



*Would it be wrong for me to suggest that I should teach more in home group? (Luke 14:7-11)*

*Would it be wrong to suggest that I deserve to be recognized as a leader (or senior leader) more than another brother or sister?*

*What is my attitude toward a fellow leader or worker who is more gifted at leadership and teaching or being recognized for doing good work?*

*What is my typical response when I've been embarrassed by, put down by or personally wronged by another leader / worker / friend?*

*What are my feelings toward another brother or sister who may be in sin and yet not receive my counsel?*

## Styles of conflict management

People intuitively tend to respond to conflict in different ways. Each style is appropriate for certain kinds of conflict, but inappropriate for other kinds.

Style	When Appropriate	When Inappropriate
<b>Avoid</b> - Denying there is conflict or simply ignoring it, or giving into the wishes of the other person in order to preserve the relationship.	For relatively minor matters, or a very important relationship, or a very important stage in the relationship.	For important issues. In these conflicts, avoiding stems from self-protection or laziness.
<b>Attack</b> - Imposing my own solution, which may require aggressiveness, threats, unwillingness to cooperate.	When defending important moral principles or spiritual/theological priorities.	When one of the other styles would serve better, or when used in an unloving way. Remember: This style may promote hostility and damages relationships.
<b>Collaborate</b> - Developing mutually satisfactory solutions to problems, which may include compromise (meeting someone halfway).	When there are shared goals (e.g., marriage, home group leadership, etc.). When there is no sin or evil intent involved, or when it's difficult to find a clear-cut solution, or when a stand-off would mean greater harm than splitting the difference.	When God's goals are ignored in favor of the goals of the people, or when it fails to deal with the underlying causes for the conflict. Can cause incomplete solutions and leave the door open to further controversy. When it may lead to manipulation, halfhearted commitments, inadequate solutions, and recurring controversies.

Which style(s) do you commonly employ? Which style(s) do you need to develop?

## Resolving Conflict Biblically: PERSONAL PREPARATION

### 1. *Do you need to change your perspective toward this conflict?*

When you enter a conflict situation, what do you focus on?

Instead, focus on two key biblical perspectives:

- God's sovereignty!

Rom. 8:28

Gen. 50:20

Affirm to God:

- Your stewardship!

1 Cor. 4:2-4

Ask God:

SANDE: "(In conflict situations,) we either show that we have a big God, or we show that we have a big ego and big problems."

### 2. *Do you need to remove a log from your own eye?*

Matthew 7:1-5

What is the "log?"

Why is this so important?

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Remember:

How do we do this? - Ps. 139:23,24

3. *Should you simply drop this matter?*

Prov. 19:11; Prov. 12:16; Prov. 17:14; Phil. 4:5

4. *Do you need to forgive the other person?*

DEFINITION: "To agree before God to lay down the right to take retribution for the offense, accepting the effects of that offense--and to take up the responsibility to act redemptively toward the offender."

*Aphiemi*

Matt. 18:27

*Charizomai*

Col. 3:13

The foundational motivation (Eph. 4:32; Col. 3:13)

Symptoms of unforgiveness

Consider the following distinctions:

<b>FORGIVENESS IS NOT</b>	<b>FORGIVENESS IS</b>
Denying the offense, the offender's responsibility, or the painful effects of the offense	Empathizing where appropriate, considering how I might have exaggerated the offense and/or offended the offender
Primarily a feeling	A decision (see DEFINITION) that may be preceded or followed by redemptive feelings
A once-for all event, after which the offense is forgotten	A decision that must often be reaffirmed
Passively tolerating future abuse, or naively agreeing to trust the offender	Applying disciplinary rather than retributive measures, and (when appropriate) allowing the offender to regain trust
Primarily passive and for what I get out of it	Active and to glorify God and help the offender
The same as reconciliation	Willing to work toward reconciliation

5. *Have you clarified the issues?*

Layer	Tip-Off	Response
Issue(s)		
Feelings		
Identity		

Address the personal issues before attempting to resolve the material issues.

**Resolving Conflict Biblically: MEET WITH THE PERSON**

1. *Acknowledge and apologize for your sinful part in the conflict if necessary (the “log”).*

2. *Raise / reprove their sinful part in the conflict.*

Christian Ministry Class, "Encouragement and Admonition"

Christian Leadership 1-Ecclesiology 2 “Church Discipline”

3. *Move toward collaboration (if appropriate).*

4. *Leaving room for God!*

5. *You may need to get help from others?*

Phil. 4:2,3

REMINDER:

**RESOLUTION!**

## **Conclusion**

## **Assignment Due Next Week**

Read Jay Adams, *Competent to Counsel* (handout), "What's Wrong with the Mentally Ill?" Write a paragraph: "Do you agree with Adam's conclusion about mental illness? If not, what biblical basis is there for mental illness?"

## **Memory Verses**

Rom 12:18\*

Matt. 7:3-5\*

Eph 4:3\*

## **Key Points to Know for Exam**

Be able to explain the difference between issues-oriented conflict and sin-driven conflict.

Be able to explain the five steps of preparing for resolving a conflict.

Be able to explain the five steps you may need to take when meeting with a person to resolve the conflict.