

Mid Atlantic Congress 2019:
HOPE: Real-World Solutions for Interpersonal Challenges of Parish Life

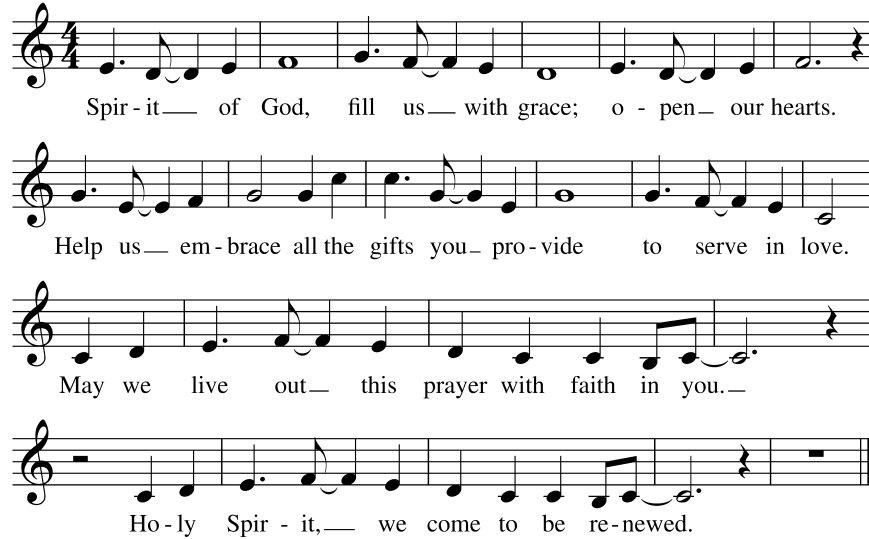
Lorraine Hess

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One Lord, One Faith
Baptized for Service

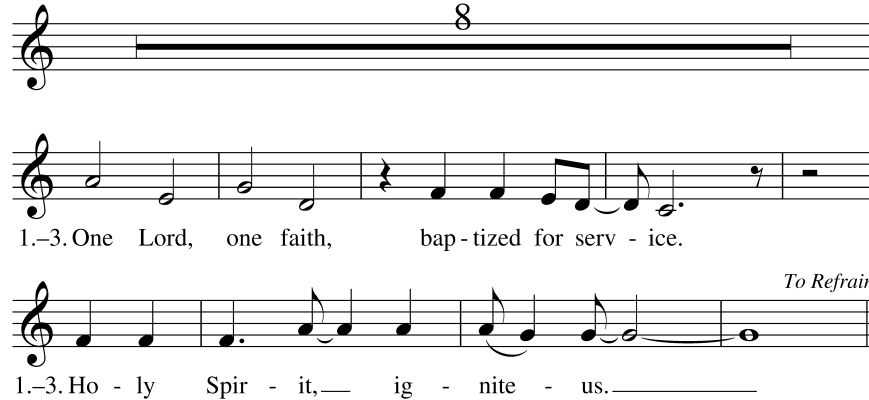
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REFRAIN



Spir - it of God, fill us with grace; o - pen our hearts.
Help us em - brace all the gifts you pro - vide to serve in love.
May we live out this prayer with faith in you.
Ho - ly Spir - it, we come to be re - newed.

VERSES



8
1.-3. One Lord, one faith, bap - tized for serv - ice.
1.-3. Ho - ly Spir - it, ig - nite - us. *To Refrain*

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- I. Corporate Human Resources vs. Pastoral Ministry
- II. Christian methods of conflict resolution: counter to society.
- III. HOPE:
 - A. "I can do all things in him who strengthens me." (Phil 4:13)
 - B. "For with God, nothing is impossible" (Lk 1:37).
 - C. True test of Christian service: how we conduct ourselves during conflict.
- IV. OPENING EXERCISE: Think of an interpersonal challenge in your ministry. (Ex.)
 - A. Attendance of ministry members/tardiness;
 - B. Lack of collaboration with other pastoral leaders;
 - C. Difference of philosophy with pastor
 - D. Unproductive meetings/People who monopolize meetings;
 - E. Criticism by people who do not understand your ministry;
 - F. Jealousy;
 - G. Being taken advantage of;
 - H. Lack of respect for family time;
 - I. Unreasonable requests from clergy, ministry members, parishioners;
 - J. Budget;
 - K. Working with people who lack necessary skills to do the job.
- V. CALL TO HOLINESS
 - A. "God has...willed to make everyone holy...to make them unto a people who might acknowledge Him and serve Him in holiness" (*Lumen Gentium*, The People of God, #9).
 - B. One of our toughest challenges in church work is to not lose focus of our call to holiness at times of interpersonal conflict.
- VI. WHERE DOES CONFLICT ORIGINATE?
 - A. Original sin... so there will always be conflict.
 - B. We hold "church" people to a higher standard. Are the standards reasonable?
 - C. Making assumptions/drawing conclusions about others
 - D. Prodigal Son (the *older* brother)
- VII. WHAT IS A CALL TO HOLINESS?
 - A. Daily prayer
 - B. Stop and think before responding. How would Jesus have us respond?
- VIII. UNDERSTANDING THE LEADERSHIP MATRIX: 4 relationship combinations
 - A. Hierarchical leadership, Obedient followers,
 - B. Partnership leadership, Obedient followers
 - C. Hierarchical leadership, Empowered followers
 - D. Partnership leadership, Empowered followers

IX. UNDERSTANDING OTHERS' MINISTRIES

A. EXERCISE: Write down all ministries yours is either impacted by or impacts.

B. Consider how much do you know about these other ministries?

1. When they meet/how often?
2. How many members/names?
3. What are their budget issues?
4. Who is their leader?
5. What are their challenges?
6. How often/how do you communicate with these ministries?
7. Learning these things makes us compassionate, empathetic, holy.

X. PITFALLS

A. Denial/Avoidance (email instead of face-to-face or phone call);

B. Responding without prayerful consideration;

C. Addressing the problem with a third party(ies).

XI. COIUNTER-CULTURAL RESPONSE TO AVOID PITFALLS

A. Overlook: "It is good sense in a man to be slow to anger; it is to his glory to overlook the offense" (Proverbs 19:11).

B. Discussion: "If your brother sins [against you], go and tell him his fault between you and him alone" (MT 18:15). Goal: Restore the relationship.

C. Negotiation: "each [should] look out not for his own interests, but also everyone for [the interests] of others" (Phil 2:4).

D. Mediation: "If he does not listen, take one or two others along with you, so that every fact may be established on the testimony of two or three witnesses" (MT 8:16).

E. Church Discipline: Last resort-call in church officials.
"If he refuses to listen to them, tell the church" (MT 8:17).

XII. 4 STEP PROCESS for dealing with life's difficulties: from "Conciliation: Transforming Conflict Through Faith" by: Ed Gaffney and Terri Sortor. The Parish Management Handbook. Ed. Charles Zech. Twenty-third Publications Copyright 2003.

- A. STEP 1: GLORIFY GOD
- B. STEP 2: GET THE LOG OUT OF OUR OWN EYE.
- C. STEP 3: GO & SHOW YOUR BROTHER HIS FAULT.
- D. STEP 4: GO AND BE RECONCILED.

XIII. PRAYER and DISCERNMENT:

XIV. CASE STUDY:

- XV. CLOSING SONG “Wear the Crown” by Lorraine Hess from the album, “Glorify Him” World Library Publications. Copyright 2017.

Refrain: *“He is my king; I am his child. I’ll wear the crown.”*