



You Can't Have Milk Without Manure!

*Learning how to shovel the messes
that come from working / living together*

UCA CONFERENCE 2022

“Where no oxen are, the manger is clean, But
much increase comes by the strength of the ox.”

Proverbs 14:4 NASB

In this class we will look at the Biblical approach to dealing with conflict in the body of Christ. We'll have practical ways to resolve conflict and to minimize it in your ministry. In fact we'll discuss how to turn conflict (manure) into something positive (fertilizer) to grow your ministry.

Table of Contents:

1. **Manure happens!** Conflict is inevitable, so get a close pin!
2. **Minimizing manure!** How do we reduce conflict, or the negative effects of it?
3. **The Spiritual Super Duper Pooper Scoopers!** The “Word” on conflict.
4. **From Stink to Strength!** Turning manure into fertilizer.

1. **Manure happens!** Conflict is inevitable, get a close pin!

A. What is conflict =

B. Submitting to the stink.

Is there anyway to avoid conflict? To minimize it?

What is the origin or cause of conflict? _____FREE WILL_____

What does conflict in our life say about us? What does it say about our church? Why do some people seem to have more conflict than others?

“God is not found in the ABSENCE of conflict but in the RESOLUTION of it.”
Does conflict then reflect Godliness?

“Accepting the fact that conflict is going to happen is a large part of the battle.”

We need to lower our EXPECTATIONS. John 2:23-25

“It’s better to resolve a conflict than to dissolve a relationship.” Josh McDowell

2. **Minimizing manure!** How do we reduce conflict, or the negative effects of it?

A. **Dealing with assumptions....good and bad.**

Assumptions TO make when conflict comes. *Assume...*

they're not trying to _RUIN_ your life.

there is probably _SOMETHING ELSE_ going on in their lives that they're venting towards you.

that there has been _MISCOMMUNICATION_.

that _SATAN_ is the giver of the _GRIEF_ and not _GOD_.

It changes our focus from it being a _PERSONAL_ attack to a _SPIRITUAL_ attack.

you haven't been _PERFECT_ in the relationship.

Assumptions NOT TO make. *Don't assume...*

that it's _YOU_ or _THEM_ in this fight.

“Blessed are the _PEACE MAKERS_ for they will be called a _CHILD_ of God.”

Matthew 5:9 Making peace is a Jesus thing.

that conflicts means that you've _FAILED_, and therefore should _QUIT_.

“Fail forward” - Maxwell

that your _RIGHT_ and they're _WRONG_. John 16:2

B. Pick your fights

Some grief comes from the fact that some feel they must fight about everything. _LIGHTEN up!

What is the effect of someone who makes an issue out of everything?

PEOPLE BEGIN TO AVOID YOU...LONELY

PEOPLE APPROACH YOU DEFENSIVELY/QUIT ASKING & DREAMING

PEOPLE LOOK FOR WAYS TO REMOVE THE ANNOYANCE...YOU

How do we choose our fights then?

PRINCIPLE verses _PREFERENCE_

FIGHT for principle; compromise or be _QUIET_ on preference.

(You don't always have to have it your way...no seriously you don't)

What do you do when there is genuine disagreement?

SUBMIT to leadership. Hebrews 13:17

Which leader gets the say?

The one who is _RESPONSIBLE_ for that ministry.

The fan principle: If something goes wrong and the stuff is going to hit the fan, whoever's fan it will hit should've made the decision.

Which always isn't the senior Pastor. As Pastors/leaders we need to be willing to give authority over to the different leaders as long as it doesn't compromise our principles of leading the Church.

C. Check your gifts & personality to see if you're in the right place.

Nothing escalates conflict and grief more so than working outside of your gifts and personality.

How do we determine our gifts?

1. PRAYER & SEEKING God.
2. Spiritual gifts INVENTORIES.
3. Where you find JOY/FULFILLMENT.
4. The body of Christ CONFIRMS it in you. Not just your Aunt Mable!
5. FRUIT is evident. (Others ask you to use it)

D. Beam removal 101

Matthew 7:3

How did God solve His conflict with us, and how does that effect how we resolve it with others? Matthew 18:23-35

How do we minimize conflict and reduce the negative effects? UNDERSTAND GRACE!

E. Physical, spiritual & mental health is crucial!!!!

“Hurting people are hurt more easily. Hurting people hurt more easily.”
You tend to get or hear what you EXPECT.

Do you know it's a command to stay healthy in those areas? Mark 12:30

How do we get healthy in these areas?

Physically -

“The spirit ain't worth spit without a little sweat.” - Clint Eastwood

Mentally -

Spiritually -

3. The Spiritual Super Duper Pooper Scoopers! The “Word” on conflict.

A. Should we ever create conflict? If so, when? If so, How?

1 Corinthians 5:11-13

You confront sin, not PERSONALITIES. Only for the purpose of redemption.

Sandwich conflict with PRAISE. (Almost everyone has done some good)

Speak the TRUTH in LOVE. Two part equation for confronting someone, and one of them cannot be left out and still allow you to speak.

B. How do we resolve conflict Biblically?

By acting QUICKLY yet timely. Ephesians 4:26, 27

By taking the OFFENSE ourselves, sometimes. 1 Peter 2:19-24

By learning the proper GRIPING ORDER.

Matthew 18:15-17

1st One on one ALONE! He means alone!

2nd Take a FEW along to confirm.

3rd Make it a CHURCH issue.

We almost always go to 2 and 3 first through gossip!!! It has to stop!!!!
How quick do we go through that order? It depends on RESULTS.

Why would you bring some complaint about someone up to the friends or a board or to other members before talking to them personally?

1. You didn't KNOW better. (Now you do)
2. You want to publicly 'SCOLD' the person/persons involved.
3. You're AFRAID to confront them privately. (Safety in numbers)

By doing the hard work of forgiveness.

It's DIFFICULT to resolve conflict and be ANGRY at the same time!

"Forgiveness is the fragrance left by the flower,
on the heel of the shoe that crushed it."

What do we need to know Biblically about forgiveness?

Can you say yes to anyone of these statements?

Are there people you can't stand to be around?

Do you want to strike out at people when certain subjects are discussed?

Do you lose your temper over little things?

Do you struggle with guilt over things that happened in the past?

Do you find yourself hating the one you should love the most?

If you can say yes to any of these, you may have an unforgiving spirit, or not fully understand God's grace to you!

ANGER is the emotion that reveals un-forgiveness!

Forgiveness = It is an act of setting someone FREE from an obligation to you that is a result of a INJURY done against you."

Forgiveness then has three components:

1. INJURY
2. DEBT
3. CANCELLATION of the debt

The hard truths we need to know about forgiveness?

1. The REASON we forgive...
Matthew 18:23-25 _____
Ephesians 4:32 _____
Colossians 3:13 _____
2. The REPERCUSSIONS if we don't...
Matthew 18:35 _____
Matthew 6:14,15 _____
James 1:19,20 _____
3. How OFTEN do we forgive others...
Luke 17:3,4 _____
Matthew 18:21,22 _____

How Does An Unforgiving Spirit Affect us?

3 ways we lose out, when we don't forgive...

1. It PREVENTS a believer from walking consistently in the spirit.
Galatians 5:22-25 & 19-21
2. It EFFECTS more than one relationship.
3. We let others DICTATE our spiritual walk.

5 Things We Need To Understand And Do When We Begin To Forgive Others:

1. We Must understand our OWN forgiveness.
2. Forgive the DEBT.
3. RELEASE people from responsibility to meet your needs.
4. View the person as a TOOL for growth.
5. MAKE reconciliation

Romans 12:18 "If it is possible, so far as it depends on you, live peaceably with all."

Forgiving ourselves and our past. Release the bitterness of the past that BITES others today.

"...forgetting what lies behind and reaching forward to what lies ahead" - Paul
Phillipians 3:13. That's a big statement from this man!

Is there ever conflict that is unresolvable? Yes [] No []

Acts 15:36-40

A parting of the ways may be NECESSARY_ but _PERSONAL resolution is still needed.

4. **From Stink to Strength!** Turning manure into fertilizer.

A. The benefits of conflict.

It can build _BONDING_ & _RESPECTE_ between two people if done well.

It keeps us _HUMBLE_.

It helps us _UNDERSTAND_ God...and be _AMAZED_ at His grace.

It's _FUEL_ for the spirit. James 1:2-4

“Be sure of this, your struggles and opposition only move you closer to your next promotion. There was no king David without a Goliath! There was no deliverer Moses, without a Pharaoh. Your next promotion will be in direct relationship with how well you handle the conflict you are now in. Grow in the love of God and nothing will stand against you! Enjoy the discovery of your next promotion!” - Dale Bliss

It forces us to _PRACTICE_ what we preach!

B. Practical Insights on Conflict: (A few wrap up thoughts)

1. Procrastination makes conflict ___WORSE___.

2. The confrontation is usually not as ___BAD___ as you anticipated.

Nine Steps to conflict resolution:

1. Speak the ___TRUTH___ in love.

2. Seek to understand the ___OTHERS___ point of view.

3. Seek ___COMMON___ ground.

4. Make expectations ___CLEAR___.

5. Stay ___FOCUSED___ on the issue at hand.

6. Maintain ___DIRECT___ communication, no third parties.

7. ___LISTEN___ and don't respond defensively.

8. Make a commitment to do what is in the ___CHURCHES___ best interest.

9. Always reflect to discover and ___APPLY___ what you learned.