Biblical Concepts of Managing and Resolving Conflict
Steve Thomas
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Introduction: Groups and individuals within churches develop needs which are in conflict. Most conflicts reflect clashes between unaddressed needs.

I.   Models of needs in conflict are in the New Testament

      A.   Acts 6:1-7 - Three needs surfaced
          1.   Grecian widows needed material provisions
          2.   Apostles needed their time for the ministries of prayer and teaching
          3.   The church needed additional administrative structures and processes
          4.   What objective needs do you observe in your church and what steps can be taken to address those needs?

      B.   Acts 15:36-41 - Four needs were in conflict
          1.   Missionary action in trying circumstances was needed
          2.   Paul needed mature workers who could endure imprisonment
          3.   Barnabas needed to use his gift of encouragement to train Christian leaders
          4.   John Mark needed more on-the-job training
          5.   The solution was to serve in parallel missions rather than on the same team

II.   Of four common relational needs, one is dominant

      A.   Need of belonging

      B.   Need to achieve

      C.   Need to influence others

      D.   Need for power - cf. Mark 10:35-45

III.   Motivational needs lead us to use our gifts

      A.   Need to be creative

      B.   Need to develop

      C.   Need to manage

      D.   Three questions for discovering your motivational needs are:
          1.   What do I enjoy doing most?
          2.   What do I do best?
          3.   Do I believe it is worthwhile?

IV. Preferences rather than needs are sources of conflicts - How to distinguish between needs and preferences

    A. Examine the self-interest factor - Philippians 2:1-4

    B. Seek statements descriptive of a condition

V. Needs and gifts are both a part of God's plan

    A. Identify gifts and motivations

    B. Identify needs and resources

VI. A web of needs exists in the church - a practical application

    A. Institutional needs

    B. Staff needs

    C. Lay leaders' needs

    D. General membership needs - including sub groups

    E. Community needs

VII. Management or solution of needs which are in conflict

    A. Include in meetings representatives (or information from them) who have needs

    B. List all needs which should be met in an ideal solution

    C. Prayerfully brainstorm for solutions which will meet all those needs.

    D. Select a solution which seems best

    E. Assign responsible people with appropriate motivations and gifts to carry out the decisions

Conclusion: Acts 4:34 says that there was not a needy person among the believers in Jerusalem. That goal can be achieved now.