

**Session Two**  
**“HOW TO HANDLE CONFLICT IN MINISTRY”**  
S.A.L.T. (Strategic Advanced Leadership Training)  
River Community Church

**WHERE?** (A Time of Vision Focus)

**My Vision Test:** What does God need me to \_\_\_\_\_?

**Q: What is the Vision God has given us here at the River?**

**A:** \_\_\_\_\_  
\_\_\_\_\_

**Q: What is our plan to get this done?**

**A:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Q: What is our Strategy to accomplish this?**

**A:** \_\_\_\_\_ (Luke 4:18)

Luke 4:18

*“The Spirit of the Lord is upon Me,  
Because He has anointed Me  
**To preach the gospel to the poor;**  
He has sent Me to **heal the brokenhearted,**  
To proclaim **freedom to the captives**  
And **recovery of sight to the blind,**  
To **set at liberty those who are oppressed;***

**Focus at Hand:** \_\_\_\_\_

**My Vision Call:** What does God need me to \_\_\_\_\_?

**Keep the Main Thing the Main Thing:** (This is the **4 Fold Focus** of every ministry at RCC)

\_\_\_\_\_ *To preach the gospel to the poor* \_\_\_\_\_

\_\_\_\_\_ *recovery of sight to the blind* \_\_\_\_\_

\_\_\_\_\_ *healing & freedom for the captives* \_\_\_\_\_

\_\_\_\_\_ *liberate the oppressed* \_\_\_\_\_

## Word: “How to Handle Conflicts in Ministry”

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Q: How important is it for God’s people to live at peace?

A: Open Bibles to Romans 12:14-21

*<sup>14</sup> Bless those who persecute you; bless and do not curse. <sup>15</sup> Rejoice with those who rejoice, and weep with those who weep. <sup>16</sup> Be of the same mind toward one another; do not be haughty in mind, but associate with the lowly. Do not be wise in your own estimation. <sup>17</sup> Never pay back evil for evil to anyone. Respect what is right in the sight of all men. <sup>18</sup> **If possible, so far as it depends on you, be at peace with all men.** <sup>19</sup> Never take your own revenge, beloved, but leave room for the wrath of God, for it is written, “VENGEANCE IS MINE, I WILL REPAY,” says the Lord. <sup>20</sup> “BUT IF YOUR ENEMY IS HUNGRY, FEED HIM, AND IF HE IS THIRSTY, GIVE HIM A DRINK; FOR IN SO DOING YOU WILL HEAP BURNING COALS ON HIS HEAD.” <sup>21</sup> **Do not be overcome by evil, but overcome evil with good.***

Q: As believer’s do we encounter lots of people with conflicts going on? Do we have issues ourselves?

A: \_\_\_\_\_ and \_\_\_\_\_

Q: Who else would love to be blessed by GOD while we are helping others who are in the fight?

A: Go to Matthew 5:5-10

<sup>5</sup> “Blessed are the [d]gentle, for they shall inherit the earth. <sup>6</sup> “Blessed are those who hunger and thirst for righteousness, for they shall be satisfied. <sup>7</sup> “Blessed are the merciful, for they shall receive mercy. <sup>8</sup> “Blessed are the pure in heart, for they shall see God. <sup>9</sup> **“Blessed are the peacemakers, for they shall be called sons of God.** <sup>10</sup> “Blessed are those who have been persecuted for the sake of righteousness, for theirs is the kingdom of heaven

Tonight we are going to teach you the principles of a proven and very powerful Bible based process to resolve conflict and to be peace makers

**Let's start with defining conflict:**

**Q: What is conflict?**

**A: difference(s) in opinions, purposes, expectations or values that frustrate someone's goals or desires**

**Q: What are the major causes of conflict**

**4 causes of conflict**

1. M\_\_\_\_\_ ( sometimes caused by poor communication)
2. D \_\_\_\_\_ values/ priorities/ wants/ expectations
3. Not enough \_\_\_\_\_ resources/ time
4. \_\_\_\_\_ (habits/actions/ attitudes/ lifestyles) in opposition to God's Word

Other: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

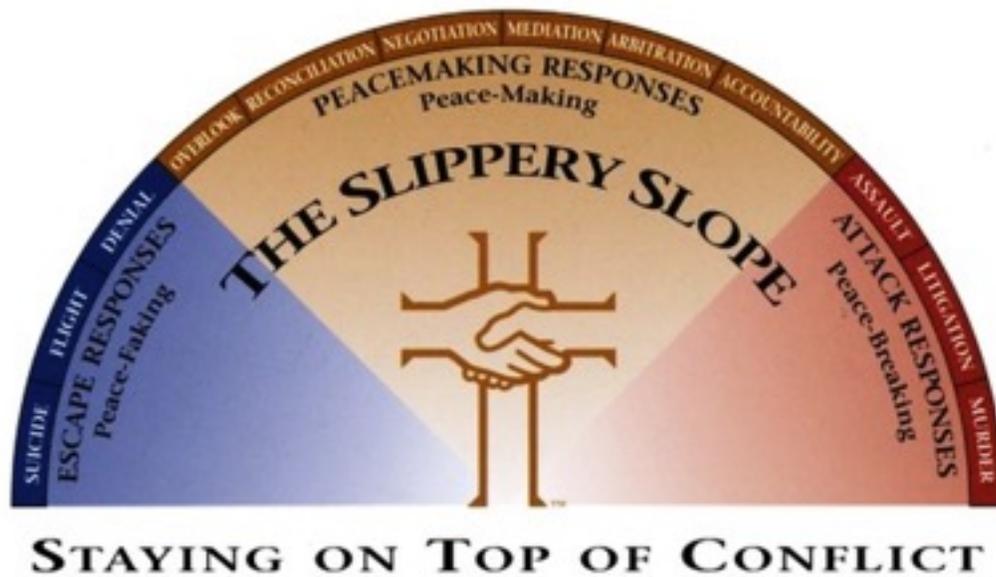
**Q: Are there different ways to try to handle conflict in the world (and in the church)?**

**A: The Slippery Slope of Conflict**

Peace Fakers \_\_\_\_\_

Peace Makers \_\_\_\_\_

Peace breakers \_\_\_\_\_



### Conflict and Discipline Jesus Words...

Matthew 18:15<sup>15</sup> “If your brother sins<sup>[k]</sup>, go and <sup>[l]</sup>show him his fault <sup>[m]</sup>in private; if he listens to you, you have won your brother. <sup>16</sup> But if he does not listen *to you*, take one or two more with you, so that BY THE MOUTH OF TWO OR THREE WITNESSES EVERY <sup>[n]</sup>FACT MAY BE CONFIRMED. <sup>17</sup> If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, let him be to you as <sup>[o]</sup>a Gentile and <sup>[p]</sup>a tax collector.

There are many things we can not \_\_\_\_\_ in a conflict.

Be encouraged to focus on three things we can ( and should)

- Our \_\_\_\_\_
- Our \_\_\_\_\_
- Our \_\_\_\_\_

## Leadership Key

Conflict is an \_\_\_\_\_ to show the \_\_\_\_\_ and \_\_\_\_\_ of GOD...

Q: How can I give Glory and HONOR to GOD in this?

Q: How can I take responsibility for my part?

Can our actions and attitudes seek to bring Glory to GOD? Should we be putting down our swords with the need to be right and to prove others wrong?

### The 4 Gs of Peace Making... a 4 Step Process

Step #1: \_\_\_\_\_ GOD ....

“Whether, then, you eat or drink or whatever you do, do all to the glory of God.”  
1 Corinthians 10:31

Q: How can I (we) give glory and honor in this fight?

A: \_\_\_\_\_ and \_\_\_\_\_ about how GOD looks at the conflict

A: Spend time in \_\_\_\_\_ (give it time to \_\_\_\_\_ off)

Most conflict leads to 3 basic response's: \_\_\_\_\_

Battle \_\_\_\_\_

**A: Stop look and listen (PRAY)for what God can do for the issue to take the focus off the warring factions to show some of GOD's grace and GLORY...**

How many times have you gone to battle and lost the war because you demanded to be right? \_\_\_\_\_ Was it worth it?

**Check yourself before you \_\_\_\_\_ yourself and others...**

**Step #2. \_\_\_\_\_ the LOG out (do not judge)**

“Do not judge so that you will not be judged. 2 For in the way you judge, you will be judged; and [a]by your standard of measure, it will be measured to you. 3 Why do you look at the speck that is in your brother’s eye, but do not notice the log that is in your own eye? 4 Or how [b]can you say to your brother, ‘Let me take the speck out of your eye,’ and behold, the log is in your own eye? 5 You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother’s eye.  
Matthew 7: 1-5

**Step #3. \_\_\_\_\_ Restore**

“ if anyone is caught in any trespass, you who are spiritual, restore such a one in a spirit of gentleness; each one looking to yourself, so that you too will not be tempted. “

Galatians 6:1

**How much are we worth to GOD? are those who are hurt or hurting?**

**Key: Let \_\_\_\_\_ do the healing... be available and be gentle recognize the value in others beyond their pain and brokenness.... let God do the healing**

**When we allow ourselves to be Grace Vessels in the Masters hand he can do some of his best work....**

**Step# 4. \_\_\_\_\_ and be reconciled**

“leave your offering there before the altar and go; first be reconciled to your brother, and then come and present your offering. Make friends quickly with your opponent at law “

Matthew 5:24

**How can I demonstrate the forgiveness of GOD and encourage a reasonable solution to the conflict?**

As Christians we have been offered incredible forgiveness yet if we are honest at times we struggle with granting others forgiveness

Often times we cannot forgive in our own strength. Honesty. humility and reliance on God gives us the strength to move towards forgiveness.

**Forgiveness is not:**

A feeling

Forgetting

Excusing behavior

**Forgiveness is a decision to make covenant promises to:**

1. I will not dwell on the issue
2. I will not bring the issue up again and use it against you
3. I will not talk to others about the issue
4. I will not let the issue stand between us or hurt our relationship.

**Q: What is If there is no repentance by the other person?**

A: Take on the attitude of forgiveness that does not seek revenge but stands ready to pursue complete reconciliation when the other repents (Luke 17:3-4)

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**Will** (Living it out together; a time of sharing and encouraging one another)

**Share and Encourage One Another (Group Discussion)**

(Please be open and honest with one another and trust the LORD to work in your time together)

**Start with prayer**

**What stuck with you in the teaching time?**

**What caused you to think?**

**Re-read Romans 12: 14-21**

**Do you believe this truth ?.**

18 If possible, so far as it depends on you, be at peace with all men. 19 Never take your own revenge, beloved...

**Read: Ephesians 4**

<sup>25</sup> Therefore, laying aside falsehood, **SPEAK TRUTH** EACH ONE *of you* WITH HIS NEIGHBOR, for we are members of one another. <sup>26</sup> **BE ANGRY, AND yet DO NOT SIN**; do not let the sun go down on your anger, <sup>27</sup> and **do not give the devil <sup>[s]</sup>an opportunity**. <sup>28</sup> He who steals must steal no longer; but rather he must labor, performing with his own hands what is good, so that he will have *something* to share with <sup>[i]</sup>one who has need. <sup>29</sup> **Let no <sup>[u]</sup>unwholesome word proceed from your mouth, but only such a word as is good for edification <sup>[v]</sup>according to the need of the moment, so that it will give grace to those who hear.** <sup>30</sup> **Do not grieve the Holy Spirit of God, <sup>[w]</sup>by whom you were sealed for the day of redemption.** <sup>31</sup> **Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice.** <sup>32</sup> **Be kind to one another, tender-hearted, forgiving each other, just as God in Christ also has forgiven <sup>[x]</sup>you.**

Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_