# CONFLICT RESOLUTION 2—CONFLICT IS NECESSARY

**The Bottom-Line Up Front:** Conflict is linked with resiliency and the ability of an organization to adapt. Conflict is needed and should be normalized.

1. **Watch the Video: "Conflict is Necessary" by Brenda Pace** (2:35). *You can find this video on TheHubPWOC.net, Training Options tab, PWOC LDP page, Ongoing Training section.*

   - Sociologist Nancy Tatom Ammermon, studied how church congregations respond to stress—specifically stress resulting from drastic social change. She identified three types of congregations:
     1) Those who thrived in the face of difficulty
     2) Those who sank in the face of difficulty
     3) Those who barely held on in the face of difficulty
   - Included in the list of qualities that characterized thriving congregations was *conflict*. Ammermon observed: "No congregation that adapted did so without conflict… No church without conflict adapted."
   - "Conflict is necessary because without it, a congregation [PWOC] lacks the resiliency necessary to adapt. It's a choice." –Nancy Tatom Ammermon
     *https://www.fuller.edu/next-faithful-step/resources/conflict-is-necessary/*
   - **Challenge: Make conflict normal**
   - "Tension helps us grow." Without tension or "resistance bearing down on us, we'll have no opportunity to practice patience, honesty, and listening during a conflict."
     –Ashley Abercrombie, *Love is the Resistance*

2. **Discuss the following questions** (10 minutes): *Work in a group of 2-4 people. Choose someone to report a summary of your discussion with the entire group.*

   - Share your thoughts on the concept "conflict is necessary" presented in the video. Do you agree? Disagree? Why?

- How has conflict made you stronger as an individual?

- How can conflict made the ministry of PWOC stronger?

3. **Small Groups share their ideas with the whole group** (5 minutes).