

Managing Church Conflict Creatively

BY RICHARD D. DOBBINS

Acts 6: 1-7 reminds us that churches are never free from conflict when they are true to their mission, and you don't pastor long until you discover the need for conflict management tools.

A majority of the conflict experienced in churches is the product of changing times rather than creative leadership. Remarkable changes have occurred in the pressures that pastors bear compared to pressures they experienced when their word was seldom questioned and their authority prevailed. Pastors need not be surprised when they find their authority and plans challenged, and they are caught up in a whole storm of protest. It's happening in every institution in our society, including the church.

Laypeople, frustrated by feelings of powerlessness from personal or professional change, often displace their frustrations and act them out in the church. Why there? The church is one of the few places they fear little or no reprimand. These conflicts must be managed constructively by mature church leadership.

Let's look at how the apostles handled the first major conflict in the Early Church (cf. Acts 6: 1-7). The Jerusalem church was experimenting in "holding all things common." The Grecian widows, who were part of the Dispersion, lived outside Jerusalem and were saying they lived too far away to get as fair a share of the goods being divided as the Hebrew widows who lived in Jerusalem.

STAGES OF CONFLICT MANAGEMENT

The apostles followed a 3-stage pattern of conflict management: (1) *Desensitization*. The widows were allowed to air their complaints, desensitizing the conflict. (2) *Deliberation*. There was time for serious, mature discussion of the conflict. (3) *Decision*.

Let's take a closer look at how this New Testament formula for the creative management of conflict actually works.

Desensitization

Desensitization requires active involvement by leadership. You cannot constructively manage conflict by continually avoiding or denying it. You can't say, "The problem isn't there."

And you cannot constructively manage conflict by dominating it or simply forbidding it to happen by saying, "We will be in agreement. Do you understand me?" That approach won't work.

Instead, you first reassure everyone involved that conflict is normal in any human relationship, and the church is no exception. The ideal of perpetual peace in the church—without conflict—is unscriptural and unrealistic. Remind your people that differing viewpoints are perfectly normal. Emphasize that conflicts occur because people choose to look at matters in different ways, not necessarily because those matters are the way people choose to see them.

If you're going to be a master at handling desensitization, you cannot be ego-involved by seeing a situation only your unique way. If you say, "Well, this is the way God has shown it to me, and this

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Church Abuse of Clergy Gene Fowler, 2020-03-09 Imagine receiving a shocking email from a church member stating that you the pastor have mishandled church funds and that you should resign for the good of the congregation Soon you discover that the church member sent the email to many other church members Additional lies will follow until the fateful day comes when the members vote to fire you or the bishop dismisses you or you resign for sheer survival You are experiencing church abuse of clergy which is the topic of this book Clergy will gain an entirely new understanding of church abuse of clergy that afflicts many pastors and their loved ones by reading this book The view of church abuse of clergy being presented is a new paradigm that challenges older explanations of the church abuse This book shows that clergy must begin collaborating in order to discover effective solutions to the church abuse of clergy problem Clergy must become empowered to confront the church at all levels and support one another in the face of church abuse of clergy A very toxic ministry situation exists throughout the United States and internationally which must be challenged

Conflict Management and the Apostle Paul Scot McKnight, Greg Mamula, 2018-05-22 Churches often find themselves in the middle of conflict These conflicts can exist between people within the church between the leaders and congregation or even between churches themselves Leaders often turn to Scripture for guidance in resolving these conflicts However the Bible does not outline or even discuss conflict management In fact various biblical figures from ancient Israelite kings to New Testament apostles all uniquely approach conflict Does the Bible have a theory of conflict management In **Conflict Management and the Apostle Paul** the authors explore how Paul approached conflicts with his close associates like Barnabas and Peter and with his mission churches like those in Galatia and Corinth **Conflict Management and the Apostle Paul** distinctively sketches how various theories of conflict management used today shed light on Paul's own approaches to conflict while also evaluating the conflicts themselves The authors in this volume are pastors and church workers who themselves bring their own experiences with conflict into play as they seek wisdom from the New Testament

Creative Strategies for Conflict Management & Community Building Christian Ndubueze Anyanwu, 2009-11 This book in applying the asset mapping theory of Kretzmann and McKnight 1993 developed a positive communication strategy for minimizing conflicts and building a more Collaborative Communities in Organizations and Churches with much emphasis on inclusivity consensus and commitment to common vision and ideals While critically reviewing the traditional conflict theories in their approaches to conflict management the book uses the new lens provided by the asset mapping theory to recommend for a paradigm shift in the way people look at organizations and conflicts A new emphasis therefore is on the positive elements in organizations the assets that lie within individuals and groups as the key to minimizing conflict in organizations Besides unlike the traditional conflict theories which sees conflict as a problem this new lens sees conflict within organizations as functional and opportunities for growth The book equally identifies some of the significant factors that cause ethnic conflicts within organizations such as Prejudices among Ethnic

Groups Differences of Ethnic Groups Power Struggle among Ethnic Groups Discrimination and Injustice against Groups Lack of Participatory Communication and Lack of Participatory Leadership Finally in reviewing the relevant literatures on Community Building the book underlines the various variables that make Community Building possible Such variables include Discovering and Mobilizing the Assets of Individuals and Groups within Organizations Building Relationships among Individuals and Groups within Organizations Building a more Participatory Leadership within Organizations Building a more Participatory Communication within Organizations Creating more Awareness on the necessity of Collaborative Initiatives as well as Promoting the Common Cultural Values and Ideals that holds Individuals and Groups together within Organization

The Human Face of Church Sara Savage,Eolene Boyd-Macmillan,2007-10-30 Until now Fresh Expressions has been about starting and sustaining mission initiatives among people with little or no church contact As these projects mature pastoral problems easily arise how do you integrate the old with the new How do you get an established congregation to change it views and practices How do you cope with conflict What if newcomers challenge set patterns of church behaviour rather than conform with them The publication is structured for use for training in local churches theological colleges and as a research tool in postgraduate study

The Interim Pastor's Manual Alan G. Gripe,1997-01-01 This book is a guide through the problems and possibilities of interim ministry in the Presbyterian Church U S A It is full of biblical and theological insight as well as practical wisdom

Discipliana ,1986 **Revitalizing Relationships** Catherine Ducommun-Nagy,Hanneke Meulink-Korf,Greteke De Vries,2023-06-22 This book about revitalizing family and social relationships in an increasingly diverse and polarized world should become a resource for a vast array of professionals in the fields of mental health and social and community services It will also serve as a textbook on contextual therapy and its applications that fills a gap in the literature on this approach It will present it in a highly understandable language using a new terminology Hence this book will meet the needs of many contextual therapists and contextually inspired pastoral counselors at any level of expertise For other professionals this book can open new ways of thinking and new strategies to address many of the situations they are likely to encounter In addition in a format never tried before this book includes a section dedicated to contributions of contextual therapy to practical theology the pastoral process and interfaith studies It will also present the contributions of these studies to the facilitation of interfaith encounters that can serve as a model for any professional working in a multicultural environment

On the Sidelines Patricia Kassebaum,1981 *Resolving Disputes in Christian Groups* Marlin E. Thomas,1994 *Family Theories* Katherine R. Allen,Angela C. Henderson,2016-09-08 Family Theories Foundations and Applications presents a comprehensive and accessible approach to the most current perspectives in the field of family theory Integrates classic and contemporary writings on family theories Features compelling case studies drawn from the authors experiences working with thousands of students Represents an integrative use of theory research and practice Utilizes the metaphor of developing your theory app to translate complex academic ideas into accessible student friendly language

Resources in Education ,1998 **The Impact of Church Consultancy** Ian G. Duncum,2019-01-14 This book follows the journey of ten churches who underwent church consultancies and explores in depth both the consultancy and its outcomes Pre consultancy and post consultancy snapshots four to five years apart of vitality indicators and attendance figures using National Church Life Survey and other data are used to compare these with churches that have not undertaken church consultancies Theologies of church consultancy church health and church growth are also developed and examined intersecting with a wide body of literature including contemporary ecclesiologies Consultancy outcomes are examined in detail This includes interviews with pastors of some of those churches reflecting on their perceptions of whether and how the church consultancy impacted the health and growth of their church Conclusions are drawn about the efficacy of church consultancy in influencing the health and growth of churches as well as contexts for the best use of church consultancy This is a significant book for denominational leaders theological lecturers pastors and church leaders as they encounter lack of health in churches and seek ways forward for greater health and impact in their local communities *Library of Congress Subject Headings* Library of Congress,Library of Congress. Office for Subject Cataloging Policy,2003 **Library of Congress Subject Headings** Library of Congress. Cataloging Policy and Support Office,2003 **Publication of the American Sociological Society** ,1911 **Publication** American Sociological Society,1911 *The American Journal of Sociology* Albion W. Small,Ellsworth Faris,Ernest Watson Burgess,Herbert Blumer,1911 Established in 1895 as the first U S scholarly journal in its field AJS remains a leading voice for analysis and research in the social sciences presenting work on the theory methods practice and history of sociology AJS also seeks the application of perspectives from other social sciences and publishes papers by psychologists anthropologists statisticians economists educators historians and political scientists

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Table of Contents Managing Church Conflict Group Theory Applied To The Church Family

1. Understanding the eBook Managing Church Conflict Group Theory Applied To The Church Family
 - The Rise of Digital Reading Managing Church Conflict Group Theory Applied To The Church Family
 - Advantages of eBooks Over Traditional Books
2. Identifying Managing Church Conflict Group Theory Applied To The Church Family
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Managing Church Conflict Group Theory Applied To The Church Family
 - User-Friendly Interface

4. Exploring eBook Recommendations from Managing Church Conflict Group Theory Applied To The Church Family
 - Personalized Recommendations
 - Managing Church Conflict Group Theory Applied To The Church Family User Reviews and Ratings
 - Managing Church Conflict Group Theory Applied To The Church Family and Bestseller Lists
5. Accessing Managing Church Conflict Group Theory Applied To The Church Family Free and Paid eBooks
 - Managing Church Conflict Group Theory Applied To The Church Family Public Domain eBooks
 - Managing Church Conflict Group Theory Applied To The Church Family eBook Subscription Services
 - Managing Church Conflict Group Theory Applied To The Church Family Budget-Friendly Options
6. Navigating Managing Church Conflict Group Theory Applied To The Church Family eBook Formats
 - ePub, PDF, MOBI, and More
 - Managing Church Conflict Group Theory Applied To The Church Family Compatibility with Devices
 - Managing Church Conflict Group Theory Applied To The Church Family Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Managing Church Conflict Group Theory Applied To The Church Family
 - Highlighting and Note-Taking Managing Church Conflict Group Theory Applied To The Church Family
 - Interactive Elements Managing Church Conflict Group Theory Applied To The Church Family
8. Staying Engaged with Managing Church Conflict Group Theory Applied To The Church Family
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Managing Church Conflict Group Theory Applied To The Church Family
9. Balancing eBooks and Physical Books Managing Church Conflict Group Theory Applied To The Church Family
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Managing Church Conflict Group Theory Applied To The Church Family
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Managing Church Conflict Group Theory Applied To The Church Family
 - Setting Reading Goals Managing Church Conflict Group Theory Applied To The Church Family
 - Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Managing Church Conflict Group Theory Applied To The Church Family
 - Fact-Checking eBook Content of Managing Church Conflict Group Theory Applied To The Church Family
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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