

FACILITATOR

CONNECTIONS MODULE #2
LEADER GUIDE

Connect: Spend time allowing team members to connect with one another.

Celebrate: Ask how they've seen God working in their area of ministry since you met last?

Leader: Through this discussion it's important to remember you are equipping your team to equip others. Just a reminder you are the facilitator of this discussion and don't need to be the teacher. What's great is you all will be learning together through the discussion and the key to your role is to: (1) Keep it simple, (2) Keep on topic, and (3) Keep it moving.

Competency: Navigates conversations with individuals and groups with questions and an outlook for groups and individuals to discover the next steps in their spiritual formation and growth. After completing assignments below meet with your trainer and cohort to discuss what you learned.

Objective: To learn how to handle conflict in a way that brings people closer together instead of farther apart.

ASSIGNMENTS

Assignment 1: Read scripture, Philippians 4:2-3 & Acts 15:36-41, and answer provided questions.

Assignment 2: Listen to Andy Stanley's podcast on managing tension and answer provided questions.

ASSIGNMENT 1

Philippians 4:2-3 (NIV)

I plead with Euodia and I plead with Syntyche to agree with each other in the Lord. Yes, and I ask you, loyal yokefellow, help these women who have contended at my side in the cause of the gospel. Along with Clement and the rest of my fellow workers, whose names are in the book of life.

Acts 15:36-41 (NIV)

Sometime later Paul said to Barnabas, 'Let us go back and visit the brothers in all the towns where we preached the word of the Lord and see how they are doing.' Barnabas wanted to take John, also called Mark, with them, but Paul did not think it wise to take him, because he had deserted them in Pamphylia and had not continued with them in the work. They had such a sharp disagreement that they parted company, Barnabas took Mark and sailed for Cyprus, but Paul chose Silas and left, commended by the brothers to the grace of the Lord. He went through Syria and Cilicia, strengthening the churches.

QUESTIONS

1. Who around you could you ask for advice in dealing with conflict? Who is your Paul in the Philippians passage and who are your brothers in the Act's passage who can give sound advice without taking sides?
 - **Leader note:** For those that may not have existing relationships to fill these roles, is anyone in their life that they could consider deepening the relationship? Could they invest into a ministry in the church to help develop deeper relationships?
2. Would you be a Barnabas or a Paul in that conflict in Acts? Have you ever experienced a situation like that? What did you do?
3. What does it look like to give grace and forgiveness to people while not letting them walk all over you?
 - **Leader note:** For those that have a difficult time answering this question or establishing boundaries, a great resource to recommend is the book *Boundaries: When to Say Yes, How to Say No to Take Control of Your Life* by Cloud and Townsend.

ASSIGNMENT 2

Listen to Andy Stanley's podcast on managing tension and answer these questions:

QUESTIONS:

1. What is a tension that needs to be managed on your team?
 - **Leader note:** This question helps participants to start distinguishing tensions from conflict. How did they come to this determination for the examples they mentioned?
2. What are the upsides to each view in the tensions you need to manage? How can you maximize those?
 - **Leader note:** Be careful to be balanced in your discussion here, making sure to consider equally both sides of the tension and their upside.
3. What are the downsides to each view in the tensions you need to manage? How can you minimize those?
4. Is there anyone on your team who has to win? Who wants to make their decision instead of the right decision? When and where would be the best time to have a conversation with that person? What would be a healthy next step for that team member in accordance with the verses above?
 - **Leader note:** You might consider referencing the "Motivator" Core Competency that was discussed previously in this ministry area for how to motivate others; if they have not already done that module, consider scheduling it for follow-up.
5. How do managing tensions and solving conflicts lead to more unity within an organization?

Key Takeaways to share with the team

When facilitating a team of people, conflict of some kind should be expected.
Working through conflict can and does lead to greater cohesion and community.

Communication

Share important information items with your team

Care

Spend time praying as a team. You may want to take specific prayer requests from your team members.