ellison Model toward seeing conflict resolved.**
 - Be honest, trustworthy, friendly and inclusive in outlook.
 - Do not force your will on others or treat others unfairly.
 - The Ellison Model's values are caring, sharing, and loving principles.

Responses to Conflict

- **Shifting Blame (never acknowledging fault)**
 - Conflict is not resolved when one party blames the other for his or her state because it gives another control over his or her emotional being.
- **Saving Face (glossing over problem)**
 - Conflict is not resolved because the person knows that he or she is at fault but refuses to acknowledge as much.
 - The problem will surface again because the conflict is not dealt with.
- **Acknowledging Fault (being true to self)**
 - Conflict is resolved because the person sees the problem for what it is and seeks resolution.

Steps in Managing & Resolving Conflict

- Diagnose the Conflict
- Analyze the Conflict
- Provide Prescription to the Conflict
- Monitor the Results
- Revise Prescription

Diagnosing Conflict

1. Identify Family Conflict at the Macro Level
2. Identify Family Conflict at the Micro Level
3. Identify Interpersonal Conflict
 - Between husband and wife
 - Between parents and children
 - Between siblings

Diagnosing Conflict

Possible Vectors of Conflict Within Marital Relationships

- Breakdown in communication.
 - ✓ Lack of focus or clarity on issues.
 - ✓ Individual focus to impress or to dominate (last word).
- Different family leadership styles and relationship building habits.
 - ✓ Authoritarian vs. collaborative/participatory family management styles.
 - ✓ Conflict styles: confrontational, passive, compromising, avoidant

Diagnosing Conflict

Possible Vectors of Conflict Within a Family

- Dealing with the finances.
- Issues surrounding gender roles.
- Discounting spouse's contributions in family decisions.
- Imbalance created by slackers within the family.
- External factors impacting internal workings of the family.

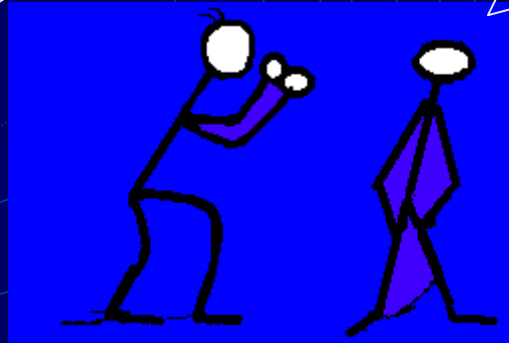
Analyzing the Conflict

- Consider the nature of the conflict
 - Is the marital conflict based on carnal issues?
 - Is the marital conflict based on emotional issues?
 - Is the marital conflict based on spiritual issues?
- Determine what other problems associated with the conflict are; out of a single conflict, other conflicts may arise.
- Analysis may reveal certain limitations or restrictions this conflict might impose on an individual.
- In this approach, the prevailing *unresolved conflict* emerges as the *central problem or central conflict*.

Party B hurt Party A's feelings.

Party A is looking for a fight.

But Party B is not willing to fight.



Party A

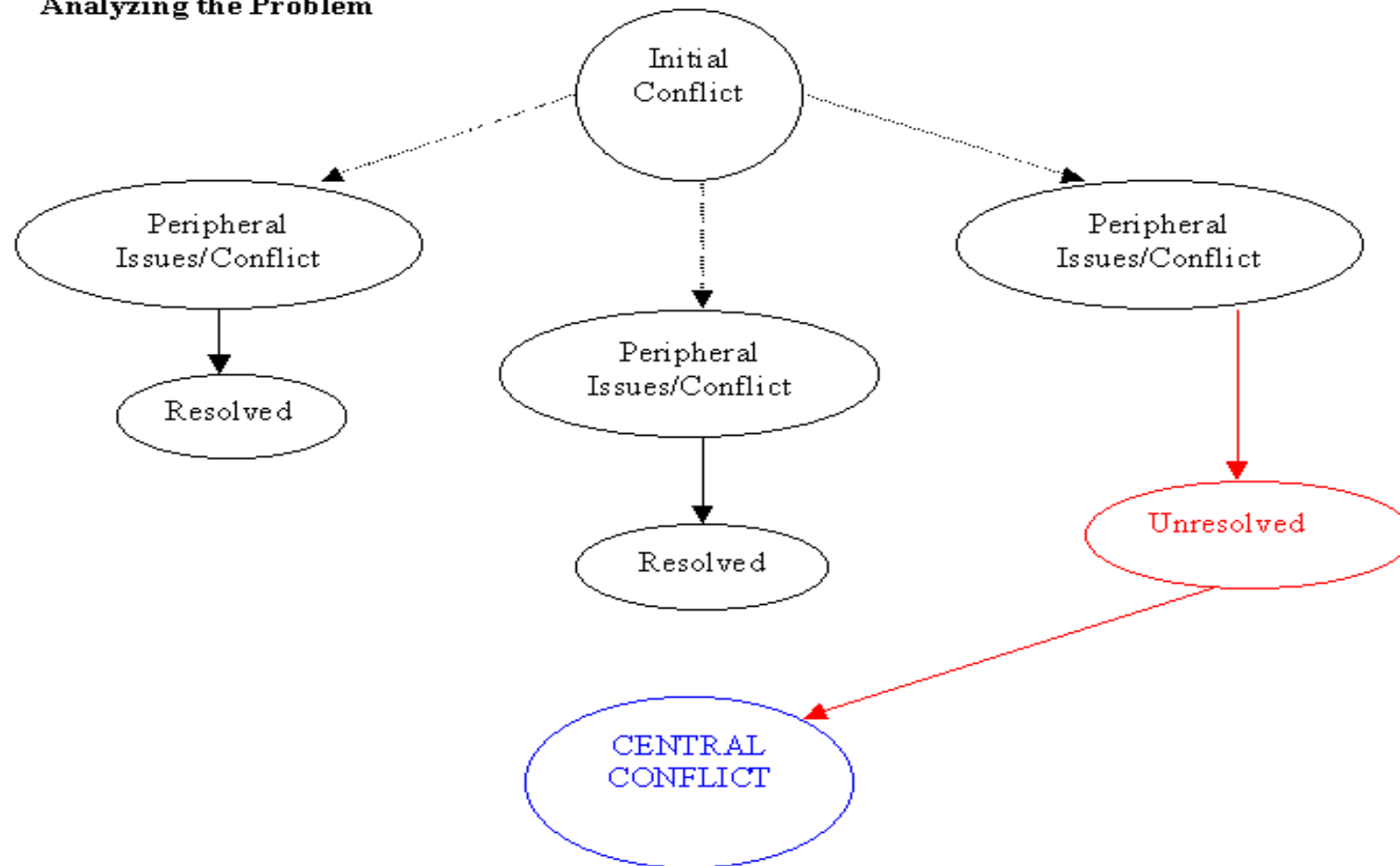
Party B

Internal Conflict

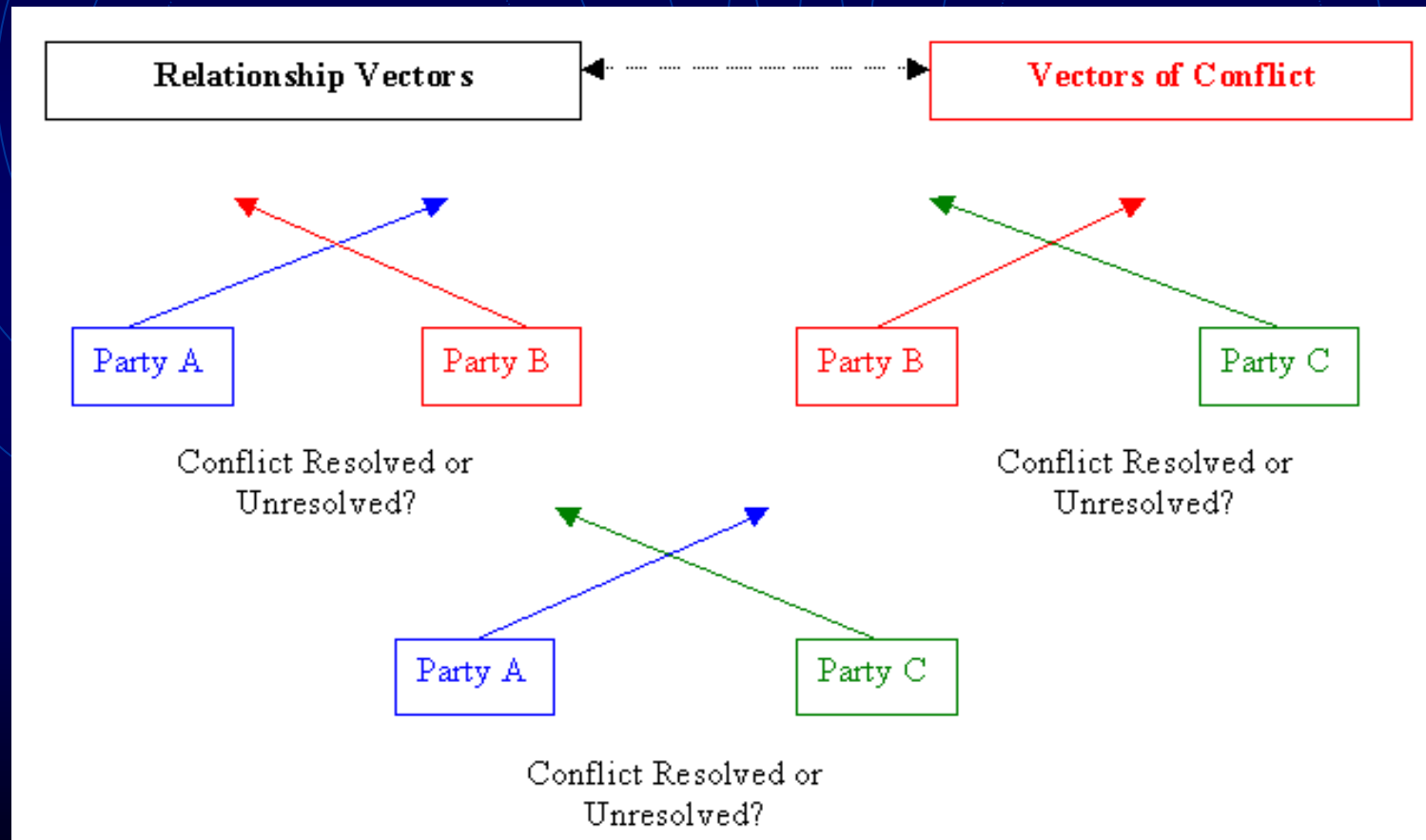
No Internal Conflict

Analyzing the Conflict

Analyzing the Problem



Analyzing the Conflict Relationship Vectors



Providing a Prescription

Intimacy

- Affirmation
- Quality Time
- Acts of Service
- Giving of Gifts
- Physical Touch
- Sexual Relations

Monitoring and Revising Results

Practical Applications

Family Meetings

Family Projects

Quality Time

ELLISON MODEL

Conflict Management & Resolution

We deal with conflict in
The Loving, Sharing, Caring Way

**Demonstrate
honor and
respect.**

**Exercise
humility.**

**It may take a little more
time to complete a family
goal, but demonstrate
patience.**

**Share knowledge
& insight; avoid
selfishness.**

*Lead By
Example*

