

Conflict Done right / Biblically

Conflict Defined: a struggle or opposing view. serious disagreement or argument, incompatible clash of ideas, beliefs or behaviors. Boundaries needed or created.

1. Conflict is inevitable, it will happen, it is unavoidable. Often within our self.
2. Christians have a conflict with sin. The carnal man is at conflict with God.
3. Avoiding conflict (procrastinating) is passive and unbiblical
4. Creating unnecessary conflict is unbiblical / divisive / destructive.
5. Resolving conflict is Godly, mature, and productive.
6. Conflict is the result of setting healthy boundaries (by definition) – saying NO.
7. The goal of every conflict resolution is reaching mutual common goals.
(win / win...no loser)
8. “Fair fighting” rules must be applied in conflict such as:
 - a. Not raising your voice
 - b. Not cussing
 - c. Not monopolizing the conversation
 - d. Not interrupting
 - e. Not “shotgun” multiple issues (take one at a time)
 - f. Not accusing by vague generalities (be specific about an event)
 - g. Not threatening
9. The goal is NOT “to win” an argument
10. The goal is NOT to prove your right
11. People must be validated about how they feel. They have the right to feel however they want. Feeling hurt or disagreeing is normal. This has nothing to do with sanctioning what’s right or wrong.
12. Governing is different than validating someone. There must be a leader who is responsible for governing. Objections are necessary in any discussion, but remember the leader must “sustain or overrule” those objections based on the bigger picture. There must be purpose for a team, and goals for an organization.
13. Communication must be “clarified”. Certain words will be misunderstood. Stop and define what you mean, choose different words that are not “inflammatory or accusatory”.
14. The mark of maturity is to resolve conflict.

15. Emotional self-awareness will be necessary to listen to another point of view.
 16. People must feel safe to resolve issues. Feeling attacked creates defensive, closed off positioning.
 17. Trust must be defined, and established throughout the conversation.
 18. When separation or irreconcilable differences occur, (which is less than 5% of the time) it must be handled with respect.
-

Biblical Examples:

RESOLVING / Reconciling...

AM 3:3 Do two walk together unless they have agreed to do so?

Matt 5:23 - ²³ "Therefore, if you are offering your gift at the altar and there remember that your brother or sister has something against you, ²⁴ leave your gift there in front of the altar. First go and be reconciled to them; then come and offer your gift.

Matt 18:15 - "If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over.

Rom 5:10 For if, while we were God's enemies, we were reconciled to him through the death of his Son,

2 Cor 5: ¹⁸ All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: ¹⁹ that God was reconciling the world to himself in Christ, not counting people's sins against them. And he has committed to us the message of reconciliation. ²⁰ We are therefore Christ's ambassadors, as though God were making his appeal through us. We implore you on Christ's behalf: Be reconciled to God.

MOSES / JETHRO— EX 18:17, 19, & 24 (Jethro said) "What you are doing is not good. . . . You cannot handle it alone. Listen now to me and I will give you some advice, and may God be with you.. . . . Moses listened to his father-in-law and did everything he said.

1 John 1: ²⁰ Whoever claims to love God yet hates a brother or sister is a liar. For whoever does not love their brother and sister, whom they have seen, cannot love God, whom they have not seen. ²¹ And he has given us this command: Anyone who loves God must also love their brother and sister.

Gal 4:16 - ¹⁶ Have I now become your enemy by telling you the truth? ¹⁷ Those people are zealous to win you over, but for no good. What they want is to alienate you from us, so that you may have zeal for them. ¹⁸ It is fine to be zealous, provided the purpose is good, and to be so always, not just when I am with you. ¹⁹ My dear children, for whom I am again in the pains of childbirth until Christ is formed in you, ²⁰ how I wish I could be with you now and change my tone, because I am perplexed about you!

Col 3:13 - ¹² Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. ¹³ Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you. ¹⁴ And over all these virtues put on love, which binds them all together in perfect unity.

PROBLEMS...

Acts 15:37 Barnabas wanted to take John, also called Mark, with them, ³⁸ but Paul did not think it wise to take him, because he had deserted them in Pamphylia and had not continued with them in the work. ³⁹ They had such a sharp disagreement that they parted company. Barnabas took Mark and sailed for Cyprus, ⁴⁰ but Paul chose Silas and left, commended by the believers to the grace of the Lord.

ABRAHAM / LOT— GE 13:8-9 So Abram said to Lot, "Let's not have any quarreling between you and me, or between your herdsmen and mine, for we are brothers. Is not the whole land before you? Let's part company. If you go to the left, I'll go to the right; if you go to the right, I'll go to the left."

JAS 4:4 You adulterous people, don't you know that friendship with the world is hatred toward God? Anyone who chooses to be a friend of the world becomes an enemy of God.

2CO 6:14 Do not be yoked together with unbelievers. For what do righteousness and wickedness have in common? Or what fellowship can light have with darkness? What harmony is there between Christ and Belial? What does a believer have in common with an unbeliever? What agreement is there between the temple of God and idols?

PAUL / ALEXANDER 2TI 4:14 Alexander the metalworker did me a great deal of harm. The Lord will repay him for what he has done. [15] You too should be on your guard against him, because he strongly opposed our message.

JOHN / DIATROPHISE 3JN 1:9-10 I wrote to the church, but Diotrephes, . . . , will have nothing to do with us. So if I come, I will call attention to what he is doing, gossiping maliciously about us. . . he refuses to welcome the brothers. He also stops those who want to do so and puts them out of the church

JESUS / PHARISEES MT 23:15 "Woe to you, teachers of the law and Pharisees, you hypocrites! MT 23:33 "You snakes! You brood of vipers! How will you escape being condemned to hell?

DAVID / ABSOLOM—2SA 15:[6] Absalom behaved in this way toward all the Israelites who came to the king asking for justice, and so he stole the hearts of the men of Israel.

JACOB / LABAN (Both)— GE 31:36, 42 Jacob was angry and took Laban to task. "What is my crime?" he asked Laban. "What sin have I committed that you hunt me down?

JOB / SAME FRIENDS— JOB 42:7 After the LORD had said these things to Job, he said to Eliphaz the Temanite, "I am angry with you and your two friends, because you have not spoken of me what is right, as my servant Job has.