

CONFLICT RESOLUTION

Introduction: Why is conflict resolution important to deal with? At some point in your ministry you *will* run into conflict. The reason: People are involved! “Wherever two or three are gathered, there will be conflict in their midst.”

The way of Jesus Christ leads to conflict. Church planting leads to conflict because you are pursuing God’s will. Pastoral Leadership leads to conflict: It’s part of the journey, part of doing things right. (Personal examples given)

Healthy Conflict Management (Resolutions)

(Examples from ‘Peace Maker’ ministry of Ken Sande)

In order to have a stable footing you need to be squarely planted in the peace making responses.

Full Spectrum: Escape (suicide) to Attack (murder)

Middle Range:

- Overlooked (see note below)
- Reconciliation (see note below)
- Negotiation
- Mediation
- Arbitration
- Accountability

In the context of church, this progressively involves more people and follows the Biblical instruction on discipline.

Overlooked: Sometimes when a conflict arises, you just need to let it slide. You don’t need to rise to the challenge. Remember: A soft answer turneth away wrath.

Reconciliation: Go to the other person and address the issue.

From **Negotiation** to **Accountability**: Involving other people in the process, involving church leadership, brought before the church.

In **Escape** and **Attack** responses you are trying to avoid the conflict. In the peace making (middle range) responses you are trying to bring reconciliation, healing, etc. This strengthens the body.

Negotiating the Slippery Slope Requires...

- Wisdom (Knowing what to say and what not to say)
- Patience (Because conflict will try us)

Note additional information on 15 Ground Rules with Scripture

Be Wise: Choose Your Battles.

- Sometimes you don’t have to win.
- Sometimes you need to be wise enough to know when you can’t win.
- Sometimes you must win. (Issues of character and faith)

Be Wise as Serpents, Harmless as Doves

- Works best in person. (If at all possible-not facebook, twitter, email, etc. Phone call is second best choice)
- Do not gossip. (This is cancerous!)
- Do not delay. (Take care of it as soon as you hear about it)
- Be active. (Intervene. ‘Loose lips sink ships’)

Remember the Key: John 13:34-35 “Love one another.”

Ask yourself: Is everything we are doing in the church done out of love? Are we willing to set aside our agenda, opinion, pride, etc., to pursue love in the church?

Additional Notes/Homework: