

Turning Wine into Water

Moving from
Destructive Conflict

Life-giving Resolution

How to Resolve Conflict

- **Wine** may taste good when combined with certain foods or even have some nutrients but upon too much consumption it can lead to **confusion, conflicts, and even destruction.**
- **Water** is a pure liquid that our body can not live without. It nurtures and brings health, thus **"giving life"** to our body.
- In the bible we are **baptized in water**, out with the old man and in with the new man...symbolizing a **cleansing to our body, mind and soul.**

How to Resolve Conflict

Living in obscurity as a Jewish orphan, she seemed the least likely candidate to be the mediator, the only mediator, to possibly save her people from sure destruction. However, the Lord knew her heart...and He knew she would face the most severe **conflict** of her life with complete humility and with total confidence in His provision.

The entire **conflict** arose because of conniving Haman, a royal official in the king's court, who devised a plot to murder every Jewish person in the empire. His fury had been flamed by a man who refused to bow down to him...namely... Esther's cousin Mordecai, who had raised her. Little did Esther know she would carry the fate of the Jewish people on her shoulders as she faced a **conflict** of epic proportions. Yet Mordecai aptly posed...

"Who knows but that you have come to royal position for such a time as this?" Esther 4:14

What is Conflict?

A disagreement through which the parties involved perceive a threat to their needs, interests or concerns.

4

Components of Conflict


- Disagreement
- Parties Involved
- Perceived Threat
- Needs, Interests or Concerns

5


Types of Conflict

- Inner Personal
- Outer Personal
- Inner Organizational
- Outer Organizational

6


Why Do We Avoid Confronting A Situation? 

- Lack of Faith-Negative Attitude Towards Resolution
- Don't Want to Take the Time to Do It
- Pride
- It's Uncomfortable
- The Root is Fear!

What is God's Heart on Conflict Resolution? 

What causes fights and quarrels among you? Don't they come from your desires that battle within you? You want something but don't get it. You kill and covet, but you cannot have what you want. You quarrel and fight. You do not have, because you do not ask God. When you ask, you do not receive, because you ask with wrong motives, that you may spend what you get on your pleasures.

James 4:1-3

How to Resolve Conflict 

"Let us therefore make every effort to do what leads to peace and to mutual edification" **Romans 14:19**

7 Principles for Facing Conflict

Book of Philemon Verses 1-25

1. **Humility** – Don't Use a Higher Position to Take Advantage of a Lower One
2. **Integrity** – Be Absolutely Honest About the Problems
3. **Vulnerability** – Share Your Heart and Feelings
4. **Submission** – Don't Force an Action Not Under Your Control
5. **Optimism** – Expect the Best of Another
6. **Faith** – Remember the Sovereign Hand of God
7. **Exhortation** – Choose Your Words Carefully

What is God's Heart on Conflict Resolution?

"If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that 'every matter be established by the testimony of two or three witnesses.'"

Matthew 18:15-16

How to Resolve Conflict

- Confront
- Communicate Feelings
- Comply
- Confirm
- Change
- Comfort

How to Minimize Conflict

- Be Proactive Instead of Reactive
- Be Slow to Anger
- Instead of Telling People They Are Wrong, Point Out Mistakes Indirectly
- Love One Another as Christ Loves You

13

Resources

- The Uncompromised Living WORD of GOD – **The Holy BIBLE**
- June Hunt Biblical Counseling Keys – “Conflict” / www.hopefortheheart.org

14

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15

Scripture References

- ...that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me.
John 17:21 (NIV)

- "Therefore, if you are offering your gift at the altar and there remember that your brother or sister has something against you; leave your gift there in front of the altar. First go and be reconciled to them; then come and offer your gift.
Matthew 5:23,24 (NIV)

- If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you. *James 1:5 (NIV)*

- "If your brother or sister sins go and point out their fault, just between the two of you. If they listen to you, you have won them over. *Matthew 18:15*

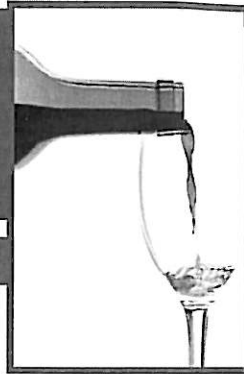
- Submit yourselves, then, to God. Resist the devil, and he will flee from you.
James 4:7 (NIV)

- Now all glory to God, who is able, through his mighty power at work within us, to accomplish infinitely more than we might ask or think. Glory to him in the church and in Christ Jesus through all generations forever and ever! Amen.
Ephesians 3:20,21 (NLT)

- Pursue peace with all *people*, and holiness, without which no one will see the Lord: *Hebrews 12:14 (NKJV)*

What Does the Bible Say About Conflict Resolution?

Moving from: Destructive Conflict to Life-giving Resolution



Romans 12:18

"If it is possible, as far as it depends on you, live at peace with everyone."

2 Timothy 2:23

"Don't have anything to do with foolish and stupid arguments, because you know they produce quarrels."

Philippians 4:8

"Whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable – if anything is excellent or praiseworthy – think about such things."

Proverbs 18:2

"A fool finds no pleasure in understanding but delights in airing his own opinions."

Colossians 3:13

"Bear with each other and forgive whatever grievances you may have against each other."

Romans 14:19

"Let us therefore make every effort to do what leads to peace and to mutual edification."

Matthew 18:15-16

"If your brother sins against you go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.'"

Ephesians 4:3

"Make every effort to keep the unity of the spirit through the bond of peace."

Romans 12:19

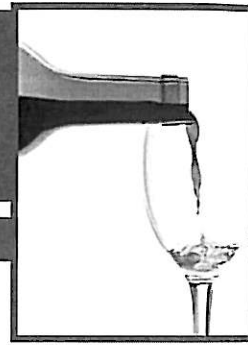
"Do not take revenge, my friends, but leave room for God's wrath, for it is written: 'It is mine to avenge; I will repay,' says the Lord."

Matthew 5:44

"Love your enemies and pray for those who persecute you."

Improving Harmony and Cooperation Prayer

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Father, Jesus prayed that His followers would be one. I enter into agreement with my Lord, praying for the development of harmony and cooperation among the leadership and employees of _____ (company name). I ask for wisdom to know how to resolve any conflicts that may have arisen among the departments.

As _____ (president, supervisor, manager, etc.) of _____ I institute the principles of peace, uprooting and dissolving confusion, rivalries, arguments, and disagreements for the good of our company, _____, and the welfare of all concerned.

In the name of Jesus I submit myself to You, Father, and resist the devil. I overcome the fear of confrontation (and its outcome) and initiate resolution. I desire to pursue peace with my co-workers, customers, family and friends. Give me the courage to go to anyone who is holding anything against me, that we might be reconciled. Then I will come and offer my gift to You.

Also, I ask for the boldness of the Lion of Judah to go to anyone who has sinned against me and _____ (company name), confronting his/her fault without attacking him/her. I am requesting and believing for reconciliation. Help me to forgive, even if he/she refuses to be reconciled, and follow through with the necessary steps for his/her good and the company's welfare.

Thank You for the harmony and cooperation necessary to accomplish our common goals.

Glory be to You Who, by Your mighty power at work within us, are able to do far more than we would ever dare to ask or even dream of infinitely beyond our highest prayers, desires, thoughts or hopes. May You be given glory for ever and ever through endless ages because of Your master plan of salvation for the Church through Jesus Christ.

In Jesus' name I pray, amen.