

CONFLICT AND OFFICER RELATIONSHIPS

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First Position Roles/Second Position Roles

- What is a first position role?
 - Senior pastor, president, conference departmental leader, principal, education director
- What is a second position role?
 - Associate pastor, associate departmental director, vice president, assistants, under treasurer, vice principal
- Which is the president, secretary, treasurer?





Leadership Roles Examined

- Biblical view of second leaders/shared administration
- Spirit of Prophecy view of second leaders/shared administration
- Seventh-day Adventist Church view of second leaders/shared administration

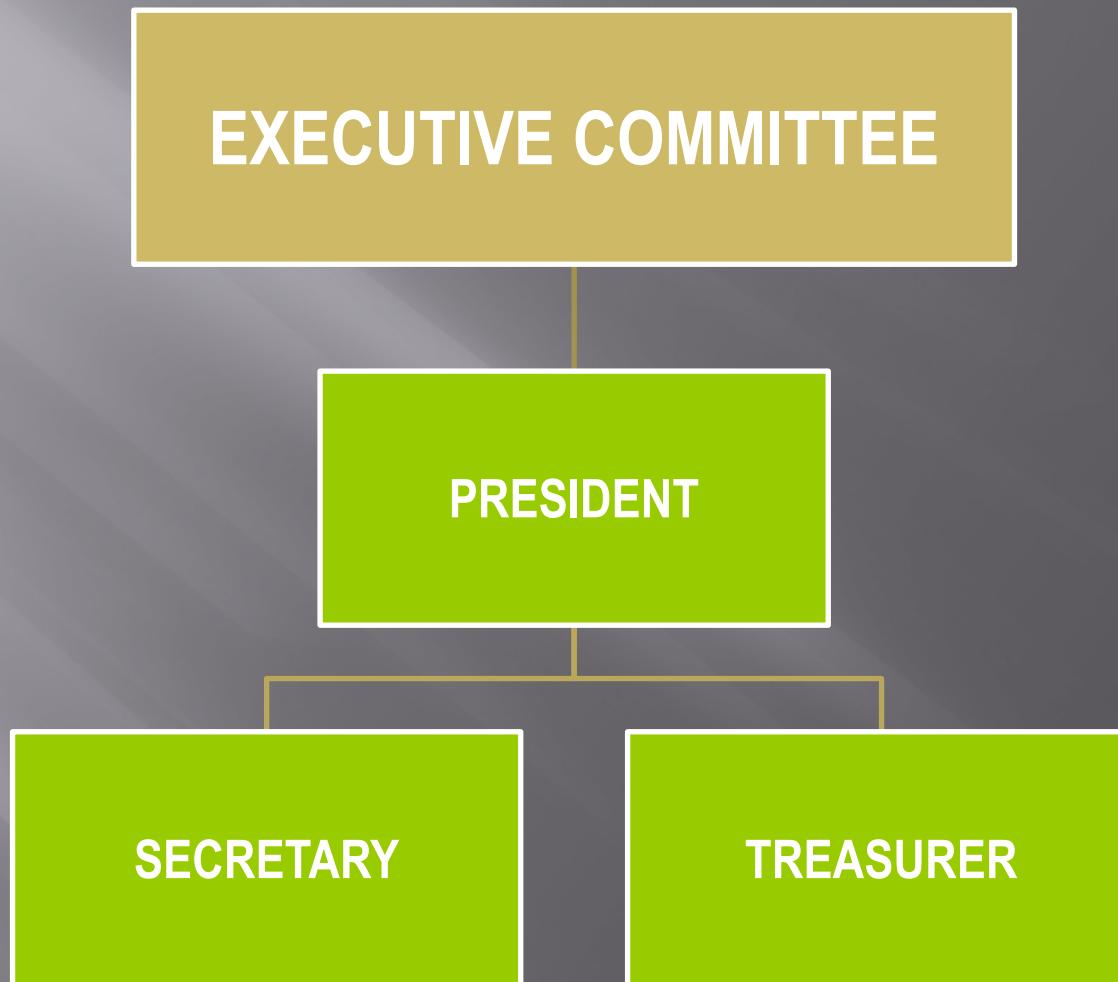
Flowchart the Relationship

- How would you flowchart the relationship of the executive officers and how they relate to one another and the organization?
- What would it look like?
- Which of the following charts best reflect our leadership structure and how they relate to one another?

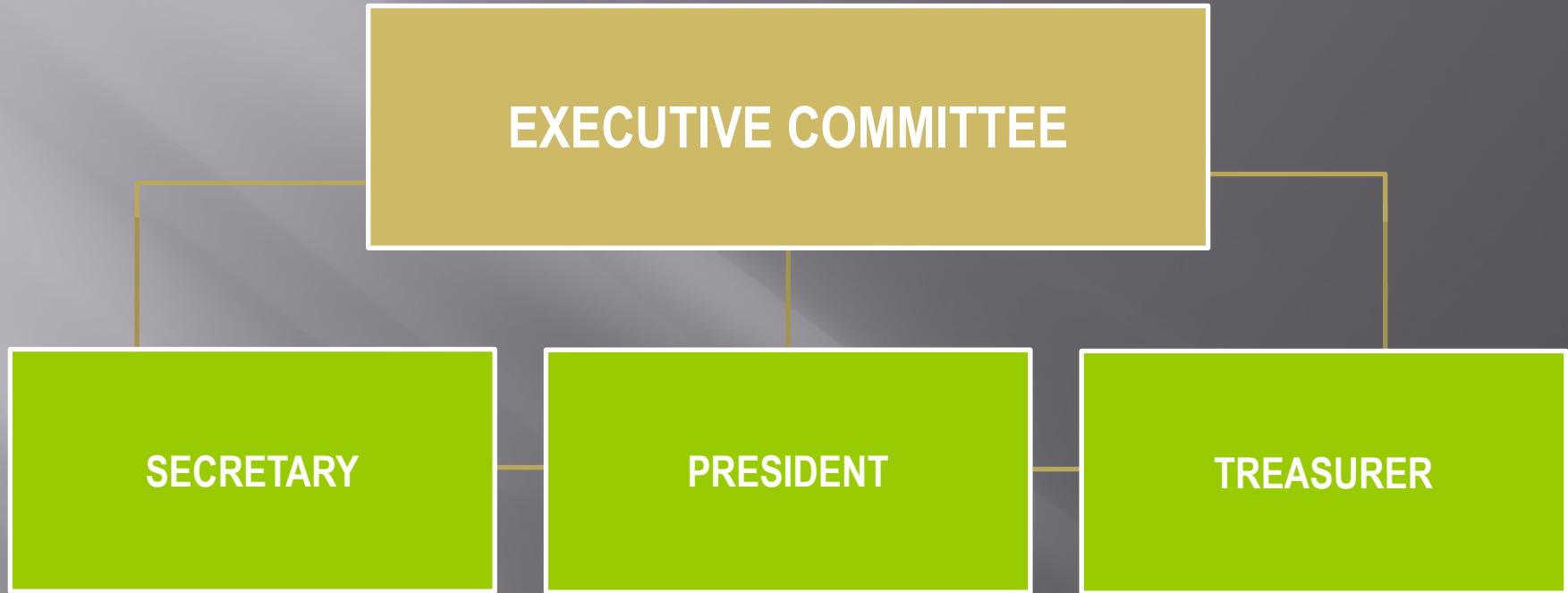
Seventh-day Adventist Leadership I



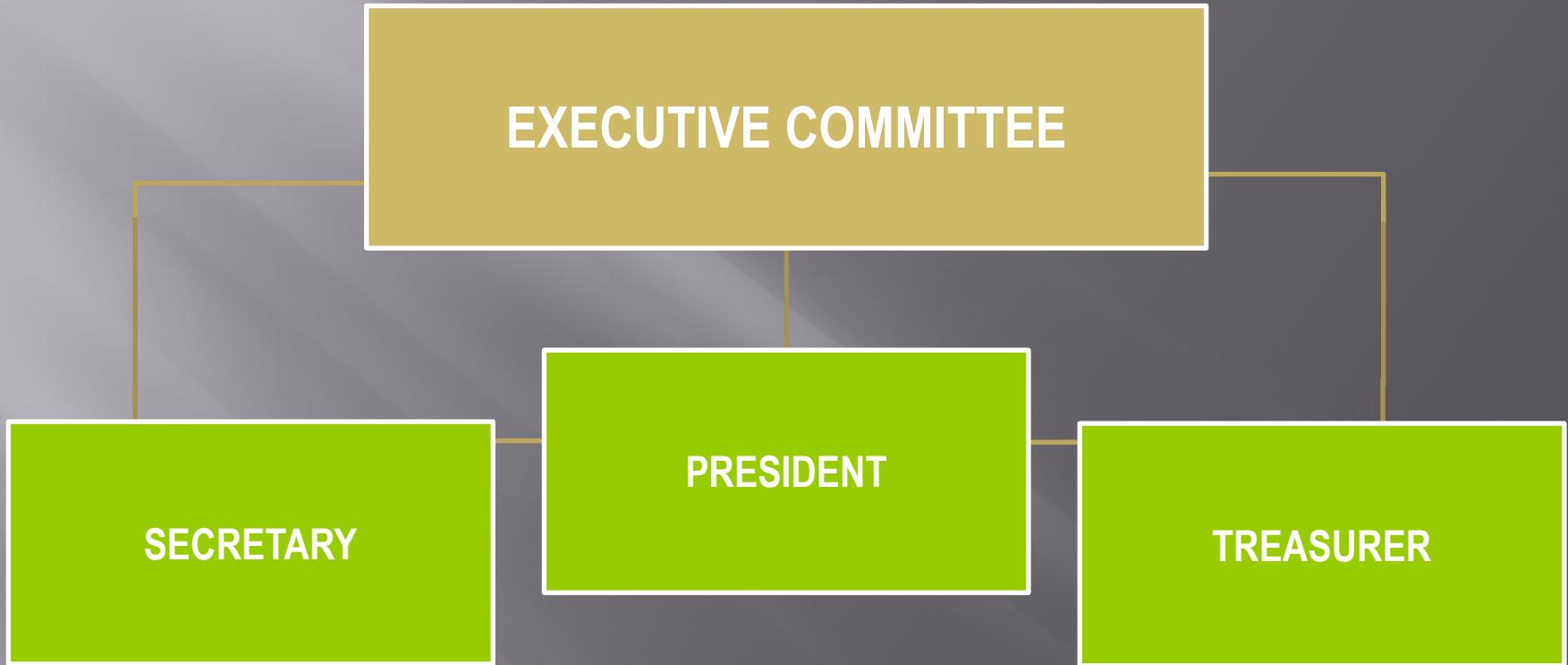
Seventh-day Adventist Leadership II



Seventh-day Adventist Leadership III



Seventh-day Adventist Leadership IV



A Biblical Perspective

- God not only called Moses but He also called Aaron to leadership - Second position role - Exodus 4:14-16
- God called Aaron not Moses - He said I will speak to Moses and Moses will speak to you and you will speak to the people.
- Note: Role and function of both the first position role and the second position role
- They are interdependent
- Both are important and needed!

A Biblical Perspective on Second Leaders

- Aaron and Miriam - Second leaders to Moses
- Joshua and Caleb were second leaders to Moses
- Aaron and Hur held up Moses Hands - Could not God have given Moses strength to keep his hands up?
- Why did they hold up his hands?
 - Interdependent
 - Second position leaders are needed and part of God's plan
- Elisha was a second leader to Elijah

Christ Our Example

- ❑ Jesus was counter culture when it came to leadership and He calls leaders to do the same
- ❑ Jesus' greatest challenge in preparing His disciples for leadership was to teach them to lead counter-culturally
- ❑ Jesus leads a revolution not only in the spiritual life of believers but also in the leadership style and practice of those He has empowered to lead His Church

Christ Defines Leadership

- Gentiles Exercise Lordship - But Jesus called them [to Him], and saith unto them, Ye know that they which are accounted **to rule over the Gentiles exercise lordship** over them; and their great ones exercise authority upon them.
- Mark 10:43 **But so shall it not be among you:** but whosoever will be great among you, shall be your minister:

Christ Defines Leadership

- 10:44 And whosoever of you will be the chiefest, shall be servant of all.
- 10:45 For even the Son of Man came not to be ministered unto, but to minister
- Christ our example – Form of God and Form of Servant
- Let this mind Be in you!

Gentilish Philosophy

- Only the Strong Survive
- Killed or be Killed
- Even the term “president” can be loaded and in many cases the meaning goes against the leadership model of Christ
- In many instances it refers to a person operating in a presidential system
- Some “this just my style”
- Can be “a lone” ranger

Christ Greatest Leadership Challenge

- To change His disciples' view of leadership
- His constant refrain was “he that is greatest among you let him be servant of all”
- After pounding this philosophy for three and a half years
- The night before His crucifixion, not one was willing to play the role of a servant

Which Disciple Was the First Leader and Which Was the Second?

- It would depend on the function
- James was a first leader as chairman of the assembly - don't hear much after that
- Peter was a first leader - preaching at Pentecost; working miracles
- John had a major role as writer and prophet - last book and last living disciple
- Paul was a major leader among the gentiles and most prolific writer in New Testament

Paul and Barnabas – First/Second Leaders

- ❑ Paul and Barnabas were both first and second leaders
- ❑ Both men were gifted, assigned work, and the source of that collaborative call was the Holy Spirit
- ❑ In Acts 13:2, the Holy Spirit said, “Separate me out Barnabas and Saul for the work I have called them”
- ❑ God has called each person for their specific assignment

The Ultimate Second Leader

- Jesus sets the example as second leader
 - Philippians 2:5-8 Have this mind in yourselves that was also in Christ Jesus, who, although He existed in the form of God, did not regard equality with God a thing to be grasped, but emptied Himself, taking the form of a bond-servant, and being made in the likeness of men. Being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross.

Christ's Example

- Power and position was not to be grasped
- He willingly gave it up
- He subjected Himself to a second leader role to His father
- He said “of my own self I can do nothing”
- He said “I came to do the will of my father”
- He placed himself in a second leader role

Jesus Calls For a Different Leader

- It is the responsibility of the Church to continually evaluate the essence of its leadership rubric and style
- It is easy to allow the “Gentile” leadership model to creep into our leadership styles and philosophy
- For example, we borrow terminology from the world around us for leadership
- Those terms have meaning that may not follow the Jesus model

Christ Our Example

- ❑ The incarnational leadership example of Christ is profound

Christ Model - All Leaders Second Leaders

- Christ is the Shepherd
- All leaders of Christ are under shepherds to Him.
- Christ calls all leaders to be second leaders following His example.

E G White - Distribution of Responsibility Urged

- The Church in its organizational structure sought **to minimize “kingly” power** - 1901
- **“No Kingly authority in the Seventh-day Adventist Church** to control the whole body, or to control any branch of the work
- **Responsibilities are distributed** among a large number of competent men. – 8T 236

Ellen White...Cont'd

- “ Let no man feel that **his position** as president either of the General Conference or of a state conference **clothes him with a power over the consciences of others that is the least degree oppressive**, for God will not sanction anything of this kind. He must respect the rights of all, and **all the more because he is in a position where others will pattern after him.**” {ChL 30.2}

Adventist Polity

- We often use the phrase “**First among equals**”
- We do not have a presidential system because it tends to lead to centralization of power. As a church we do not believe that’s the best governance structure nor does it simulate the leadership example of Christ.
- Therefore, we have sought to spread the leadership over three officers rather than one.

Shared Administration - GC Working Policy

- The 54th General Conference Session, in its consideration of the Role and Function of Denominational Organizations, pointed out that the constitutions, bylaws and operating policies of all denominational organizations should be consistent with the Seventh-day Adventist concept of the church, its organization, and governance. **The fruitage of that concept is a representative and constituency-based system.** Its authority is rooted in God and distributed to the whole people of God. It recognizes the committee system. **It provides for shared administration (president, secretary, treasurer) rather than a presidential system.** It recognizes a unity of entities (church, conference, union, General Conference) based on mission, purpose and belief that binds the believers together in a universal fellowship. P. 135

Shared Administration...Cont'd

- Executive Officers: The executive officers of this conference shall be a president, a secretary, and a treasurer **shall carry forward the work after consultation with one another**
- It is **the duty of these officers, in consultation with one another**, to carry forward the work according to plans, policies, and programs voted by the constituency and/or the conference executive committee. P7

Shared Administration...Cont'd

- The president, who shall be an ordained minister of experience, is the first officer and shall report to the executive committee of the conference in consultation with the secretary and the treasurer. GCWP P 7
- He shall act as chairman of the constituency meetings and the executive committee, and serve in the general interests of the conference as the constituency and the executive committee shall determine.

Shared Administration...Cont'd

- The secretary, associated with the president as an executive officer, shall serve under the direction of the executive committee and shall act as vice chairperson of the executive committee. The secretary shall report to the executive committee of the conference after consultation with the president.
- The treasurer shall serve under the direction of the executive committee...after consultation with the secretary and president

President – Secretary - Treasurer

- ❑ This model **raises** the second position role and lowers the first position role. (**different than Gentiles**)
- ❑ If we were to chart functions of the organization, it could most likely flow differently.

Functions of Executive Officers

- Presidential Functions
 - Visionary
 - Leads in Setting Overall Direction
 - Overseer of the General Organization
- Secretariat
 - Agendas, Minutes, Records
 - Statistics , Policy overseer
 - Leads Office Operations
- Treasury
 - Overseer of Finances
 - Wills and Trusts
 - Property Management

Distinct Functions But Consultation

- No officer owns the position or functions – it is shared
- The president can't cast a vision alone
- The secretary can't dictate policy alone
- The treasurer can't spend the money alone
- They share the responsibilities though one may lead out.

PRACTICAL STEPS TO MINIMIZE CONFLICT

- Proactively establish boundaries and parameters before they're needed
- Intentionally set times to meet – Just officers
- Enthusiastically support those things you can
- Separate principled items from preferences
- Choose your battles wisely
- Articulate the role of treasurer to help fund the mission
- Keep fellow officers informed as to where all the funding is located and the amounts – most will not know just by looking at financial statements

PRACTICAL STEPS TO MINIMIZE CONFLICT

- Share the weight of the role especially when things are challenging
- Express your passion for the mission
- Don't blindsight your fellow officers, even if it's in your area
- Use we messages instead of I messages

RESOLVING CONFLICT

- Own it. If you've messed up, own it. Own it fully because the offense is against a Holy God – don't explain it away.
- Speak truth. If you've been hurt,
- Go to the person humbly and talk to them. Listen to them. ...
- Give grace. Be quick to forgive.

RESOLVING CONFLICT

- **1. Take the initiative to resolve the conflict.**
- The moment you sense a problem in your relationship, take the first step toward righting it—even if you think the other person was wrong and you've done nothing to provoke him or her.
- Approach the person face-to-face. Conflict seldom is completely resolvable via e-mail, letters, texting, or phone calls because we can't read each other's face, eyes, or body language.
- *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 18:15*
- **2. Validate the person's feelings without minimizing his or her concerns.**

RESOLVING CONFLICT

- 3. Focus on goals bigger than your personal differences.
- Before starting a discussion, establish that the relationship is more important than any disagreement. If you focus on what's keeping you apart, it will be much harder to reach the goal of working on priorities out together.
- *Make every effort to keep the unity of the Spirit through the bond of peace. – Ephesians 4:3*

RESOLVING CONFLICT

- **4. Listen attentively as the other person tells how he or she sees the situation.**
- Let the other person speak first while you listen with your heart, eyes, and ears — without becoming defensive or angry. Try to hear the hurt in the person's voice and empathize. Don't interrupt. Let the person complete his or her story. Understandably, this will be the most difficult of the seven steps.
- *To answer before listening – that is folly and shame. - Proverbs 18:13*
- *Do you see someone who speaks in haste? There is more hope for a fool than for them. - Proverbs 29:20*

RESOLVING CONFLICT

- 5. Validate the person's feelings without minimizing his or her concerns.
- Acknowledge the other person's points, without arguing or challenging. Then ask if they will listen to you.
- *My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry, because human anger does not produce the righteousness that God desires. – James 1:19–20*

RESOLVING CONFLICT

- 5. Tell your story.
- Indicate that you understand how the person may have perceived the situation in a different way than you meant it. Avoid assigning blame, although it's okay to let the person know how the situation also hurt your feelings or upset you.
- *You may think you have won your case in court, until your opponent speaks. – Proverbs 18:17 CEV*

RESOLVING CONFLICT

- 6. Apologize and ask forgiveness for your part in the disagreement.
- Don't expect the person to say he or she is sorry or to ask for forgiveness. Forgive with no hidden agenda or expectations. This step will probably surprise the other person and de-escalate any volatility in the discussion. Asking for forgiveness is disarming. There are always two sides to an argument, and you're taking responsibility for your part.
- *Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you. – Colossians 3:13*

RESOLVING CONFLICT

- 7. Discuss how to avoid future conflict.
- Set ground rules for the relationship going forward to prevent this same source of conflict reoccurring. Close with prayer.
- *Starting a quarrel is like breaching a dam; so drop the matter before a dispute breaks out. – Proverbs 17:14*

RESOLVING CONFLICT

- ❑ Learning how to resolve conflict the biblical way allows us to keep our cool and humbly communicate in a peaceful, loving manner – Christ’s way. Unresolved conflict causes unrest, disunity, anger, revenge, gossip, and unkindness – Satan’s way.
- ❑ When we resist Satan by adopting Christ-like behavior, the enemy retreats – at least for the moment. He’ll be back with a new strategy, but don’t allow him to get a foothold.

Shared Administration

- Determined by roles and functions
- Define titles by SDA philosophy not the “Gentilish” philosophy
- Resist others imposing their understanding of leadership on your role and function – meaning of president as an example
- Continue to clarify your understanding of servant leadership versus “Gentilish” leadership

The Benefits of Shared Administration

- Officers can provide balance to you
 - No matter who we are, we are flawed and frail and have our biases
 - If freed to do so the other officers can provide balance
- They can help you bear the burden
- More work can be accomplished
- There will be some people that one can influence that you will not be able to

The Tone of Leadership

The secretary and treasurer must lead from the second chair and the president from the first but both must lead. Sometimes that may depend on the role at that time.

How does one do this?

Leadership Tone

- Each must respect fellow officer's significant responsibilities.
- Must be an environment for the officers to disagree with each other. This is critical.
- Value the dissenter – We tend to want to silence the dissenters
 - Sharpens you

God's Promise to Leaders

- ❑ Lo, I am with you always even to the end of the world
- ❑ They that with us are more than they that be with them
- ❑ If God be for us who then can be against us?
- ❑ No weapon formed against us can prosper
- ❑ We are more than conquerors through Jesus Christ our Lord
- ❑ God will supply all your needs according to His riches in glory

God Has Called You!

- Give me a man of God—one man, whose faith is master of his mind, and I will right all wrongs and bless the name of all mankind.
- Give me a man of God—one man, whose tongue is touched with heaven's fire, and I will flame the darkest hearts with high resolve and clean desire.
- Give me a man of God—one man, one mighty prophet of the Lord, and I will give you peace on earth, bought with a prayer and not a sword.
- Give me a man of God—one man, true to the vision that he sees, and I will build your broken shrines and bring the nations to their knees.

MAY GOD BLESS YOU ON
YOUR LEADERSHIP
JOURNEY WITH HIM!