



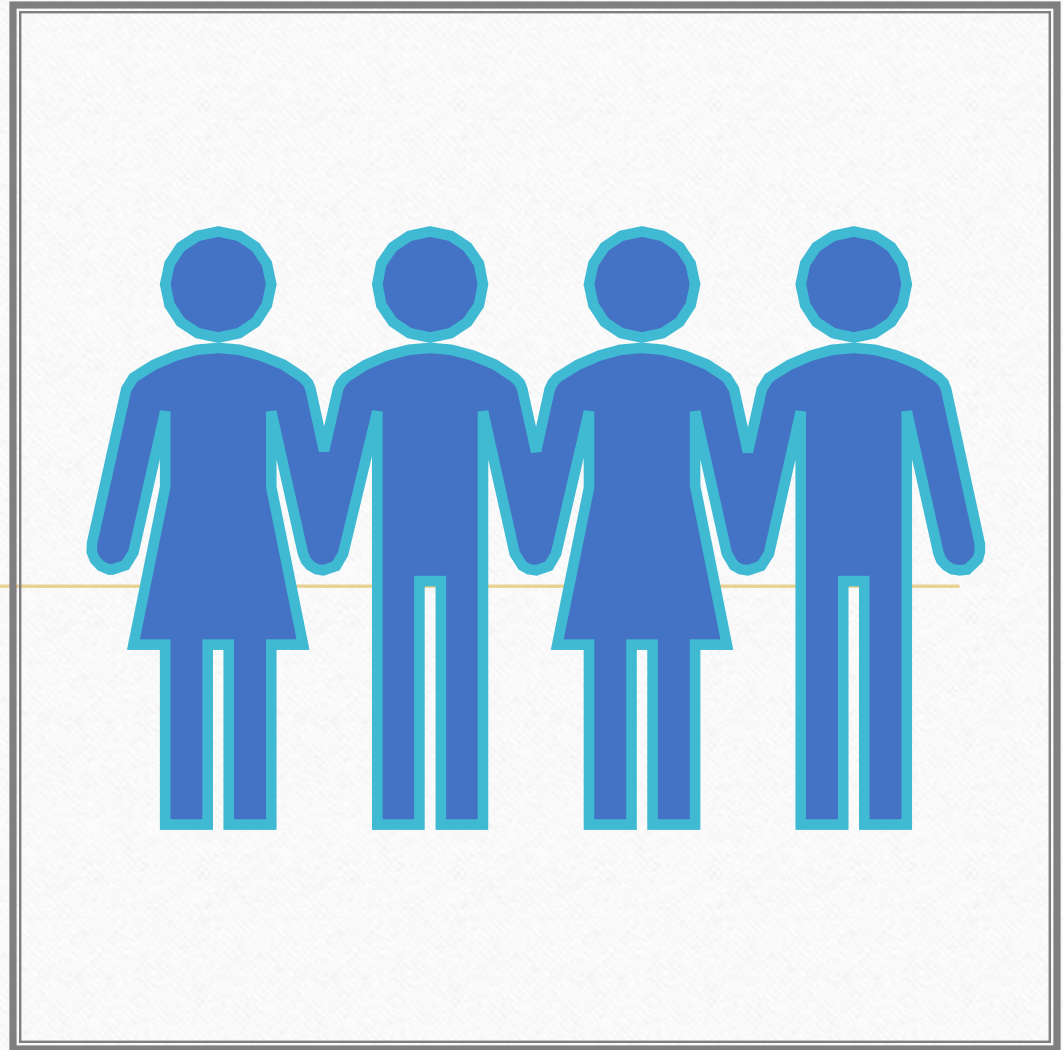
Marriage & Family

God's Good Plan

Steven Williams
GCW Camp 2021

Session 5

Working Out Differences





"So, does anyone else feel that their needs aren't being met?"

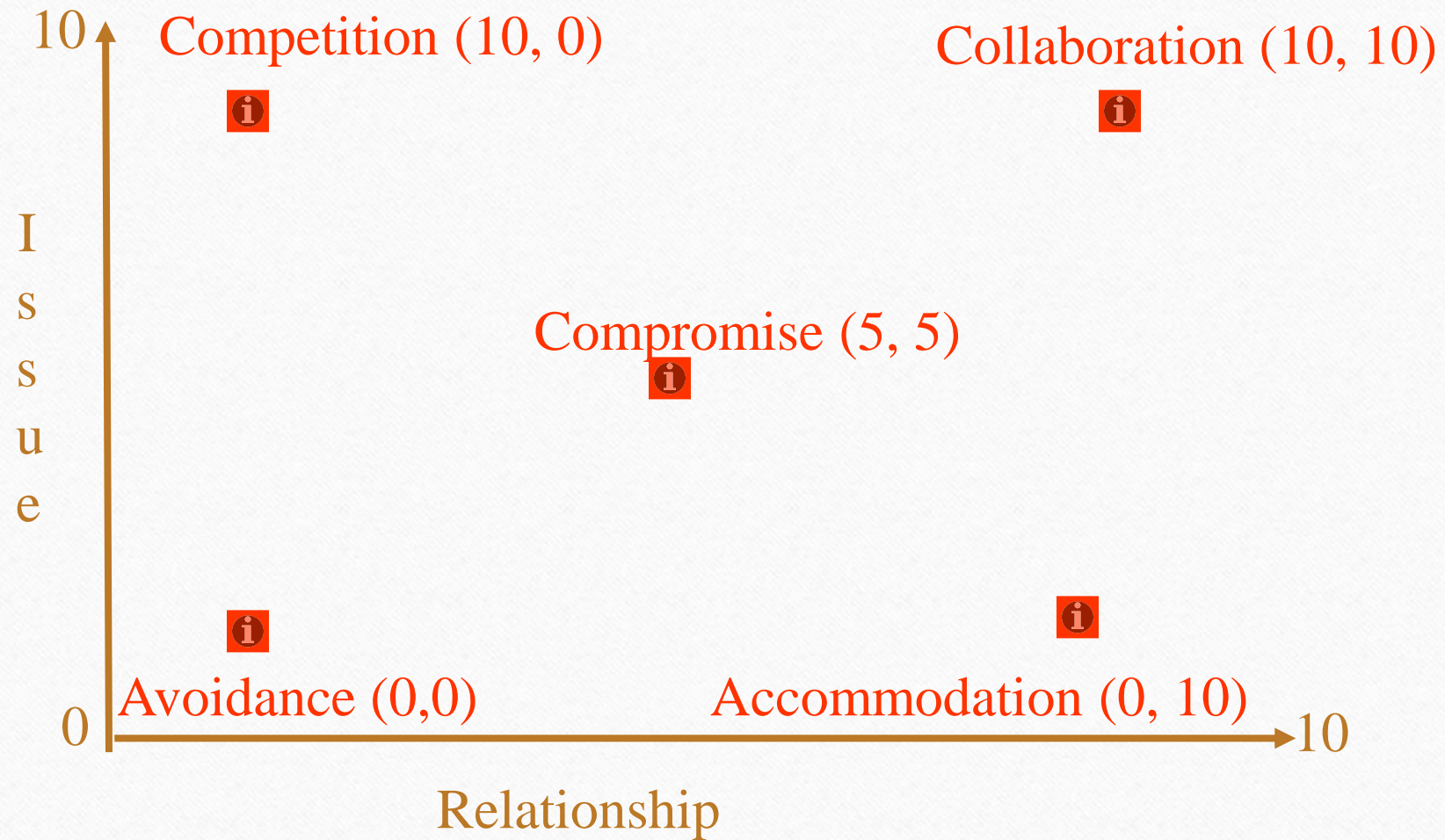
DON'T
"EVER"
GIVE UP



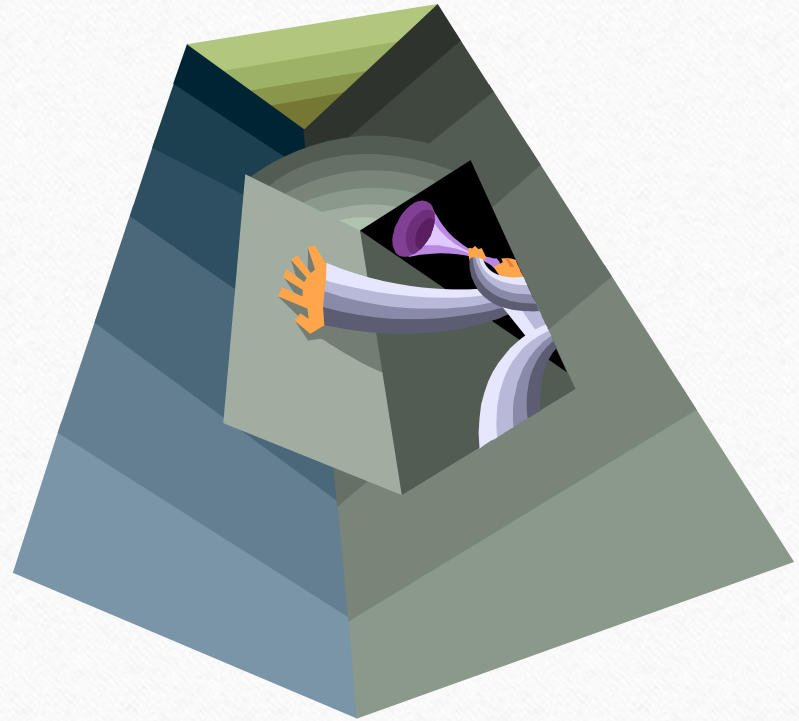
Conflict Management Styles



Conflict Management Styles



AVOIDANCE - WITHDRAWAL
(JOHN 10:39)
JESUS ESCAPES



AVOIDANCE - WITHDRAWAL
(ACTS 9:23-25)
PAUL ESCAPES



COMPETITION - "I'LL HAVE IT
MY WAY"

(ACTS 15:36-41)

PAUL AND BARNABAS
SEPARATE



ACCOMMODATION

"YOU CAN HAVE IT
YOUR WAY"

PAUL REJECTED BY
THE CHURCH

(ACTS 9:26-27)





ACCOMMODATION
(ACTS 15:4)
PAUL ACCEPTED BY
CHURCH

COMPROMISE - "WE CAN
EACH MEET SOMEWHERE IN
THE MIDDLE"
ALTHOUGH CIRCUMCISION
NOT NECESSARY
(ACTS 15:1-21)



COMPROMISE - "WE CAN
EACH MEET SOMEWHERE IN
THE MIDDLE"
TIMOTHY WAS CIRCUMCISED
(ACTS 16:1-5)



COLLABORATION/
COOPERATION
CREATIVELY, BOTH
WAYS (ACTS 6:1-6)
OFFICE OF DEACON



“The Peacemaker” by Ken Sande (2006)

Personal Peacemaking

Conciliation Responses:

a. Overlook Offense – *“A man’s wisdom gives him patience; it is to his glory to overlook an offense”* (Pro. 19:11) Many disputes can be resolved properly by quietly overlooking an offense and forgiving the person who has wronged you (Pro. 12:16; 17:14; I Pet. 4:8).

b. Discussion - *“If your brother has something against you ... go and be reconciled”* (Matt. 18:5:23-24). *“If your brother sins against you, go and show him his fault, just between the two of you”* (Matt. 18: 15) “Personal” wrongs that are too serious to overlook should be resolved through confession or loving confrontation (Pro. 28:13; Matt. 5:23-24; Gal. 6:1-3).

c. Negotiation – *“Each of you should look not only to your own interests, but also to the interests of others”* (Phi. 2:4) “Substantive” issues related to money, property, and other rights should be resolved by negotiating solutions that meet the interests of all those involved (Dan. 1:1-16; Matt. 7:12).

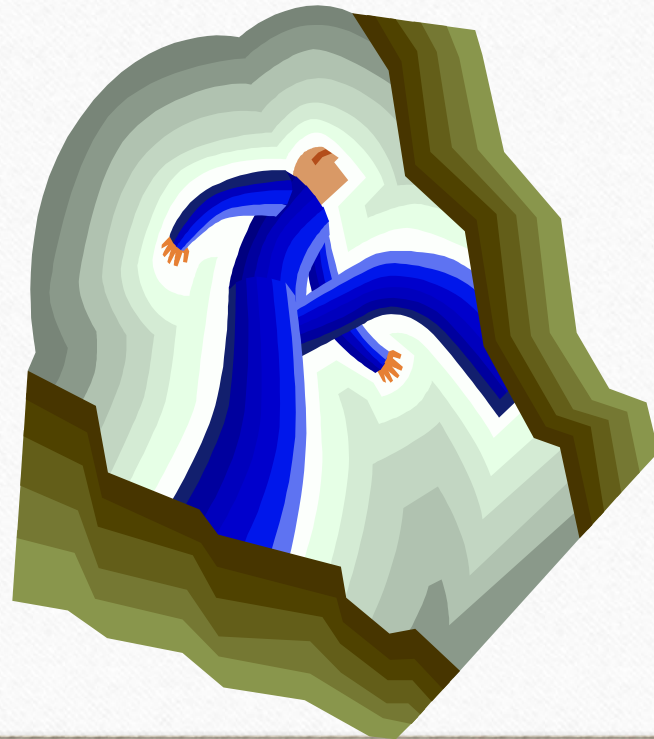
Assisted Peacemaking

- a. Mediation – *“If he will not listen (to you), take one or two others along”* (Matt. 18:16) If a dispute cannot be resolved through personal peacemaking, you should ask one or more other people to meet with you and the other person to help you communicate more effectively and explore possible solutions. Mediators give advice but have no power to impose solutions.
- b. Arbitration – *“If you have disputes about such matters, appoint as judges even men of little account in the church”* (I Co. 6:1-9) When you and an opponent cannot come to a voluntary agreement on a substantive issue, you may appoint arbitrators to listen to your arguments and render a binding decision.
- c. Church Discipline – *“If he refuses to listen to (others), tell it to the church”* (Matt. 18:17-20) If a person who professes to be a Christian refuses to be reconciled and do what is right, his or her church leaders should formally intervene to promote justice, repentance, and forgiveness.

Eight Steps To Creative Interpersonal Conflict Management



1. Evaluate your position



2. Establish mutual trust and acceptance



3. Determine the core of the conflict



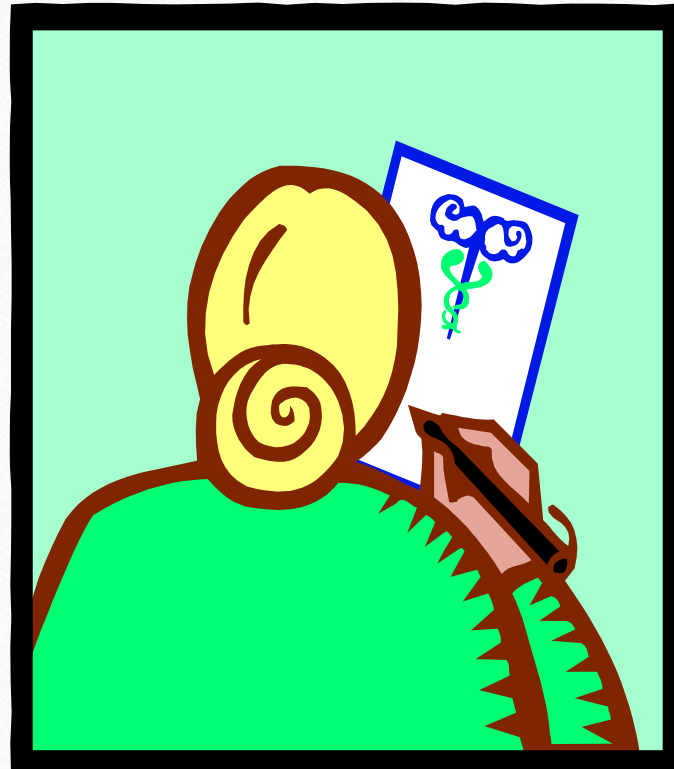
4. Analyze your assumptions and values



5. Own your own feelings and perceptions



6. Brainstorm creative alternatives



7. Commit and covenant



8. Evaluate



Working through conflict:

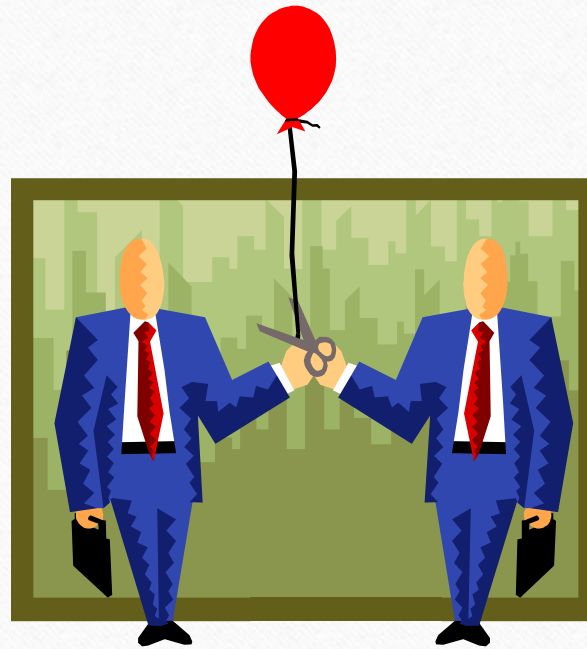


When Conflict Involves Sin Against Another: Matthew 18:15 -19

- **1: Between conflicting parties (private)**
- **2: With 1-2 witnesses (mediation/arbitration?)**
- **3: Before larger Christian assembly or representation of the assembly (church court?)**
- **4: Dealt with as an unbeliever (civil court?)**

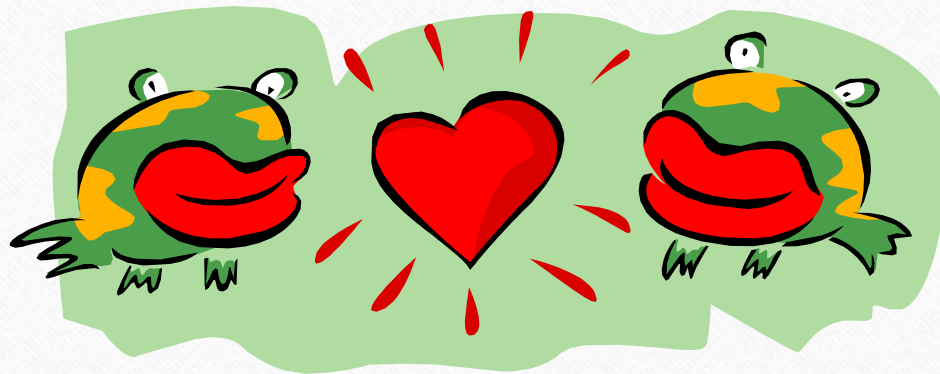
Remember:

a) Conflict is often a means for growth



Remember:

**b) Intimacy often results from
working through conflict**



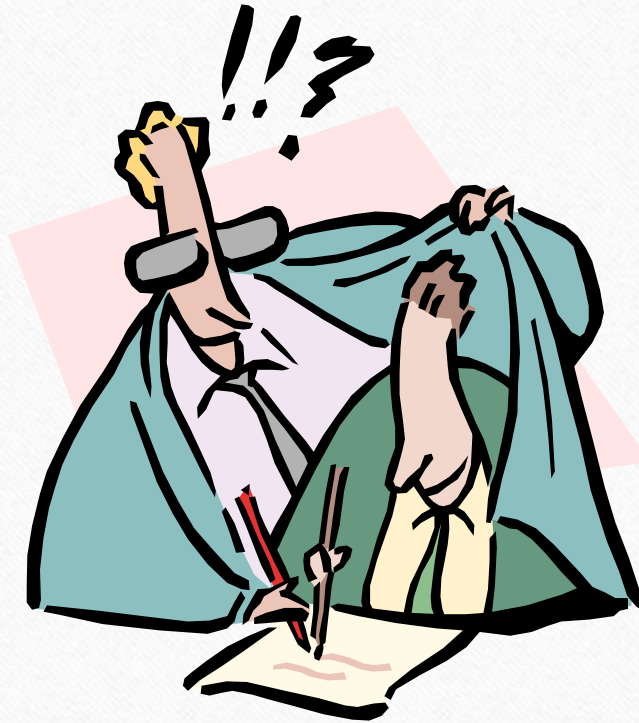
Remember:

c) Pray, but don't spiritualize away
the problem



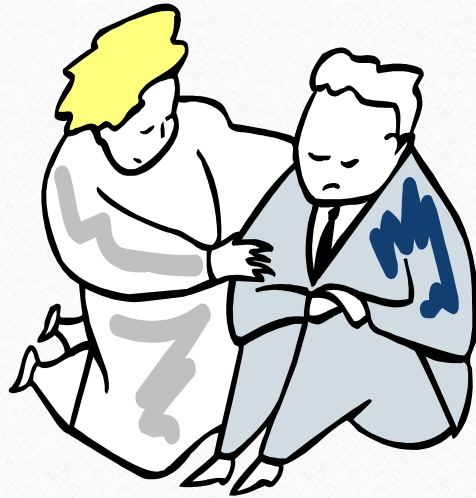
Remember:

d) Paraphrase the other party's
issues

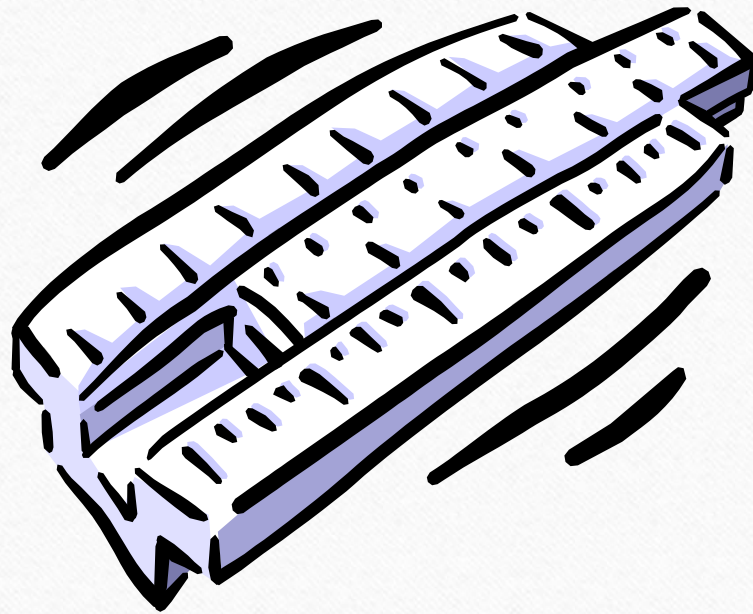


Remember:

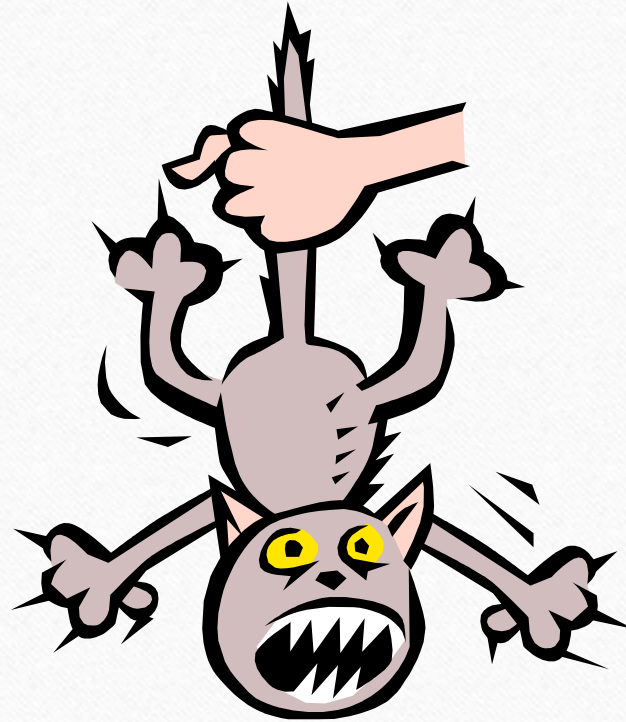
e) Make an appointment to work through conflict



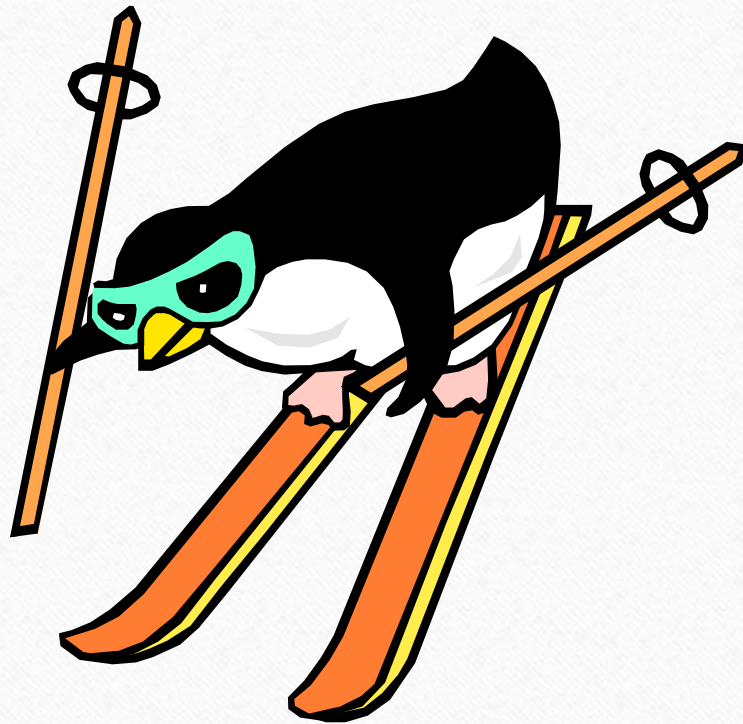
Ground Rules:



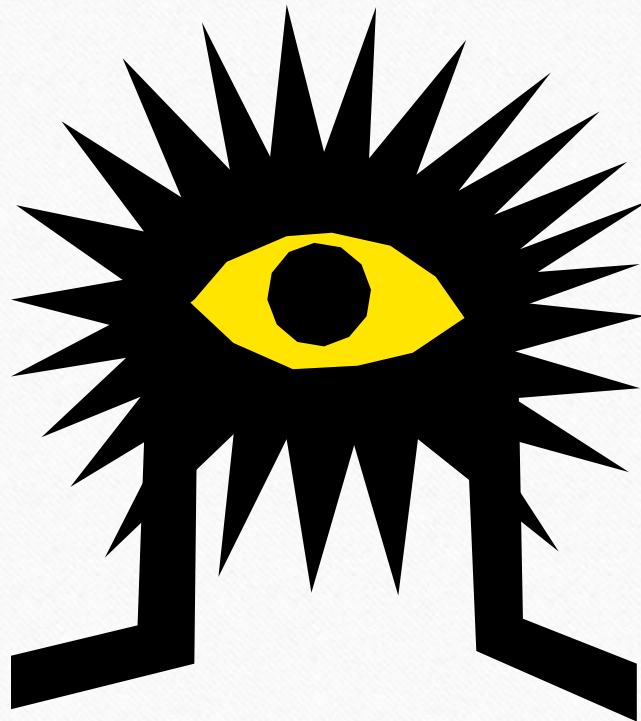
No hitting below the belt



Stay on track



Use "I" messages.



Express true feelings.



**The other party is not the
sole cause of the problem.**



Avoid the idea of a "winner" and a "loser".



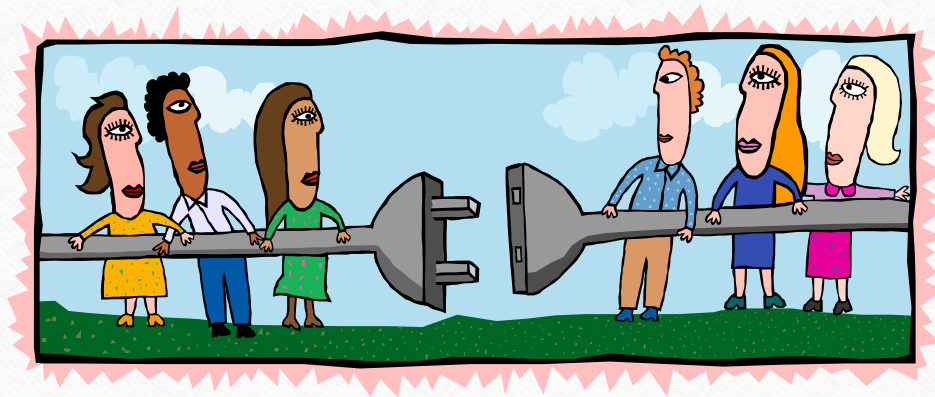
Don't play Mr. District Attorney
**(i.e. formulating a defense or an
attack plan)**



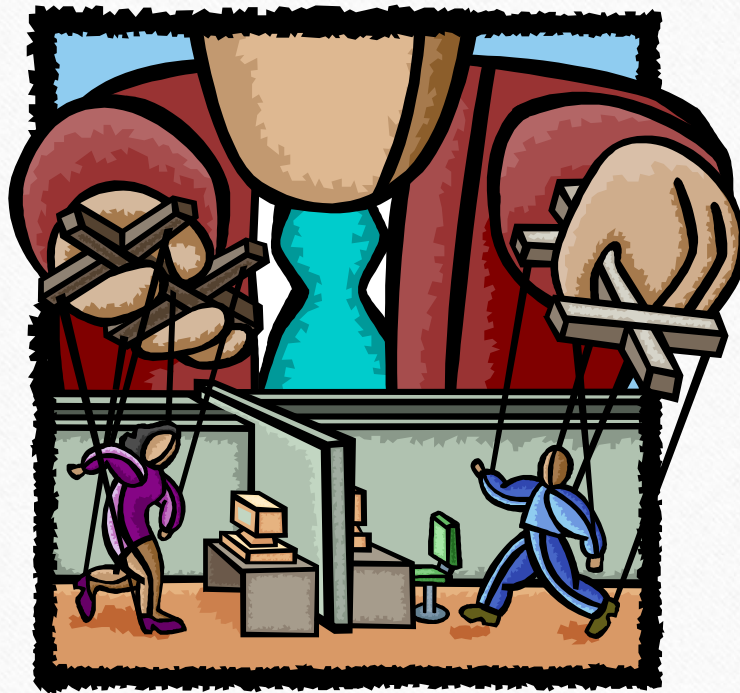
Summary Notes:



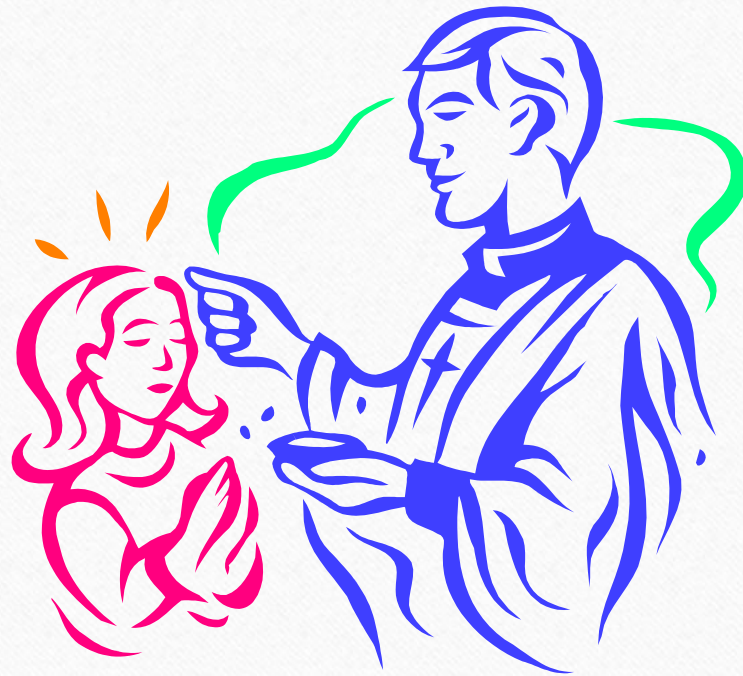
**Try to spend time/energy on things
that are positive and things that you
have in common**



Build each other up



When in conflict: See it as a ministry opportunity



**Be aware of Satan's role; If emotions
are in check, deal with conflict as it
happens - if emotions are not in
check, make an appointment**



Get perspective
stand outside



**Stick to the issues
not personal attacks**



Handle one issue at a time



Own your own emotions



Paraphrase what the other says and confirm



Try Collaboration/Cooperation) first



