

**RELATE CONFERENCE 2022**  
**ROUND TABLE -Conflict Resolution**  
**David Murphy**

In MINISTRY, in life, CONFLICT OPPORTUNITIES ARE EVERYWHERE. Different sizes, intensities, reactions, and not one is the same because we are all different and when we have potential conflict it will be different with different people, in different times, in different seasons.

**OPENING STATEMENTS**

- *CONFLICT IS NORMAL*- Either coming out of conflict, in conflict or about to face it. It's part of life, conflict opportunities are everywhere so it can be an opportunity or a stumbling block. How we respond is the key.
- *ITS COMPLICATED!* All conflict is different but we have to learn how to talk openly and respectfully.
  - We live in a time period of history where everything is exaggerated and we have lost the art of discussion and debate. We cancel, we pick up our toys and leave, we get pushed into extremes...ITS COMPLICATED.

**Environment BEFORE the CONFLICT IS VITAL-**

Developing Healthy Relationships in LIFE will help navigate when conflict arises...

**Illustration** JESUS, EFFORT, TIME... "J.E.T" (Pastor LOU)...invest time, life with staff and people around you so they know your heart BEFORE conflict arises as it will make conflict resolution a little easier if you trust the persons HEART... "hey, let me ask you something... Let me seek understanding on something..." can be easier but it is never nice.

Where is the authority? BIBLE? TITLE I have? The money they give? My role?

Today we want to speak from a place where the authority is in the WORD OF GOD and the HOLY SPIRIT guiding this so let's go to the WORD.

SCRIPTURE has many good and bad examples on what to do, so I thought let's read the Bible and see a few.

**ACTS 15**

**CONTEXT-** Jesus told disciples- GO make disciples, but go in when HOLY SPIRIT is given to you.

Holy SPIRIT is given and they now have GOD in them, guiding, leading, teaching, loving and revolutionize the place.

**CONFLICT OUTSIDE-** with religious authorities- They proclaim truth boldly and teach the people to be generous, to care, to connect to love each other, they get persecuted and beaten BUT ACTS 2- Lord adds to their number.

**CONFLICT WITHIN;** Acts 5-7, widows, Ananias and Sapphira try to lie, HS kills them! church grows, Stephen gets stoned and there is persecution where believers are scattered...Acts 8:4 they preached the word wherever they went.

**CONFLICT with OTHERS-** Acts 8-10 God starts to save GENTILES and give them the HOLY SPIRIT too! Peter is confused by Cornelius and the dream but sees the evidence, Saul is saved and Barnabas takes him in, they go around telling people about Jesus and everyone getting the HOLY SPIRIT and being saved...but they get criticized and conflict is brewing.

***We get to ACTS 15, how did the church deal with conflict and what lessons can we learn?***

LET'S READ THE PASSAGE TOGETHER-

**v. 1-4-**

Sharp dispute and debate= CONFLICT.

1. Sought wise counsel. Went to a third trusted party. We are not seeing eye to eye on this so help us.
2. Focused on the question/issue- v.2. Sometimes in conflict we go digging into history and feelings and attack character (happened to me this week!)

**v.5-12**

3. Each party shared their opinion, listened and were quiet- I find this part hard!
4. room for discussion
5. Stick to the FACTS- Peter/Paul/Barnabas. They shared what happened, didn't add, exaggerate,

**v.13-21**

6. What did the Bible say- authority in the written word.

The rest of the chapter they do a few things

7. CLEARLY WRITE DOWN RESOLUTION FOR ALL TO READ/SEE
8. CONFIRM PLAN MOVING FORWARD WITH OTHER WITNESSES not involved in the discussion
9. HOLY SPIRIT given glory and empowerment.
10. RESPECT AND KINDNESS with other persons opinions. Food/sexual immorality.

**CHURCH GREW**

***Let me summarize when facing conflict in church and in any part of life.***

1. Seek wise counsel to facilitate discussion- Holy Spirit filled, mature, leading believers
2. Focus on the issue not the person- don't attach character
3. Everyone share- silence and listen
4. Provide room for discussion- careful as this can get messy and out of hand
5. Stick to the FACTS known- sometimes other person doesn't know all the facts!
6. BIBLE IS THE AUTHORITY, read in community- there was unity
7. Resolution written down- what is the plan, what did we agree to.
8. Trust worthy people will affirm and communicate decisions. Other trustworthy people help share resolution so that they party that is affirmed doesn't get prideful or the hurting party gets disrespected
9. Give God the glory
10. Respectful and Kind with other issues, church GROWS!

- a. "To sum up, we may say that two types of 'necessary' questions were raised at the Jerusalem Council. The first had to do with the theological necessity of circumcision and the Jewish law for salvation, and that was rejected. The second had to do with the practical necessity of Gentile Christians abstaining from certain practices for the sake of Jewish-Gentile fellowship within the church and for the sake of the Jewish Christian mission throughout the Diaspora, and that was approved." Tom Constable quote.  
For the sake of the brother/sister who is on the journey, MAIN THINGS CLARITY, secondary things GRACE.

Now I want you to notice something, the desire is UNITY AND COMMUNITY but notice what happened next

### READ ACTS 15:36-41

Disagreement between Paul and Barnabas over John Mark and they separated and went different ways.

**SOMETIMES conflict will lead to separation** BUT this passage makes no suggestion it was in bad way ACTUALLY Paul talks about Barnabas later in 1 Corinthians, he asks John Mark to come see him later in ministry...their differences led to a healthy separation, but it was done right!

### WHAT CAN CAUSE CONFLICT?

**Saul & DAVID in 1 Samuel 18-** <sup>6</sup> When the victorious Israelite army was returning home after David had killed the Philistine, women from all the towns of Israel came out to meet King Saul. They sang and danced for joy with tambourines and cymbals. <sup>7</sup> This was their song: "Saul has killed his thousands, and David his ten thousands!" <sup>8</sup> This made Saul **very angry**. "What's this?" he said. "They credit David with ten thousands and me with only thousands. **Next they'll be making him their king!**" <sup>9</sup> So from that time on Saul kept a **jealous eye** on David. <sup>10</sup> The very next day a tormenting spirit from God overwhelmed Saul, and he began **to rave in his house like a madman**. David was playing the harp, as he did each day. But Saul had a spear in his hand, <sup>11</sup> and he suddenly hurled it at David, **intending to pin him to the wall**. But David escaped him twice. <sup>12</sup> **Saul was then afraid of David**, for the LORD was with David and had turned away from Saul.

#### **What leads to conflict?**

**ANGER** in others achievements

**Insecurity-** Make him king

**Jealous-** focus on other person instead of bettering themselves or their role

**Don't make sense-** people don't want to be around you, can't talk to you.

**Abuse-** tried to kill him.

**AFRAID-** of what God was doing in other person.

**Consequences-** OPEN DOOR to demonic attack!!

**WOW-** responsibility of leader. LOST HIS RESPONSIBILITY AND POSITION.

**Rick Warren helpful and I added a few more.**

### **1. MAKE FIRST MOVE-**

**Matthew 5:23-24-NASB**

*<sup>23</sup> Therefore, if you are presenting your offering at the altar, and there you remember that your brother has something against you, <sup>24</sup> leave your offering there before the altar and go; first be reconciled to your brother, and then come and present your offering.*

Reconciliation more important than sacrificial worship.  
Brother- has something against you! And you know it.

**Application-** fighting in car? Reconcile before coming in to listen to me.

**Matthew 5:9** Blessed are the PEACEMAKERS, not keep keepers.  
Peace keepers ignore, hide, but PEACE makers face.

*TO resolve a conflict you have to FACE it, you have to go through it.*

We FEAR conflict. Adam/Eve HID-

Defensive

Distant,

Demanding (try to control because of insecurity.)

**Matthew 18:15** GO... ONE on ONE....**SEEK UNDERSTANDING IN HUMILITY**

### **2. ASK HOLY SPIRIT FOR WISDOM**

**James 1:5<sup>5</sup>** *But if any of you lacks wisdom, let him ask of God, who gives to all generously and without reproach, and it will be given to him.*

### **3. BEGIN WITH WHAT'S MY FAULT**

**James 4:1** *Selfish* desires start within me.

Even if they are 99% wrong, what is the 1% that I have done.

*"When peace inside, I can manage outside better."*

"I want what I want, now. You want what you want". **INFLEXIBILITY leads to conflict.**

**PRIDE-** Proverbs 13:10

### **4. LISTEN TO HURT AND PERSPECTIVE**

**James 1:19-20**

<sup>19</sup> My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry, <sup>20</sup> because human anger does not produce the righteousness that God desires

## 5. SPEAK TRUTH IN LOVE

Ephesians 4

Ephesians 6

ALL TRUTH- destructive, harsh

ALL LOVE- nothing happens, soft

TRUTH IN LOVE- GROWTH, UNITY, HEALTH

Spiritual Battle-

Ephesians 6- flesh and blood.

## REMEMBER

- THE CROSS- that's where we found grace.
- Image of GOD in other person
- Humility is strength.
- TIME reveals all. "Let the grass grow"

## GOOD RESOURCES-

**Bible-** For real, we sometimes run to other sources first, but pray and read what the Word says in context

*"Crucial Conversation"*- [Joseph Grenny](#), [Kerry Patterson](#), [Al Switzler](#), [Ron McMillan](#)

*Theology of Work Project-* I haven't read every article but the ones I have read are good. Web page....be wise in the reading of articles online!