

Tackling Conflict with Power and Grace

Speaker - Pastor Matthew Cornett

Ah, conflict. That four-letter word that sends shivers down spines faster than a surprise dentist appointment. Let's face it, folks, confronting someone is about as appealing as stepping on a Lego in your bare feet. But fear not, fellow conflict-avoiders! Tonight, I'm here to equip you with the tools to navigate that disagreement like a boss... well, maybe a slightly awkward, but ultimately triumphant boss.

Conflict Sucks! No one likes it. Unless you are a sociopath.

There are Great leaders who avoid conflict, but they will never break through to their potential until they learn to deal with conflict with grace and strength.

ILLUS: First issue at Princeton. Kerin told me if you don't God will replace you.

Matthew 18:15–20 (ESV) - "If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. 16 But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. 17 If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector. 18 Truly, I say to you, whatever you bind on earth shall be bound in heaven, and whatever you loose on earth shall be loosed in heaven. 19 Again I say to you, if two of you agree on earth about anything they ask, it will be done for them by my Father in heaven. 20 For where two or three are gathered in my name, there am I among them."

Two types of conflict...addressable and unaddressable

As a Pastor, I lean solely on the HS for which is which.

ILLUS: Johnny Johnson...Bleed to death

Conflict not addressed and dealt with 8 years

1. Reduce Stress

Fight or Flight

Short Term vs. Long Term

Short term can actually be beneficial. God designed our bodies to react to stress with increased heart rate, blood pressure, rapid breathing, sweating.

Most of these help you focus more on the situation you are reacting to.

Long Term

- Fatigue
 - Headaches
 - Muscle tension
 - Sleep problems
 - Anxiety
 - Depression
 - Irritability
 - Difficulty concentrating
 - Overeating or under eating
 - Social isolation
-
- Heart disease
 - Stroke
 - High blood pressure
 - Diabetes
 - Obesity
 - Depression
 - Anxiety disorders
 - Gastrointestinal problems
 - Skin problems

If you are leading an organization, I can guarantee that you have an issue that is causing you stress.

Bottled up stress. Resentment.

It's important to deal with conflict because it IMPROVES RELATIONSHIPS.

2. Improve Relationships

Clearer communication

Respect. You are giving it and I can guarantee that you'll get it. If not from the person(s), from those observing.

Resentment. Helps you and the other person avoid developing resentment.

It's important to deal with conflict because it CREATES BOUNDARIES.

3. Boundaries

Psalm 23 (ESV) - A Psalm of David. 1 The Lord is my shepherd; I shall not want. 2 He makes me lie down in green pastures. He leads me beside still waters. 3 He restores my soul. He leads me in paths of righteousness for his name's sake. 4 Even though I walk through the valley of the shadow of death, I will fear no evil, for you are with me; your rod and your staff, they comfort me. 5 You prepare a table before me in the presence of my enemies; you anoint my head with oil; my cup overflows. 6 Surely goodness and mercy shall follow me all the days of my life, and I shall dwell in the house of the Lord forever.

As a shepherd Boundaries are important for the safety of the flock. For personal safety.

It's important to deal with conflict because it ALLOWS A CONDUIT FOR CHANGE.

4. Allow a conduit for Change

Avoid out of a fear of loss, but the opposite is actually true. Face conflict due to the upside potential.

It's important to deal with conflict because it CREATES PERSONAL GROWTH.

5. Personal Growth

You ain't right about everything! Conflict often is the path through which your understanding grows.

ILLUS: WH Compton - Delbarton COG (Regional) - 50 yrs

How to face conflict... (Inc.com John Brandon)

- **Do your homework**
- **Learn about the person**
- **Offer encouragement before criticism**
- **Keep it simple and succinct**
- **Move on quickly**

ILLUS: Deal with staff conflict

R4: The Biblical Way to Deal with Conflict

Right **Time**

Right **Place**

Right **Spirit**

Right **Person**