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 recrimination. 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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