



# PWOC

*Protestant Women of the Chapel*

## **WORKSHOP: CONFLICT RESOLUTION**

*by Michelle Archer*

### **PARTICIPANT'S GUIDE**

**RELEVANCE:** Amazing, talented, beautiful servants of Christ can disagree. Feelings can be hurt. Words can be misunderstood. Not all conflict is sinful; sometimes we're just dealing with simple differences of opinion. We may think conflict should not exist in a Christian organization, but it most certainly does. God made us each unique and so it follows that we have unique preferences and points of view which can easily become contentious. This lesson seeks to help us recognize difficult relationships and to approach them with grace and prayer.

**INTRO:** List things we might disagree about in PWOC that do not necessarily involve sin.

#### ***1. MATTHEW 18 MODEL***

Matthew 18:15-17 is the biblical model for dealing with conflict caused by sin. This is NOT the model to use when sin is not involved. Using this approach inappropriately may cause the situation to escalate.



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**ACTIVITY:** Work with a partner. Take a few minutes and look at Matthew 18:15-17. Answer the following questions:

1. How could this passage be misused?
  
  
  
  
  
  
  
  
  
  
2. What are some principles found in Matthew 18 that you can follow in any conflict?

## II. EPHESIANS 4 MODEL

We are not called simply to be in unity with other Christians; in Ephesians we are called to seek unity with the Spirit and then, since there is one Spirit, we will find unity with each other.

*"Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit, just as you were called to one hope when you were called; one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all." Ephesians 4:2-6 (NIV)*

**These verses charge us to, "Keep the unity of the Spirit through the bond of peace." How do we do that? What are some practical things we can do?**



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### **ACTIVITY: CONFLICT IN MINISTRY TEAMS**

Divide into small groups (3-4 people per group). Read the passages and answer the questions.

#### 1. Paul and Barnabas: Acts 15:36-41

- How would you describe the conflict?
- What hints do 2 Timothy 4:11 and 1 Corinthians 9:6 give about the outcome?
- How well do you think Paul and Barnabas applied the principles of Ephesians 4:2-6?

#### 2. Euodia and Syntyche: Philippians 4:1-3

- How is the ministry of these two women described?
- Describe what Paul asks them to do.





2. *You are the on the Local PWOC Board and another board member has just sent you a very long e-mail describing how you are trying to take over her position. You are upset because she is clearly wrong and you were only trying to help out...maybe she should do her job better if she doesn't like help...you have a few items you'd like to share with her, as well.*

What should you do next?

3. *The message you received from your PWOC Titus 2 Advisor was hurtful. How could she say that we need to strive harder and work 'with all of our hearts?' Doesn't she see how hard we are working already? We're worn out!*

How do you respond?

## **RECAP/TOOL FOR APPLICATION: S-T-O-P**

**See her:** *literally and figuratively*

- *Literally:* Don't avoid her and don't let it fester. Set up a time to meet and prepare your thoughts and your heart ahead of time. If a one-on-one meeting is too threatening, consider inviting a mutual friend, the Titus 2 Advisor, a neutral board member or a chaplain who can help with perspective.
- *Figuratively:* Be sensitive to what is going on in her life. Is she hurting or asking for understanding?

## **Think it through**

- Why would a well-meaning person say or do what she has? Don't jump off the ledge of being offended...try to see the logical steps from her side.
- Don't invent sin. Do not attempt to follow the steps of putting a sister out of fellowship simply because you disagree.



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## **Objectivity:**

- What is my contribution to this conflict? Have I been insensitive (intentionally or unintentionally)? Have I allowed a misunderstanding to grow?
- Am I so attached to my opinion or idea that I am placing it above the relationship? What are my motives here?

## **Prayer:**

- Pray not only for resolution, but also pray earnestly for the other person. Pray blessing over their life in general and pray specifically for your relationship with her.
- When you start to pray for someone, you begin to care about what happens in her life and your feelings toward her will change. The Holy Spirit will work between the two of you to restore harmony.
- When you catch yourself rehearsing the scenario, STOP! Pray right then and there.

## **APPLY IT TO LIFE:**

The #1 take-away regarding conflict prevention and resolution is to spend time daily in prayer. Pray for your PWOC- the board, the ministry teams- pray specifically for unity and peace between your ladies.

As we have been working through this topic of Conflict Resolution, have you had someone in mind? What is the nature of your conflict? Is there sin involved? What is the next step you need to take? Before you take any action, pray vast blessing over that person. Pray for them, pray for them, pray again for them! Ask God to pour out His grace and mercy on them. Ask them to pray for you. Examine your own heart and allow the Holy Spirit to point out any discord. Let God give you HIS great heart towards that person.

