



# CHRIST-CENTERED LEADERSHIP

## Course Four: Peacemaking in the Church and Beyond

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## Session 1 – Introduction to the Course

*Watch the Video (10:05)*

### **Every Leader Faces Conflict**

How conflict and leadership intersect

What it means to be a peacemaking leader

### **Luke 15 – The Parable of the Lost Son**

### **Conflict in Ministry**

### **Conflict Kills**

## Reflection Questions

1. Why is conflict happening in the church? Is there more conflict today than 50 or 100 years ago?
2. Have you experienced conflict in your own church or organization? What was the cause of the conflict? If it was resolved, what led to the resolution?

*Every month, 1,500 pastors quit due to conflict.*

## Session 2 – The Gospel of Sin Management

*Watch the Video (19:43)*

**Growth of the Church in Africa**

**The Story of Rwanda**

History of Christian Missions

The Gospel did not address injustice.

Genocide

**What is the Gospel?**

Trajectory is all important.

Dallas Willard – The Gospel of Sin Management

How does the trajectory need to be adjusted?

## **Colossians 1:19-20**

### **Reconciliation with God AND with one another**

### **Community of Reconciled People**

## **2 Corinthians 5:16-20**

### **Practical Implications**

### **Reflection Questions**

1. What do you consider to be the core message of the Gospel? How would you explain it to an unbeliever? Where should reconciliation (with God and with others) fit into the message of the Gospel?
2. How does the issue of reconciliation and the full message of the Gospel address the conflict you face in your church? Are the issues you are facing the result of an incomplete view of the Gospel? How do begin to share the “full” message and return to the right trajectory?

## Session 3 – Discussion of the Gospel

*Watch the Video (8:00)*

### Reflection Questions

1. How do you respond to Rick's description of the Gospel? Is this an ideal or something that can be lived out? What are the effects of a "truncated" gospel?
2. The [Lausanne Covenant](#) contains the phrase "evangelization requires the whole church to take the whole gospel to the whole world." What does this mean in light of this discussion on the nature of the gospel? What would you include in the "whole" gospel?

## Session 4 – Sparks That Ignite Conflict

*Watch the video (10:45).*

### Sparks:

Innocent misunderstandings

Careless words

Pursing uniformity rather than unity

Competition over limited resources

Change

Legitimate desire elevated to sinful demands

Character flaws

Others?



## **Gasoline:**

Worldly attitudes

Lack of peacemaking skills on part of leadership

Fear

Lack of adaptability

Don't fully embrace the gospel

## **Unwitting arsonists**

## **The good news ...**

## **Reflection Questions**

1. What are some other sparks that you have seen ignite conflict in the church? What about gasoline that has led to full-blown conflict?
2. Have you been the victim of conflict in your church? What led to that conflict? On the other side, have you been an "unwitting arsonist?" What led to your role in creating conflict? How was it resolved?

## Session 5 – Conflict Culture in the Church

*Watch the video (14:14).*

Every church has a “culture” for resolving conflict

Concept of church culture

Three basic kinds of conflict resolution cultures:

People-pleasing (or escaping) culture

Controlling (attacking) culture

Peacemaking culture

Slippery slope

## **Peacemaking Leader:**

Tempers strength with humility.

Values diversity.

Sees Conflict as Potential Opportunity.

Measures success by reconciliation.

Committed to building a “culture of peace.”

Develops peacemaking skills.

## **Case Study – Conflict Culture in Practice**

1. What will be the pastor’s attitude, action, and likely result if pastor is a people-pleasing leader?
2. What will be the pastor’s attitude, action, and likely result if the pastor is a controlling leader?
3. What will be the pastor’s attitude, action, and likely result if the pastor is a peacemaking leader?

## Session 6 – Discussion of Conflict Cultures

*Watch the video (20:10).*

**Responses to various types of leaders ...**

People-pleasing

Controlling

Peacemaking

*We are called to peacemaking – that is the gospel.*

### Reflection Questions

1. Which way does your church tend to slide? What has been the result of people-pleasing or controlling responses in your church?
2. What is your own leadership tendency on the *Slippery Slope of Conflict*? What is one step you could take to move toward the center of the slope?

## Session 7 – Crafting a Culture of Peace

*Watch the video (13:13)*

### **Four building blocks**

Passion for the Gospel

Unified leadership

Peacemaking theology

Practical Tools

### **1) Passion for the Gospel**

We are forgiven ...

Parable of Unmerciful Servant (Matthew 18:21-35)

Story of Pharisee and the Sinful Woman (Luke 7:36-50)

Find ways to fan into flame a love for the Gospel.

## Nancy's story

*Gospel-centered peacemaking is not a tool for an occasional crisis. Rather, it is the essence and nature of every aspect of our life together.*

## Reflection Questions

1. Reflect on your own experience of the Gospel. How has it shaped your thought, values, and actions? How has it effected how you relate to others?
2. Do you have a passion for the Gospel? Is it the dominant or overwhelming influence in your life? How do we “fan into flame” a love for the Gospel?

## Session 8 – Unified Leadership, Part 1

*Watch the Video (16:58)*

**Disaster? Or finest hour?**

### **The Critical Issue of Unity**

Ecclesiastes 3:12

There is power in a united leadership team.

Beware: A “dream team” can turn into a nightmare.

### **Leadership struggles that lead to disunity ...**

Control

Poor communication

Different giftings

Biblically unqualified leaders

Competition

## **Reflection Questions**

1. Think through each of the struggles that were mentioned. How would you defend against or counteract the effects of each of those struggles? What other struggles have you seen that contribute to disunity among church leaders?
2. What has been your own experience on the teams that you have led or been a part of? How would you go about promoting unity among your leadership team?



## Session 9 – Unified Leadership, Part 2

*Watch the video (13:58).*

### **Before the conflict ...**

Establish trust – you’ll need it.

1)

2)

3)

4)

5)

6)

Create and maintain “capital” – you’ll use it.

1)

2)

3)

## During the conflict ...

Deliver:

- 1) Process satisfaction
- 2) Personal satisfaction
- 3) Results satisfaction

*This is not a distraction from ministry, this is ministry.*

## Reflection Questions

1. What are some additional ways to establish trust with your leadership team and/or your congregation? How important has this process been in your ministry? How would you go about building “capital” in your context?
2. How would you characterize your church leadership team – strong, cohesive? Or prone to division and discord? Somewhere in between? Is the team strong enough to have different opinions, but remain united in relationship? Why do you think this is the case?

## Session 10 – Peacemaking Theology, Part 1

*Watch the video (17:01).*

**What is conflict?**

**How do people respond to conflict?**

**The Slippery Slope of Conflict**

1) Escape

2) Attack

3) Conciliation

### **Reflection Questions**

1. What do you think about Ken Sande's definition of conflict? How would you define it? When does conflict become sin, or is it always a sin?
2. What response most closely resembles your typical response to conflict? How do we help ourselves and others move toward the middle of the arc? How do we know when to respond by overlooking, confronting, or mediating? What types of situations dictate each response?

## Session 11 – Peacemaking Theology, Part 2

*Watch the video (20:38).*

**1) Reflect the glory of God.**

**2) Wrestle the log out.**

a) Look into your own heart.

b) Make a thorough confession.

1.

2.

3.

4.

5.

6.

7.

### **3) Restore with care.**

a)

b)

c)

d)

### **4) Reconcile.**

a)

b)

c)

d)

e)

f)

## **Reflection Questions**

1. What are you preoccupied with? What captures your attention?
2. What do you want so much that you are willing to risk relationships with others?
3. What do you fear?
4. What do you have to have in order to achieve inner peace?

## Session 12 – Responsible Listening, Part 1

*Watch the video (13:31).*

**Crafting a Culture of Peace – Part 4 – Peacemaking Tools**

**Communication – A core competency of peacemaking**

**“Laws” of Communication**

1.

2.

3.

4.

5.

## Two Major Skills

### Responsible Listening

1.

2.

*Trust is built when we prove to the other person that we hear their total message.*

### Reflection Questions

1. What has been your experience with the “laws” of communication? Is there one of the five laws that stands out? Do you think they are all true? Which would you challenge the most?
2. Do you think it is possible to accept 100% responsibility for what others are trying to communicate? What are some practical ways to prove to others that you understand their total message?

## Session 13 – Responsible Listening, Part 2

*Watch the video (14:41).*

### Listening Impaired

What affects our listening?

1.

2.

### Common Listening Pattern

### Responsible Listening Pattern

### Reflection Questions

1. Why is selective interpretation so dangerous in a conflict situation? How can we guard against in our own lives and ministries? What are steps we can take to avoid it?
2. How would you respond if someone said, “We’ve tried that before.”? What is a responsible listening response to the statement, “We’ve never done it that way here before.”?



## Session 14 – Responsible Listening, Part 3

*Watch the video (12:12).*

### Barriers to Responsible Listening

1.

2.

3.

4.

### Objectives in Responsible Listening

1.

2.

*After the video – work through the communication exercises (download from the lesson page).*

## **Recommended Resource**

Peter Delisser, [\*Be Your Own Executive Coach\*](#)

## Session 15 – Responsible Speaking, Part 1

*Watch the video (6:25).*

Definition ...

### Reasons People Stop Listening

1.

2.

3.

### Strategies for Responsible Speaking

1.

a.

b.

2.

a.

b.

## Reflection Questions

1. What does it mean to talk in terms of features and not benefits? How would talking in benefits help our listeners hang on longer? How do we avoid providing solutions before we asked to help?
2. How will we know how long is too long when we are speaking? How do we determine the essential information to include? How can we be sure that are listeners are following what we are saying? What does it mean to acknowledge their differences?

## Session 16 – Informal Communication and Mediation

*Watch the video (14:08).*

### Informal Communication Network

Definition ...

### Five Characteristics

1.

2.

3.

4.

5.

## Mediation

1.

2.

3.

## Reflection Questions

1. Do you have a plan for managing the informal communication network in your church? Who are the “centrals” in your church? What are some practical ways to make sure they get the right information?
2. Does your church have a written plan for the process of church discipline? What steps would you need to take, if not? What do you think about involving other like-minded churches in your community in a plan for church discipline?

## Session 17 – Peacemaking Beyond the Church

*Watch the video (31:05).*

### History of Race Relations in the South

### Rick's Personal Story

### Five Practical Steps

1. Practice intentionality.
2. Know before you go.
3. Drop the stereotypes.
4. Prepare to stand alone.
5. Enter with the Gospel of grace.

### Reflection Questions

1. Think about your own experience with people of a different ethnic background. How has the Gospel had an impact on how you relate to them?
2. What are some ways that your church can practice intentionality with dealing with others? How should the Gospel change how we view other ethnicities?

## FINAL EXAM

*After you have successfully completed the quizzes for Sessions 1-16, you may take the Final Exam, which is connected to Session 17.*

*You must answer 80% of the 20 questions correctly to receive a passing score and complete this course.*

*Congratulations, after passing the final exam, you have successfully completed the Christ-centered Leadership certificate.*