

Conflict Management

“And from the days of John the Baptist until now the kingdom of heaven suffers violence, and the violent take it by force.”

Mt. 11:12

“Conflict is inevitable for leaders, and it exists at the root of some of their best ideas and at the core of many of their worst failures.¹”

Unresolved conflict

- Blocks fellowship with God 1 John 4:20; James 4:4
- Blocks prayers from being answered 1 Peter 3:7
- Blocks happiness James 3:18

What happens when we resolve conflict

- Increases our faith: David and Goliath 1 Sam 17:26
- Increases our wisdom: David’s response to Saul 1 Sam 21:10; 1 Sam 27:1
- Increases respect: Abigail and David, 1 Sam 25:35
- Increases our capacity to love; Isaiah 58:9-12; 1 Cor 13
 - Ex: Jesus on the cross faced the ultimate conflict and gained the ultimate victory
 - Ex. David faced conflict throughout his life and is known as a “Man after God’s own heart.” Jer 22:1

Handling conflict

- **#1 Slide 10 Face the conflict:**
 - Ask God for wisdom, time and place/purpose for confronting
 - James 1:5 “If any of you lacks wisdom, let him ask God, who gives to all liberally and without reproach, and it will be given to him.”
- **#2 Slide 11 Make the first move:**
 - Determine to make first move:
 - God pursued us after the fall. Gen 3:8
 - Mt. 5:23-24 Therefore if you bring your gift to the altar, and there remember that your brother has something against you, leave your gift there before the altar, and go your way. First be reconciled to your brother and then come and offer your gift.
- **Slide 12 Blockers**

¹ Runde, Craig E.. Becoming a Conflict Competent Leader (J-B CCL (Center for Creative Leadership)) (pp. 1-2). Wiley. Kindle Edition.

- Fear “God has not given us a spirit of fear but of power love and sound mind.” 2 Tim 1:7
 - We don’t change until our fear is overcome
 - Pride “by pride comes nothing but strife, but with the well-advised is wisdom.” Pro 13:10
 - Self-centeredness is a significant root feeding conflict
 - Say I’m sorry first
 - **#3 Slide 13 Work out your frustrations before approaching someone.**
 - Working your frustrations opens up understanding and moves us beyond the emotions that can keep us self-centered.
 - i. **Titus 2:7** In all things showing yourself to be a pattern of good works; in doctrine showing integrity, reverence incorruptibility, sound speech that cannot be condemned, that one who is an opponent may be ashamed, having nothing evil to say of you.
 - 1. Romans 12:17-21 Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everyone. If it is possible, as far as it depends on you, live at peace with everyone. Do not take revenge, my dear friends, but leave room for God's wrath, for it is written: "It is mine to avenge; I will repay," says the LORD. On the contrary: "If your enemy is hungry, feed him; if he is thirsty, give him something to drink. In doing this, you will heap burning coals on his head." **Do not be overcome by evil, but overcome evil with good.**
- **#4 Slide 14 Approach conflict with a gentle spirit and self-control.** (fruit of the spirit)
 - A soft answer turns away wrath, but a harsh word stirs up anger. **Pro 15:1**,
 - Speaking out of love overcomes a multitude of sin;
 - 1 Peter 4:8 Love covers a multitude of sins
- **#5 Slide 15 Listen more than you speak.**
 - Listen twice as much as you speak; requires self-control....fruit of the spirit
 - Listen to emotions behind the words
 - So then, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath. **James 1:19**
- **#6 slide 16 Focus on the problem attacking the issue not each other**
 - Confess your part of the conflict first. Have the issue well-articulated ahead of time.
 - Explaining how you felt
 - Focus on and articulate the problem not the person
 - Blaming others is a waste of time
 - **Is 58:9** “take away the pointing of the finger...then you will become “Repairer of the breach, and restorer of streets to dwell in.” Is 58:12
 - Goal is reconciliation=re-establishment of relationship, not necessarily resolution of the differences

- You can have differences of opinion, but have respect for the relationship and differences.
 - Rom 14:10 But why do you judge you or brother? Or why do you show contempt for your brother? For we shall all stand before the judgment seat of Christ.
- **#7 Slide 17 Speak truth tactfully**
 - “Life and death are in the power of the tongue.” Pro 18:21
 - Eph 4:15 “But speaking the truth in love, may grow up in all things into Him who is the head—Christ---from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.”
 - Eph 4:29 Let no corrupt word proceed out of your mouth but what is good for necessary edification that it may impart grace to the hearers.
 - Surround your words in love, and you will grow and mature
 - James 3:2 For we all stumble in many things. If anyone does not stumble in word, he is a perfect man, able also to bridle the whole body.

Result:

- We grow spiritually
- The Kingdom advances at the speed of relationship, it is where conflict likes to roost. When we get a handle on it, we will see a massive expansion of His kingdom.