



Creating Life-Giving and Life-Changing Community

WORKSHOP 3: *Handling Conflict & Cultivating Encouragement in Your Community*

MARCH 29, 2021



Review from Workshop 1

▶ **Authentic Spiritual Community:**

- ▶ Authentic spiritual community reflects mutual and shared relationships among God's people characterized by love—openness, vulnerability, care, concern, self-sacrificial service, correction, and speaking the truth in love.
- ▶ The nature of spiritual community reflects a space where God's people are known and loved.
- ▶ Authentic spiritual community reflects God's love lived out in tangible ways with other Christ followers.
- ▶ Authentic spiritual community is a safe but not soft community.



Review from Workshop 2

▶ **Healthy Spiritual Community Needs Leaders Who Are Secure, Humble and Trustworthy:**

- ▶ Low Ego/High Trust Leader:
 - ▶ Has a secure personal identity anchored in Jesus, which leads to higher humility and greater trust.
 - ▶ Without trust, it is difficult if not impossible to create a sense of safety.
 - ▶ Without trust, a community will only remain on the surface and will not have deep, meaningful, loving relationships.
 - ▶ Jesus is our model of a “low ego/high trust” leader.



The Problem of Not Resolving Problems

- ▶ Our past experiences and fears can let conflicts fester, grow and become destructive.
- ▶ However, conflict doesn't need to be destructive. It can be redemptive and transformative.



A Redemptive Path Forward: Steps to Redeem Conflict

- ▶ **Four common (ineffective) responses to conflict:**
 - ▶ Passive
 - ▶ Evasive
 - ▶ Defensive
 - ▶ Aggressive

- ▶ **The Root Cause of Conflict:**
 - ▶ Desire (James 4:1-3)

- ▶ **A Redemptive Path Forward:**
 - ▶ Jesus' example in John 13:3-5
 - ▶ Love is the foundation!

- ▶ **5 Practical Steps to Address Problems, Issues and Conflict:**
 - ▶ Check your heart – what is your motivation? Two questions:
 - ▶ Lord, what do you want me to learn from this?
 - ▶ Lord, how do you want me to respond in order to honor you?
 - ▶ Ask questions to listen & learn
 - ▶ Speak the truth in love (as an advocate, not an adversary)
 - ▶ Let go (forgive)
 - ▶ Pursue next steps – learn from the issue, determine what needs to change

Discussion

- ▶ Which of the 5 steps is most challenging for you?
- ▶ What difference would that make for you and for your community if you redemptively resolved conflict and problems?
- ▶ Conflict destroys community. Encouragement deepens and enhances community.

Discussion

- ▶ How have you been impacted by someone who's encouraged you?
- ▶ What impact did an encouraging word have in your life?

Encouragement—the Key to Care in Community: Biblical Foundation

- ▶ **Developing an authentic spiritual community requires “one another.”**
 - There are 59 “one another” statements throughout the Bible.
- ▶ **Four main categories of “one another” statements in Scripture:**
 - Love
 - Unity
 - Humble Servanthood
 - Encouragement (our focus this evening)

Encouragement: Best Leadership Practices / Exercise

- ▶ The power of encouragement is not only biblical, but it is also a proven leadership priority.
 - Gallup’s “12” study
- ▶ Encouragement Exercise using the Encouragement Template (150-word sheet)

Discussion

- ▶ Who can you encourage this week?
- ▶ What will you do or say to encourage them?





Application

What is the most important “take away” from the three workshops that you need to implement in your community?



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