



*Mount Pleasant*  
BAPTIST CHURCH

**Mount Pleasant Baptist Church  
Bible Institute  
Conflict Management Tips For The Church  
January 17-19, 2024  
7:00 – 8:30 pm**



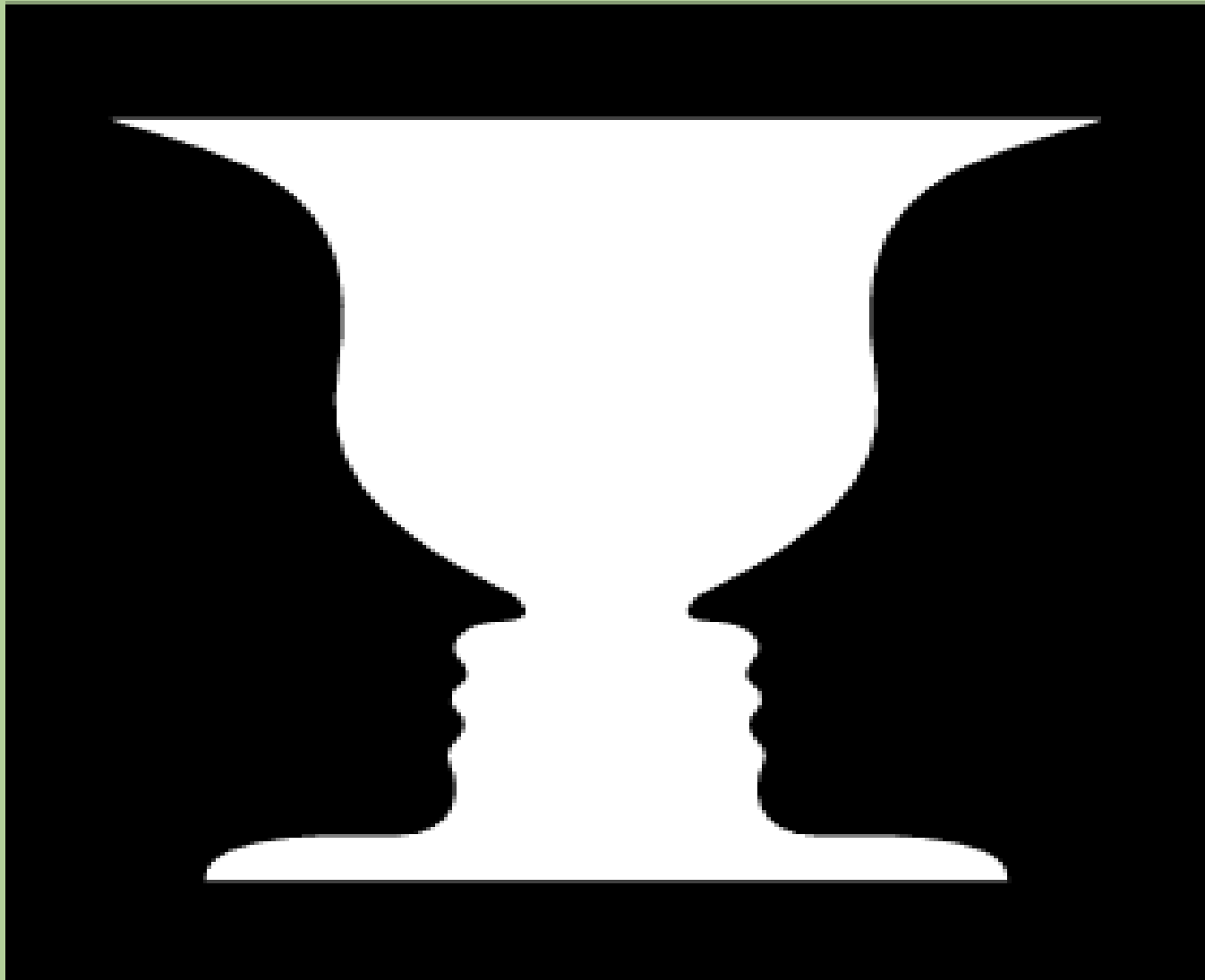
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## Meet the Presenter



### **Loucious Hires III**

Office of Equity and Employee Support  
Services Executive (SES), Secret Service,



## Interpersonal Conflict In The Church

**What is your definition of Interpersonal Conflict?**


**Interpersonal conflict refers to any type of conflict involving two or more people**

- It's different from an intrapersonal conflict, which refers to internal conflict with yourself
- Mild or severe, interpersonal conflict is a natural outcome of human interaction. People have very different personalities, values, expectations, and attitudes toward problem-solving. When you work or interact with someone who doesn't share your opinions or goals, conflict can result
- Conflict isn't always serious, though. Nor is it always negative
- Learning how to recognize and work through interpersonal conflict in productive, healthy ways is an important skill that can help you have better relationships in your day-to-day life

## Examples Of Interpersonal Conflict In The Church

1. **Theological Differences:** Conflicts can arise when members of the church have different theological beliefs or interpretations of the Bible.
2. **Leadership Conflicts:** Conflicts can arise when there is a disagreement between the church leadership and the congregation over the direction of the church.
3. **Worship Style Conflicts:** Conflicts can arise when there is a disagreement over the style of worship, such as traditional versus contemporary.
4. **Personal Conflicts:** Conflicts can arise when there is a personal disagreement between members of the church, such as a dispute over finances or a misunderstanding.
5. **Power Struggles:** Conflicts can arise when there is a struggle for power or control within the church.
6. **Change Conflicts:** Conflicts can arise when there is a disagreement over changes that are being made within the church.





**RECONCILED**  
**TO**  
**RECONCILE**

**What does this scripture mean? Today's impact on you.**

“ Now all things *are* of God, who has reconciled us to Himself through Jesus Christ, and has given us the ministry of reconciliation, that is, that God was in Christ reconciling the world to Himself, not imputing their trespasses to them, and has committed to us the word of reconciliation.

**2 Corinthians 5:18-19**



## 5 Focus Areas



How to  
Diagnose the  
Condition of  
the Heart



How to Begin  
Reconciliation



How to  
Apologize



How to  
Forgive



How to Enlist  
a Mediator

**Interpersonal Conflict In The Church** (Matthew 18:15-17)





### Test these eight areas of concern to diagnose the heart:

- 🐄 **PRIDE**: “Do I focus on how much I’ve been wronged?”
- 🔍 **FAULTFINDING**: “Do I rehearse the faults of others?”
- 🚫 **AVOIDANCE**: “Do I avoid being around people with whom I have conflict?”
- 🔊 **SILENCE**: “Do I refuse to share my feelings in a healthy way?”
- 🚪 **ISOLATION**: “Do I withdraw emotionally?”
- 🗣️ **UNFAITHFULNESS**: “Do I share unnecessary information about my opposer?”
- ☹️ **HOPELESSNESS**: “Do I lack faith that God can work in any situation?”
- ⚠️ **RESENTMENT**: “Do I hold on to my anger until it turns to bitterness?”

“Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves,”

-Philippians 2:3



## How to Begin Reconciliation: DO!

### DO:

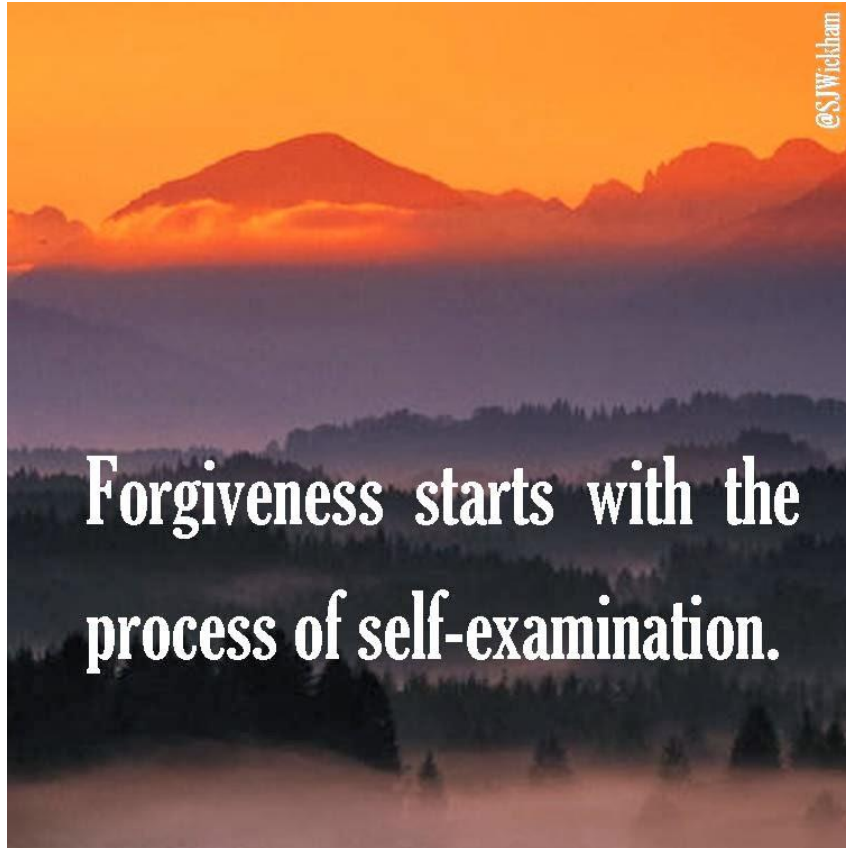
1. See the situation from the other's point of view.
2. Repeat back: "I hear you saying \_\_\_\_\_ Is that correct?"
3. Use words that encourage.
4. Realize that you have the power to change only yourself.
5. Be at peace, knowing that you have the Prince of Peace in your heart.



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## How to Begin Reconciliation: DON'T!



### DON'T:

1. Don't forget that our opposer is also God's creation.
2. Don't harbor resentment, bitterness, or hatred.
3. Don't use "you" statements: "You make me mad...you should...you always..."
4. Don't get drawn into useless arguments
5. Don't expect an immediate change
6. Don't assume that reconciliation is always possible.

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“Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you.”

-Colossians 3:13







## How to Apologize



Don't make excuses: "I couldn't help it."



Don't use the blame game: "You made me do it."



Accept full responsibility: "My attitude was inexcusable."



Accept full blame for your part: "No one can make another person sin. I acknowledge that I sinned against you."




With a humble heart say, I realize that I've been wrong in my attitude of \_\_\_\_\_. Would you forgive me?"



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## How to Forgive

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“For if you forgive men their trespasses, your heavenly Father will also forgive you. But if you do not forgive men their trespasses, neither will your Father forgive your trespasses.”

**Matthew 6:14-15**



## How to Forgive

Let God use you in the healing process and consider some of the following possible steps:

- Realizing that forgiveness is not letting the offender “off the hook,” but an act of releasing the offender from your hook and onto God’s hook.
- Deciding that you want to be free from the pain of the past
- Recognizing that unmet need(s) in the one who hurt you.
- Listening every offense, and then, instead of “picking” at the wrongs, releasing each offense and the offender into the hands of God.



Sometimes another mediator is needed. Seek a person respected by both parties to bring a different perspective and/or who can help reach a successful end.

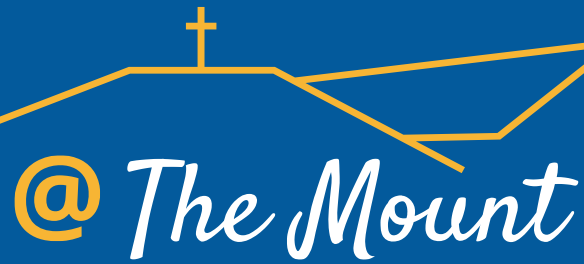
“Without counsel, plans go awry, but in the multitude of counselors they are established”  
– Proverbs 15:22

## Recap On Strategies To Handle Disagreements In The Church Your Personal Action Plan

- Own your part of the conflict
- Go Direct
- Believe the best about others
- Please, explain – don't blame
- Be specific
- Tell them you want things to get better
- Pray for them

**This Is Something That We Have To Actively Practice**





*Revealing God's Glory*

*Isaiah 40:3-5*

## **DISCUSSION/QUESTIONS**

## **Scripture References and Resources On Conflict Resolution**

- **Matthew 18:15-17**
- **Proverbs 12:18**
- **1 Corinthians**
- **James**
- **Ephesians 4:29**
- **1 Peter**
- **Matthew 5:38-42**
- **Proverbs 15:1**
- **Ephesians**
- **James 1:19**
- **Romans 12.17-21**
- **Soul Care Bible**