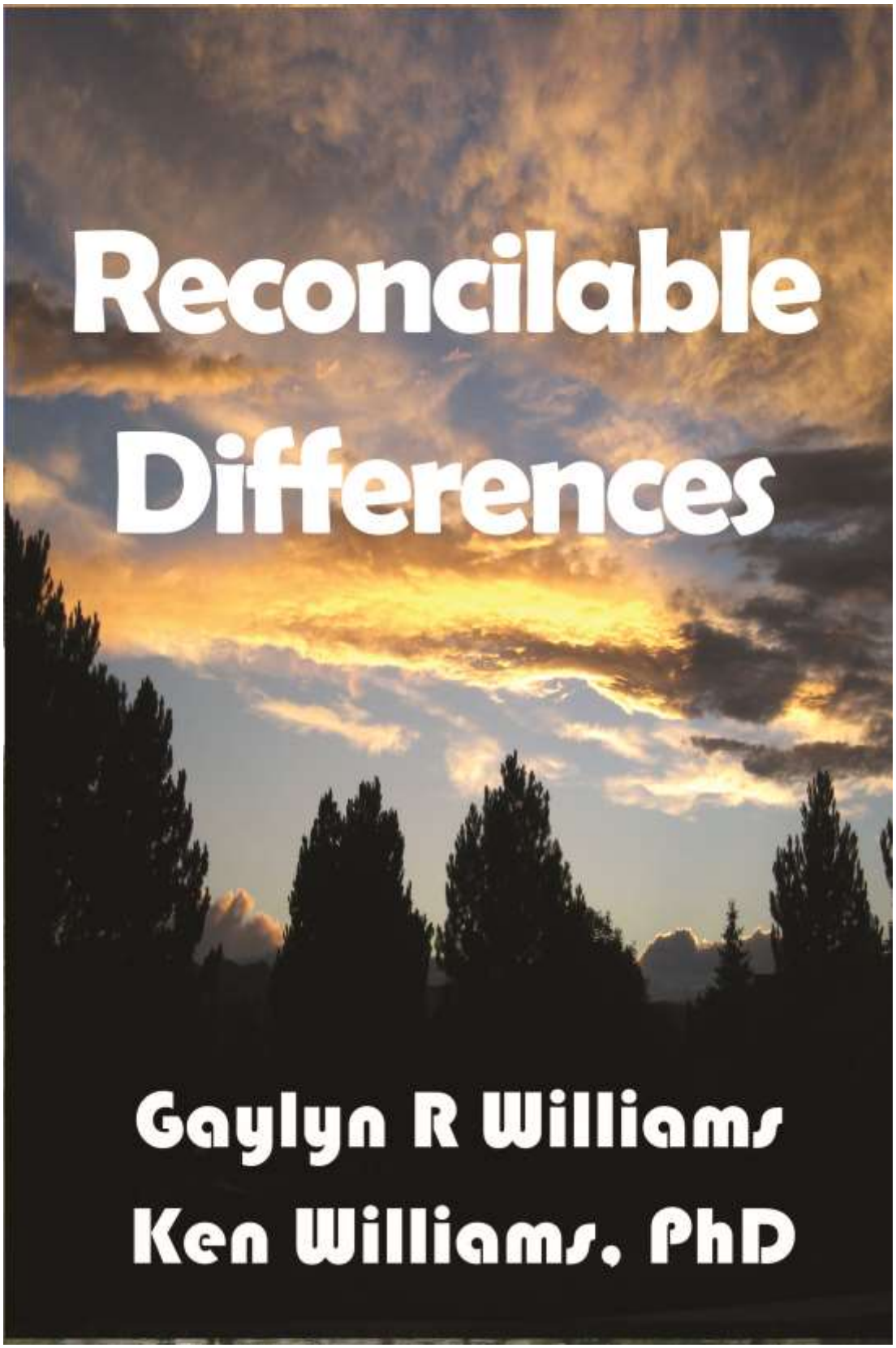

Reconcilable
Differences
Gaylyn R Williams
Ken Williams, PhD

Reconcilable Differences

Gaylyn Williams

Ken Williams Ph.D.

A father-daughter writing team.



Reconcilable Differences

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Contact Relationship Resources for additional copies and quantity discounts on our books:

PO Box 62454

Colorado Springs, CO 80962

www.RelationshipResources.org

info@RelationshipResources.org

About Us

Relationship Resources…

- Facilitates growth for believers and not-yet-believers in their relationships with God, themselves and other people
- Provides practical, biblical, interactive workshops and materials designed to empower and equip individuals and groups in their lives, work and ministries
- Trains and mentors facilitators to provide workshops for other groups
- Gained IRS nonprofit status in 1999
- Began as a concept in 1970 with Ken Williams training missionaries
- Offers workshops on many topics, including:
  - Surprised by Joy
  - De-Stress Your Life
  - Interpersonal Skills
  - Reconcilable Differences



Gaylyn Williams

- The director of Relationship Resources, Inc. since 1999.
- Passionate about empowering people for maximum success in their lives and relationships.
- A published author of nineteen books.
- A magazine writer with numerous published articles in various magazines.
- An international motivational speaker and seminar trainer.
- Mother of two married sons.
- A former missionary with Wycliffe Bible Translators from 1972 to 1992.
- A former missionary with The Navigators from 1997-1999.

Ken Williams, Ph.D.

- He and his wife Bobbie began their ministry with Wycliffe Bible Translators in 1957. They first served among the Chuj people of Guatemala, completing a translation of the New Testament, as well as founding a Bible Institute, literacy work, and medical clinics. In the early 1970's Ken began providing care and counseling for cross-cultural workers. Ken earned his Ph.D. in Human Behavior,

and he and Bobbie continued in this ministry with Wycliffe for 22 years, counseling thousands of missionaries worldwide.

- Ken came to realize that many of the difficult issues addressed in counseling could be avoided if believers received effective training in interpersonal relationships and managing stress. This was accompanied by Ken's deep conviction that healthy, godly relationships are best built and sustained by living out God's Word.
- In 1987 Ken began to develop training programs for workers in Christian ministries, especially mission organizations.
- Ken went home to be with Jesus April 2013.

For more information, go to www.RelationshipResources.org or email us at: info@RelationshipResources.org.

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Introduction

Conflict is inevitable anywhere there are people—with family, friends, at church, in the community, and in business. It can either devastate or strengthen relationships. Proven biblical principles guide churches, ministries and individuals to transform conflict into strong, God-honoring relationships.

While conflict is common even in the body of Christ, it doesn't have to be debilitating. Conflicts are not destructive in themselves. The *way they are handled* determines how negative or positive they are. If a conflict between two people isn't properly resolved it can contaminate an entire family, business, congregation or ministry.

Dealing with conflict is rarely easy. However, personal and ministry success is determined to a large degree by how skillfully people transform conflict into a catalyst for building strong relationships.

Here are some ways you may experience conflict:

- Within your family—with your spouse and/or children
- With your board of directors
- With one person or group—either within or outside of your ministry
- Conflict with church or ministry members over vision
- Name your own _____

Can you relate to any of these?

You Are Not Alone!

Conflict is normal in life and ministry, with people you work with as well as within the family and other personal relationships.

Look at some statistics. These were done specifically about pastors, however they are very similar for missionaries and anyone in ministry. (We believe all believers are in ministry of some kind, whether with your family, friends or running a huge nonprofit ministry.) Can you relate?

The statistics in this section are about pastors, but they equally fit anyone who is in ministry.

Pastor Darrin Patrick gathered research from organizations such as Barna and Focus on the Family:

- A major reason that pastors leave the ministry each month is due to contention in their churches.
- The majority of wives surveyed said the most destructive event that had happened in their marriages and families was the day they entered the ministry.
- Fifty percent of pastors and ministry leaders' marriages will end in divorce.

Conflict is normal in ministry.

According to Maranatha Life, 85% of pastors said their greatest problem is they are sick and tired of dealing with problem people. Ninety percent said the hardest thing about ministry is dealing with uncooperative people.

The number one reason pastors leave the ministry is because church people are not willing to go the same direction and goal of the pastor. Many pastors believe God wants them to go in one direction but the people are not willing to follow or change. Ministers feel they have a message and direction from God for their church but the people are not willing to listen or respond.

40% of pastors report serious conflict with a parishioner at least once a month. The statistics for missionaries having a serious conflict with other missionaries or with those they serve is probably even higher.

Every person who has been in ministry for any length of time has experienced conflict.

A church or ministry is as susceptible to conflict as any other group. No matter how much you and others in your ministry want to serve God and advance his kingdom, you're still affected by the Fall, which means you will inevitably experience conflict.

Eric Reed says in "Leadership" magazine that conflict can take many forms in a church or ministry:

- Gossip and slander can poison a whole ministry.
- Unresolved tensions in teams, missions and congregations.
- Prolonged family conflicts can lead to rebellious children or bitter divorce.
- Deadlocks on committees can cripple needed ministries.
- People taking stands based on religious beliefs can succumb to self-righteousness and judgmentalism.
- Disputes between members who do business with one another can lead to lawsuits.

I (Gaylyn) attended a church where I was appalled to hear the associate pastors putting the senior pastor down. They didn't agree with the way he made decisions. They have a right to disagree; however, people should not be slamming each other, especially ministry leaders slamming others.

Any time a conflict between two people is not properly resolved, it can infect an entire congregation or ministry. You cannot prevent conflict in Christian ministries. However, how believers respond to conflict, determines whether it is prevented from developing further or allowed to progress to destroy the ministry. Conflict can actually strengthen relationships, if it is handled well—both in personal and ministry relationships.

Conflicts will come. Are you, your family and your ministry prepared to respond?

While these statistics, (which are similar for any ministry, not just churches) may look frightening, there is hope. You don't have to become a statistic, but it will take choices on your part.

A Critical Foundation for Managing Conflict

The first, possibly the most important, step for managing conflict in any relationship is listening. Many people think that conflict can be effective just by doing and saying the right things. Those are important, but they are only a part of effectively handling conflict.

The skill of listening with love and respect is foundational to our relationships, yet few people do it well. You can enrich your service to the Lord by developing these abilities.

Many people are good at sabotaging their relationships! Yet most don't even realize what they are doing that sabotages them. It happens most often because of the ineffective ways a person converses—especially in how he listens.

If we consistently react poorly with others, we will eventually kill our relations with them! We may have great knowledge and even some excellent skills about how to relate to others. But if we're unaware of what we're doing wrong, or if our listening doesn't come out of a heart of love, we'll hurt the people around us.

The skill of listening with love and respect is foundational to our relationships, yet few people do it well.

It is critical to get everyone in your ministry and family on the same page by training them in interpersonal skills and in conflict management. Many people think they are good listeners, when they don't even take the time to listen. I (Gaylyn) had a friend who was on staff at a large church. She proudly stated, "I'm a great listener." Yet she rarely stopped talking long enough to hear anything I had to say. Unfortunately, that is how so many people communicate.

Managing Conflicts Well

How good and pleasant it is when brothers live together in unity. Psalm 133:1

Our effectiveness in serving God depends on how well we to others. We can only experience healthy, close relationships as we manage our conflicts well. The purpose of this e-book is to share a few concepts for managing conflicts. These principles can apply to any relationships: marriage and family, teams, co-workers, congregation or friends.

Consider the following:

Conflict is normal in close relationships. Living and/or working closely together over time means that we will surely disagree at times and that we will probably offend and irritate each other. We have different personalities, backgrounds, tastes, lifestyles and needs. These differences often result in conflicts.

Accepting conflict as a fact of life helps us deal with it better. Conflicts are not destructive in themselves. The *way we handle them* determines how destructive they are. In fact, when we handle conflicts well, we tend to draw closer to each other.

Conflicts are not destructive in themselves. The way we handle them determines how destructive they are.

High stress usually lowers our tolerance for conflict. Intense external and internal stress can seriously hinder our ability to bear with others and to manage conflicts. External stresses such as work pressures, insufficient time for our personal life, difficult living conditions, poor climate or frequent moves take their toll on our coping ability in conflict situations. This may be even truer of *internal stress*, such as fatigue, anxiety, unresolved internal conflicts, physical illness, and hormonal imbalance.

If we recognize our stress and realize its effects, we can take it into consideration and be more caring of others. Whenever possible, don't attempt to manage major conflicts when you're overloaded with other stresses.

Spiritual resources are vital for managing conflicts. Could an outsider who observes your relationships tell that you are a servant of Christ?

- Study the Word to discover which spiritual resources you can apply in your relationships, and especially in handling conflicts.
- Consciously claim Christ's power for your relationships. Pray with and for each other regularly.

- Make use of godly counsel in time of need.
- Seek to apply biblical principles in your relationships. One way is to make a daily commitment to clothe yourselves with compassion, kindness, humility, gentleness and patience, as commanded by God in Colossians 3:12.

Could an outsider who observes your relationships tell that you are a servant of Christ?

Ground Rules for Managing Conflict

Here are some dos and don'ts for being effective in conflict management. Discuss these ground rules with your family, staff, board and congregation. Decide which you want to try to follow when you have conflicts. When both parties apply these biblical principles, you will increase your chances of finding a solution you're both happy with.

Do:

1. **Take your problem to the Lord first.** Ask Him to show you what *you* might be doing to aggravate the problem. If the problem is a one-time event rather than a continuing source of irritation, you may be able to resolve it alone with the Lord by forgiving and bearing with the other person according to Proverbs 19:11 and Colossians 3:13.

   However, *don't run away* from ongoing problems by over spiritualizing or by denying that your feelings are valid and need handling. Ask God for wisdom to know whether to overlook the offense" or to confront the issue. See Prov. 27:5-6.

2. **Deal with conflicts as soon as possible.** Ephesians 4:26 provides a healthy principle for handling anger: resolve the conflict the same day it comes up. Feelings are like cement—they begin to harden quickly. You can't always handle a situation immediately, but agree together to bring things up the same day when possible. Jumping into an issue the instant it comes up, without thinking through and praying first is dangerous too. Wisdom is needed.

3. **Keep to the present.** Don't bring up past problems. Talk about what is happening now. When you say, "You always..." or "You never..." you automatically bring up the past. See Prov. 17:9.

4. **Concentrate on one issue.** Proverbs 20:3 says, "It is to a man's honor to avoid strife, but every fool is quick to quarrel." To avoid unnecessary strife, make sure you know exactly what is bothering you, and keep to that one issue. Don't bring up unrelated problems. When more than one issue is thrown in, discussion breaks down into a hopeless quarrel. But when another issue legitimately comes up as part of the first, stop and decide whether it must be resolved before handling the original issue.

5. **Use "I statements."** See Paul's "I statements" in 2 Corinthians 2:1-4. In expressing feelings, state clearly how you feel rather than attacking or blaming. For example say, "I feel hurt and disappointed when I'm criticized in front of

others," rather than, "Why do you always have to criticize me in front of others?" Beware of hiding an attack inside an "I statement," such as, "I feel that you're a hateful, inconsiderate jerk!" See Prov. 16:21, 23-24.

6. **Establish and observe belt lines.** Be careful that your words don't crush the other person's spirit. See Proverbs 18:14. Each of you should make clear what kinds of remarks "hit below the belt." These are comments that are designed only to hurt. If you catch yourself hitting below the belt, stop and ask forgiveness immediately. Accept responsibility for what you say when you're angry. If the other person begins to hit below the belt, mention it immediately. Don't let it pass by, because it's too damaging to ignore.

7. **Express feelings appropriately.** Let each other know how you feel during a disagreement. If you are angry, frustrated, or disappointed, talk about your feelings, using "I statements." But avoid just venting your anger. Don't use a sledge hammer to swat a fly!

   Be careful that your words don't crush the other person's spirit.

   If you're given to exploding, try getting alone and venting it to the Lord first. This can be a good way to let off steam, and He is big enough to take your temper without being hurt. Proverbs 29:11 says, "A fool gives full vent to his anger, but a wise man keeps himself under control." See Proverbs 15:18 and 29:22.

Don't:

1. **Don't attack each other's character.** Proverbs 11:12 says, "A man who lacks judgment derides (belittles) his neighbor, but a man of understanding holds his tongue." Talk about behavior rather than personality. "It's really hard to keep the house clean when papers and clothes are left lying around" is less inflammatory than "Why do I have to live with the town slob?" Attacks easily degenerate into character assassination.

2. **Don't mind read.** Don't try to analyze each other's motives and thoughts. It's easy to think we understand the *why* behind others' behavior, but we don't have the right to tell them what their motives are, and then to condemn them for those motives. See Prov. 20:5.

3. **Don't make prophesies.** Ecclesiastes 10:14 says, "The fool multiplies words. No one knows what is coming, who can tell him what will happen...?" Be careful about predicting how someone will react in actions, thoughts or feelings. The fact that he reacted in a certain way before doesn't mean he will do so this time. Give him an opportunity to respond in the way you would like him to respond.



4. **Don't counter attack.** When someone brings up a problem, be willing to talk about it without reference to his failures and weaknesses. Attacking him guarantees that even a small conflict will escalate into full-blown war. If he is hurting by something you're doing, allow him to share his feelings and then work together to find a solution. This means setting aside your desire to avoid blame by laying it on him. See 1 Peter 2:22-23 and 3:8-11.

5. **Don't try to win.** This may seem odd, but any attempt to win at the expense of the other destroys your unity in Christ. A desire to win usually means getting the best of the other person getting *your way* at *his expense*. When one of you loses, *both lose*, because the conflict is not truly resolved. Mutually satisfactory solutions *are* possible with God's enabling, if both of you can give up the idea of winning.

6. **Don't seek revenge.** Proverbs 24:29 says, "Do not say, 'I'll do to him as he has done to me; I'll pay that man back for what he did.'" Revenge has no place in Christian relationships. Yet it's easy to give in to it. If you feel vengeful, admit

it to the Lord and decide to give it up to Him. Romans 12:17-21 applies to all relationships!

7. **Don't dump your problem on other people.** Proverbs 20:19 says, "A gossip betrays a confidence..." Secretly telling a friend not only betrays the person; it may make you more resentful.

   On the other hand, it may help to talk to a counselor or close friend who will be honest with you and give you ideas for resolution. Watch your motives! Are you looking for genuine help or for sympathy?

Consider the following:

- Which ground rules do you follow in your closest relationships?

- Which ground rules do you violate sometimes? You may want to ask forgiveness with regard to some. What about with your spouse, children and/or other close relationships?

- Write out any commitments for change you want to make before the Lord

How Am I At Managing My Conflicts?

Consider how you are at managing your conflicts and use this scale to indicate your responses. Mark both how you are doing with family, as well as with other people in your life.

1 = Hardly ever, 2 = Occasionally, 3 = Sometimes, 4 = Often, 5 = Nearly always

Family Others

____ ____ 1. I prayerfully consider the best time and place to bring up a conflict.

____ ____ 2. When a conflict arises, I am consciously aware that our relationship is almost always more important than the issue.

____ ____ 3. Before jumping into a conflict I take time to pray and think about it, if possible.

____ ____ 4. I avoid "clamming up" and refusing to talk when I'm in a conflict situation.

____ ____ 5. When I'm in a conflict with someone I resist trying so hard to get my way that I endanger our relationship.

____ ____ 6. I am able to forgive even when the offender hasn't asked for forgiveness, or expressed a desire for it.

____ ____ 7. When the timing is appropriate I ask for forgiveness, if the person has been hurt or offended by me, whether I believe I was wrong or not.

____ ____ 8. I use "I statements" rather than "you statements" whenever possible.

____ ____ 9. I avoid saying "you always..."and "you never..." when in conflict.

____ ____ 10. I listen carefully to the other person's point of view and try to put what he or he is saying into my own words before responding with my point of view.

____ ____ 11. I keep to the one issue at hand rather than bringing up several issues at a time.

____ ____ 12. I am very careful not to say things that are deliberately meant to hurt.

____ ____ 13. I resist trying to read the other person's mind and making prophesies about how they will react.

____ ____ 14. I refrain from attacking the person's character and focus on behavior as much as possible.

Look over your responses to "*How Am I at Managing My Conflicts?*"

- Re-examine any issues in which you responded with a score of three or less.
- Decide which ones you want to grow in, and what you will begin doing differently.
- Share with someone who will hold you accountable.

Bible Study on Managing Conflict

1. **What can you learn about managing conflict from the following Scriptures?**
   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." If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector. Matthew 18:15-17. (Also see Deut. 19:15)

   But I tell you who hear me: Love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you. Luke 6:27-28

   When we are slandered, we answer kindly. We have become the scum of the earth, the garbage of the world—right up to this moment. 1 Corinthians 4:13

   If any of you has a dispute with another, dare he take it before the ungodly for judgment instead of before the saints? Do you not know that the saints will judge the world? And if you are to judge the world, are you not competent to judge trivial cases? Do you not know that we will judge angels? How much more the things of this life! Therefore, if you have disputes about such matters, appoint as judges even men of little account in the church! I say this to shame you. Is it possible that there is nobody among you wise enough to judge a dispute between believers? But instead, one brother goes to law against another—and this in front of unbelievers! The very fact that you have lawsuits among you means you have been completely defeated already. Why not rather be wronged? Why not rather be cheated? Instead, you yourselves cheat and do wrong, and you do this to your brothers. 1 Corinthians 6:1-8

   See Romans 12:17-21 and Ephesians 4:31-32 for other Scriptures on this topic.

2. **Proverbs 13 to 17 give many principles for managing conflict. As you look over these chapters, personalize any principles that speak to you, and write them out in your own words.**

   Here are two examples:

   "If I watch what I say, I'll be protecting myself from trouble; but if I talk without thinking, I'll be ruined." Proverbs 13:3

"When I get angry easily, I do foolish things, and when I'm devious people don't like me." Proverbs 14:17

3. **Write a commitment to grow in any areas where God is convicting you; then share your commitment with someone who will help you be accountable.**

_The following are a_vailable as workshops for your ministry
Books available soon at: www.RelationshipResources.org.

Five Keys to Transform Your Relationships:
How to unlock better communication, greater intimacy and personal growth

Do you long for improved relationships or to strengthen the good ones you have? Discover five biblical, easy-to-apply skills to protect and build personal, ministry and church-wide relationships.

Relationships can be difficult, both inside and outside the family. Broken relationships are far too common. Barna Research Group and others document the desperate need for interpersonal skills training for every Christian—from pastors, missionaries and ministry leaders to people in business and family relationships.

Five Keys to Transform Your Relationships empowers individuals for maximum success in all their relationships with simple-to-apply skills. It guides people to discover what God's Word says about interpersonal skills and reveals how to apply the principles in their daily lives.

It offers five keys to unlock relationships:

1. *STOP! (in the name of love)* unlocks readers potential by helping them stop sabotaging their relationships
2. *Cultivate Life* unlocks life and growth through the power of encouragement
3. *Listen Up* unlocks understanding
4. *Unravel the Mystery* unlocks intimacy in relationships
5. *Empower Healthy Change* unlocks positive change for readers and others

Through practical biblical teaching, self-assessments, opportunities to practice skills, and interactive questions readers will learn how to:

- Create strong personal and ministry relationships
- Discover what they do to sabotage their relationships
- Utilize the power of encouragement and affirmation
- Listen so others feel love and concern
- Uncover the clues people give indicating they want to reveal their concerns
- Draw people out to allow them to share their inner thoughts and feelings
- Assist others to resolve their problems using a powerful seven-step process
- Utilize nonverbal communication to strengthen relationships

Five Keys to Transform Your Relationships is an interactive workbook, designed to be studied and applied, not just read. It can be used alone, with a partner or with a group. This information has been tested and proven for over thirty years, with tens of thousands of individuals and organizations.

Reconcilable Differences:
How to use conflict to transform your relationships

Conflict is inevitable anywhere there are people—with family, friends, at church, in the community, in ministry, and in business. It can either devastate or strengthen relationships. Conflicts are not destructive in themselves. The *way they are handled* determines how negative or positive they are. If a conflict between two people isn't properly resolved it can contaminate an entire family, business, congregation or ministry.

Reconcilable Differences addresses conflict from a biblical perspective. Readers discover what God reveals about how to convert a potentially destructive conflict into something constructive and beneficial in personal relationships, families, as well as in the body of Christ—churches, ministries or businesses. Proven principles guide churches, ministries and individuals to transform conflict into strong, God-honoring relationships (tested for thirty years with missionaries, ministry leaders and churches.)

Reconcilable Differences offers:

- Spiritual resources, vital for managing conflicts
- Ground rules and foundational guidelines for conflict resolution from the Word
- Opportunities to work through each skill for greater understanding and practice

Using practical, biblical teaching and powerful illustrations, ***Reconcilable Differences*** guides readers to use conflict to transform their relationships by:

- Learning to embrace conflict as an ally
- Getting and staying in a healthy conflict zone
- Creating win/win solutions
- Becoming a catalyst for change for others

Available as a workshop for your ministry
Book available soon at www.RelationshipResources.org

Other books by the authors

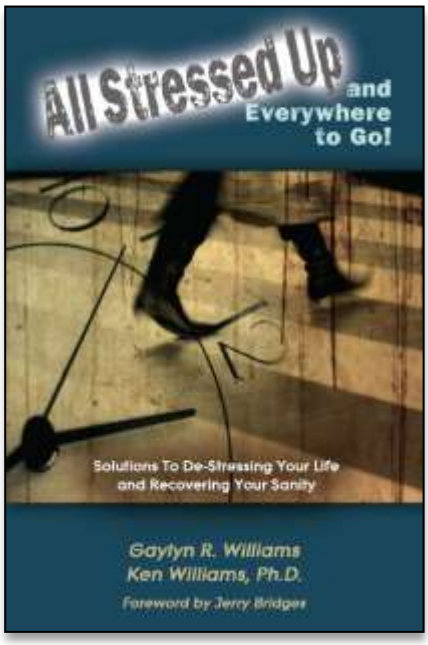
You can get more information on each of these books at www.RelationshipResources.org.

Receive a 25% discount at www.RelationshipResources.org by using the discount code "ministry" in the checkout cart.

All Stressed Up and Everywhere to Go!

Solutions to De-Stressing Your Life and Recovering Your Sanity

Gaylyn R. Williams and Ken Williams Ph.D.



From the daily hassles to the catastrophic events, this book will empower you to successfully de-stress your life and recover your sanity. You'll discover easy–to-use skills enabling you to gain greater freedom from life's ups and down.

In today's fast-paced, overworked world, stress is all around us: the economy, finances, raising children, health, job, school, family or lack of it, elderly parents, divorce, tragedy, debt, death, and conflict.

This is not an ordinary book about stress!

This unique workbook contains practical, biblical tools for attaining spiritual, emotional, physical, and interpersonal balance. It is filled with powerful personal stories to illustrate principles, thought-provoking questions for individual or group study, Bible studies, self-assessments, and easy-to-apply strategies to develop a balanced lifestyle.

As you explore the timeless connection between the biblical principles and this practical, life-enhancing approach, you'll gain valuable solution to cope with your own stress, as well as help friends and family.

These powerful strategies have been proven worldwide. Over 20,000 pastors and ministry leaders in 80 countries have benefitted from these life-changing skills. Ken and Gaylyn first tested them in their own lives and continue to use them on a regular basis.

Rather than writing from a clinical perspective—although Dr. Williams, with his PhD in Human Behavior, could do that—they honestly share their personal experiences having each dealt with numerous major and minor stresses. They have trained people in Christian organizations in these methods for twenty-five years. Now they are available to you.

What Others Are Saying About All Stressed Up and Everywhere to Go!

I recommend you take the time to read this important book. Stress can ruin your life, but Jesus offers a better way The Biblical solutions and personal truths in this book can set your heart, mind and soul free. This book is a timely remedy for a culture consumed with pressure, over-scheduling, impossible deadlines and sleepless nights full of anxiety. Read and be restored to the life God intended.

—***Gary Wilkerson***, President of World Challenge and Pastor of The Springs Church

Dr. Ken Williams is an expert in dealing with issues related to stress and its impact on our lives. He draws from a deep well as he writes having spent years as a Wycliffe missionary himself, and then as a counselor to missionaries. He combines his life experience, professional training, and academic credentials to co-author a book full of solid advice. He and daughter, Gaylyn, have teamed up to provide an excellent resource for believers who want to de-stress their lives through the application of God's Word mixed with healthy counseling principles.

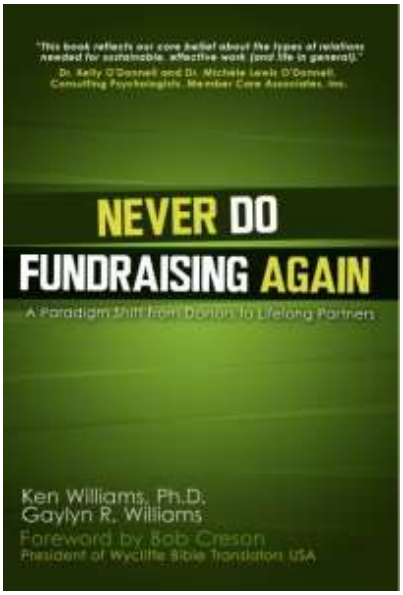
—***Bob Creson***, President and CEO, Wycliffe Bible Translators USA

This father/daughter writing team have produced something profoundly useful for the Christian community. It will bless and help anyone who studies it. Ken is a legend in Wycliffe Bible Translators. My husband and I have known him for 40 years. He lives the principles expressed in this book. So does Gaylyn. The diversity of their experience strengthens the book and enhances its usefulness. Authentic, soundly practical, occasionally funny, often heart-wrenching—you'll love it!

—***Laura Mae Gardner***, **D.Min**., International Training Consultant for Wycliffe Bible Translators

Serving as a pastor for nearly thirty years, I am always on the lookout for those resources that are solidly rooted in Scripture and intensely practical for myself and for those to whom I minister. The bottom line: They work! Because the principles flow out of God's Word, they are timeless and relevant in any context. And thanks to the authors' special knack for clear communication, the principles are easy to grasp and easy to hand off to others who are in the "stress crucible."

—***Tim Westcott***, Senior Pastor of Idyllwild Bible Church



Never Do Fundraising Again: A Paradigm Shift from Donors to Life-Long Partners

Never Do Fundraising Again! contains proven strategies and skills for building and maintaining your support. It is filled with powerful stories from the authors' lives and others who are using the biblical principles. This book is written by Ken and Gaylyn Williams, a father-daughter team with over 85 years' experience (combined) as supported missionaries.

In this practical, biblical book you will discover how to: Convert one time gifts into lifetime support; experience the amazing power of gratitude to motivate people; transform the stress and drudgery of fundraising into a joyful ministry; utilize proven strategies to spend less time, effort and money to maintain full support and much more.

Click here for more information about Never Do Fundraising Again.

Look What Others Are Saying about *Never Do Fundraising Again*:

"An outstanding book, applying biblical principles to partner development."

—Ken Royer, D.Min., Director of Pastoral Care, Link Care Center Fresno, California

"I was amazed by this book. It is so practical and is the right way to do these things."

—Laura Mae Gardner, D.Min., International Training Consultant for Wycliffe Bible Translators

"This book reflects our core belief about the types of relations needed for sustainable, effective work (and life in general). Thanks for helping us understand resource realities (finances) in light of relational resiliency (friendships). Your use of metaphors, examples, Scripture and suggestions really help to make the material practical."

—Dr. Kelly O'Donnell and Dr. Michèle Lewis O'Donnell, Consulting Psychologists, Member Care Associates, Inc.

"We are excited to see these principles now in print! And this book contains many ideas and examples of ministering to your partnership team."

—Dr. Jim and Jan Holsclaw, Wycliffe Bible Translators

"This book is a wonderful description of biblical partnership for ministry! Gaylyn and Ken share a very practical and God-honoring lifestyle of relating to ministry partners that goes far beyond fundraising. I heartily recommend this resource to all involved in ministry today."

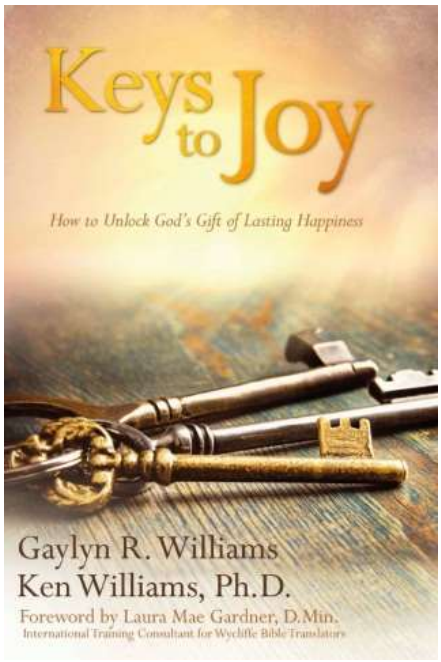
—Paul Lere, President, International Training Partners

"This book is a must read, if you are a missionary, no matter if you have just begun fundraising or have been doing it for a long time! It has been a joy to learn from these giants who attend so beautifully to their ministry partners. May those who read this workbook carefully consider its godly principles of partner-caring."

—Dick and Vicki Gascho, Greater Europe Mission

"This book is tangible evidence of Ken and Gaylyn's commitment to Scripture. This book is thoroughly biblical and chock-full of Scripture. Their ideas and suggestions are so biblically based. The book is also thoroughly practical. There are enough ideas to keep one busy for a lifetime. It is with much joy (one of Ken's and Gaylyn's favorite words) that I recommend this book to everyone who is called by God to discover and serve together with partners."

—Dr. and Mrs. Jim Van Meter, Paraclete Mission Group



Keys to Joy: How to Unlock God's Gift of Lasting Happiness

Discover Thirteen Surprising, Proven Secrets To Unlock Your Joy!

Experiencing joy is a natural—but often elusive—part of Christian living. The hurts of life, unhelpful habits and unhealthy attitudes all lock out joy for many believers. And it remains locked until they take action to open it up.

Keys to Joy not only shows you the door, but gives you the keys you need to usher yourself daily into the full, lasting joy God offers. You'll discover how to

Climb to new heights of joy in your relationships with God, family and others

Replace worry and fear with peace and contentment

Demolish unhappiness, misery and discouragement

Eradicate anything that locks joy out of your life.

Transform trials into stepping stones

In this practical, life-changing Bible study, you'll uncover strength and encouragement for your difficult times through the authors' powerful stories of God's joy in sufferings. Each daily study includes Scriptures with questions to contemplate and grow in your relationship with God. They are designed to empower you to experience the full joy God has for you.

Keys to Joy is for individuals, couples or small groups, and includes a leader's guide for group study. It provides the biblical understanding and life patterns you need to live joyfully regardless of your struggles. Once you've opened the door to joy, you'll know how to assure it's never shut again.

What People Are Saying about *Keys to Joy*:

"John records a wonderful statement made by Jesus: 'I have told you these things so that you will be filled with my joy. Yes, your joy will overflow!' (John 15:11 NLT). Jesus wants our joy to overflow. What are these things that Jesus spoke of? In *Keys to Joy*, Ken and Gaylyn Williams, the father/daughter writing team, do us a favor by reminding us of the things that lead to joy in the Christian life. Based on the study of God's Word, the contents of this book will lead the reader to a greater sense of who God is, and a deep abiding peace in the One who loves us and wants a relationship with his children."

—Bob Creson, President/CEO of Wycliffe Bible Translators USA

"In the midst of a world filled with broken promises and elusive dreams, *Keys to Joy* provides powerful clarity to obtaining lasting joy. Each chapter contains poignant narrative packed with spiritual truth and practical application. Everyone desires joy but few discover the key to obtaining it. *Keys to Joy* unlocks the mystery of joy's obscurity by providing 12 surprising truths. It's a must read for every avid 'joy' seeker."

—Julie Gorman, Founder and Executive Director for FYI

"Joy is one of the fruits of the spirit which I find so challenging to allow to grow in my life, especially during times of uncertainty and pain. Guilt and condemnation seem to follow during these difficult times. With much hope, Gaylyn and Ken share not only their personal struggles on their journey to joy, but practical steps to allow joy to flourish in even the most challenging times."

—Evelyn Sherwood, mother, grandmother and pastor's wife

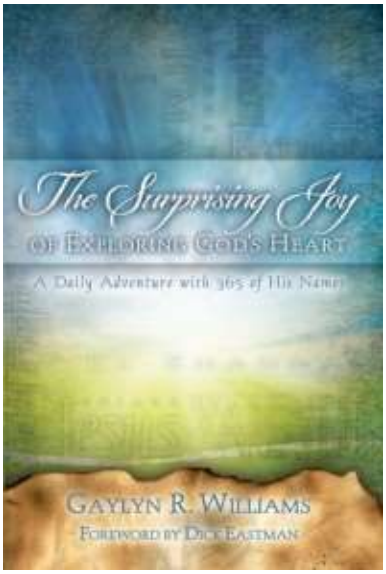
"This book is eminently practical, thoroughly biblical, thirst-promoting. It fills me with eagerness to study it more and enthusiastic about promoting it. It is a super book! I can't say enough good things about it."

—Laura Mae Gardner, D.Min., International Training Consultant for Wycliffe Bible Translators

"'The choice to rejoice.' That phrase reverberates in my heart since reading this delightful, scriptural study on the *Keys to Joy*. Ken and Gaylyn share personal experiences and give practical, biblical advice (keys) to help believers unlock the door to true joy."

—Steven Sherwood Sr., Pastor of Fairview Baptist Church

Click here for more information about *Keys to Joy*.



The Surprising Joy of Exploring God's Heart: A Daily Adventure with 365 of His Names

Embark on a Life-Changing Adventure!

Do you long to fall deeper in love with God? Would you like to come into His presence in new and fresh ways? In as little as five minutes a day, enhance your intimacy with God as you explore His Names.

This powerful daily devotional and journal will help you

Discover new insights into your awesome God

Experience comfort, strength and hope from understanding God's character

Expand your vision for God's power, majesty and greatness

Enjoy a growing passion for God through praise and worship

Transform your prayer life and strengthen your faith

This unique treasure contains 365 Names of God directly from the Bible. Uncover daily encouragement as you dig deeper into who God is and how He relates to you personally.

Individuals, couples, families and small groups can use this simple yet powerful tool to climb to new heights in their relationship with God and others. You'll be forever changed as you get to know God in new ways.

Click here for more information about *The Surprising Joy of Exploring God's Heart*

What Others Are Saying about *The Surprising Joy of Exploring God's Heart*:

"In this series, Gaylyn Williams has done a remarkable job of identifying and explaining the various Names God uses to describe Himself. Meditating on these Names, one day at a time, will help us to know God more intimately."

—Jerry Bridges, Author of twelve books, including, Trusting God

"Knowing the Names of God is to know the heart of God. Gaylyn helps us know God better by revealing His character and nature. Take the time to read this book and you will be changed."

—Gary Wilkerson, President, World Challenge and Lead Pastor, The Springs Church

"This exceptional daily devotional reveals God's character. When we draw closer to Him, blessings happen."

—Chuck Asay, Syndicated Editorial Cartoonist

"I urge you, to use this book along with your Bible, read it daily, study it and meditate on Him, the God who is Love (1 John 4:16). As I studied this book, I often found myself laughing, shouting and crying with joy as the Holy Spirit would overwhelm me with the greatness of who God is."

—Steven R Sherwood, Sr. Pastor Fairview Baptist Church in Kokomo, IN

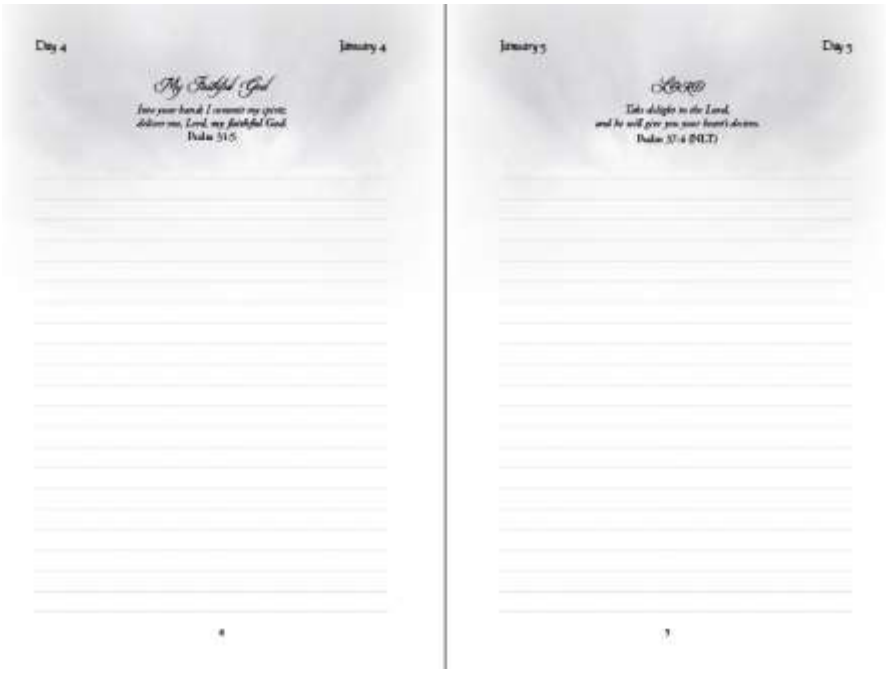
"These brief meditations are geared specifically to the contemporary believer's busy life. Gaylyn shares 365 ways God is addressed in Scripture. And she invites busy Christians (me…you) to engage in understanding God more intimately. These brief, to the point page-long meditations and Gaylyn's questions urge the reader toward application to personal life in the twenty-first century."

—Sandra T. Auer, Campus Crusade for Christ, Member Care

"We will never grow beyond our revelation of who God is. Everything in our lives flows from our understanding of the character and attributes of God. One of the best ways to grow in our relationship with God is to grow in our understanding of His Names. This book is a great tool to become more intimately acquainted with the many facets of God's character by praying into and thinking deeply upon the Names of God."

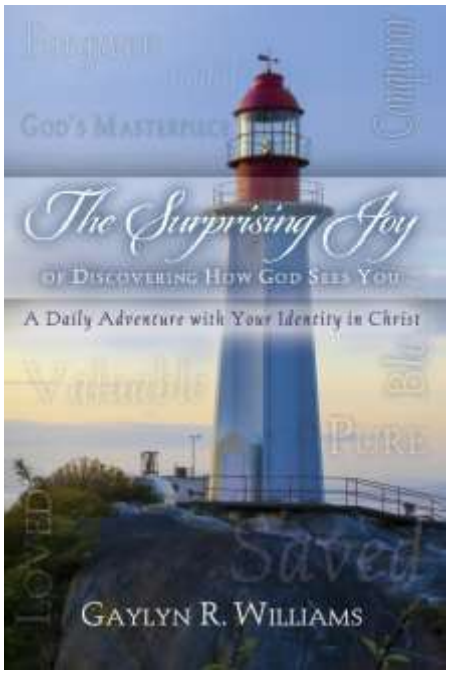
—Jayde Duncan, Senior Pastor of Freedom Church in Colorado Springs

This book is also available as a journal, with only the Name of God, a verse and the reference. The rest of the page is blank for you to write your thoughts.



The Surprising Joy of Discovering How God Sees You:

A Daily Adventure with Your Identity in Christ



Many people devote their lives to seeking love and approval from their relationships, possessions, career or appearance. True love and acceptance can only be found in God when you understand and believe what He says about you.

This unique treasure, revealing 365 truths about how God sees you, will

Enable you to grasp God's image shaped in you

Change how you live your life as you experience more of God's love

Empower you to reach your full potential and recognize your great worth in God's eyes

Increase confidence, understanding and acceptance in your life and relationships

Stimulate an awareness of the power and authority in your life

Encourage discovery of your destiny—what God created you to do

Uncover daily encouragement as you dig deeper into Scripture, discovering what God says about you. These devotional studies contain powerful Bible verses, personal illustrations, relevant prayers, thought-provoking questions and challenging meditations.

You'll be forever changed as you discover your true identity in Christ.

This life-changing book will inspire pastors preparing sermons; small groups desiring a unique study; college and seminary students doing research; ministry leaders communicating God's love to those they serve; and individuals, couples and families wanting to better understand themselves and others.

What Others Are Saying about The Surprising Joy of Discovering How God Sees You:

"I truly believe in the utmost importance of spending daily time with the Lord in prayer and in His Word. *The Surprising Joy of Discovering How God Sees You* is an incredible resource for seeking and connecting with the heart of God during those daily times. Filled with Scripture, insightful thoughts, and probing questions, this book will deepen your understanding and awareness of God's love for you, help you discover who you are in Him, and guide you in 'walking out' that identity from day to day. Every page of Gaylyn's work is, as always, marked with her wisdom, encouraging spirit, and genuine love for the reader. This is a book I will be coming back to for years to come."

—Dick Eastman, International President of Every Home for Christ

"I highly recommend Gaylyn's treasures taken straight from the Scriptures! I am reminded of the passage in Ephesians: 'Christ also loved the church and gave Himself up for her, so that He might sanctify her, having cleansed her by the washing of water with the word,' (Ephesians 5:25–26 NASB). Gaylyn's compilation of the Word of God with applications on 'How God Sees You' is vital for each of us. As you and I spend daily time in this resource, we will be reminded afresh of who we are in Christ. The result will be evidenced in our lives by greater cleansing, intimacy and power with our Lord. You will relish the time you spend sitting with Him and pondering these passages and principles. Get ready for wonderful times of refreshing from the Holy Spirit!"

—Camilla Leathers Seabolt, Former Executive Director for Community Bible Study

"Until we understand our true identity as a child of God, we will never feel whole. Working on this book gave me a new appreciation for who I am in Christ. It taught me that God is the missing piece to everything that we lack. To the fatherless, He is a father. To the weak, He is strength. In this way, the book can be useful to anyone who feels inadequate in some form or another. As a teenager in this world of media and persuasion, I often feel less than. By learning my birthright in God's kingdom, I realized that I have access to everything that He is. My power lies in Him; therefore, I am capable of anything."

—Kacie Linamen, Teenager and College Student

"Gaylyn Williams presents in this book an eternal treasure chest of who God is and how He desires to spiritually refresh us. It's a great book to encourage you on your walk with the Lord."

—Steve Koeppen, President, Living Way Ministries, Colorado Springs

"As ever, Gaylyn's newest guide to applying specific Scripture portions to life is both practical and specific. Use these daily devotionals as a guide for your quiet time with Jesus or as a script for a small group studying the Bible together. Keeping a journal of your responses could be useful for later reference. However you choose to use it, this book of devotionals is bound to bless you, those you live with and those you minister to."

—Sandra T. Auer, Cru Human Resources Specialist and Counselor

"Just being able to do the research and looking up verses allowed me to finally realize who I am in Christ. The biggest benefit was knowing who I am in Christ based on what the Word said. Another benefit was doing the research knowing that all of this was going to be put into a book. It allowed me to dig into the Word more."

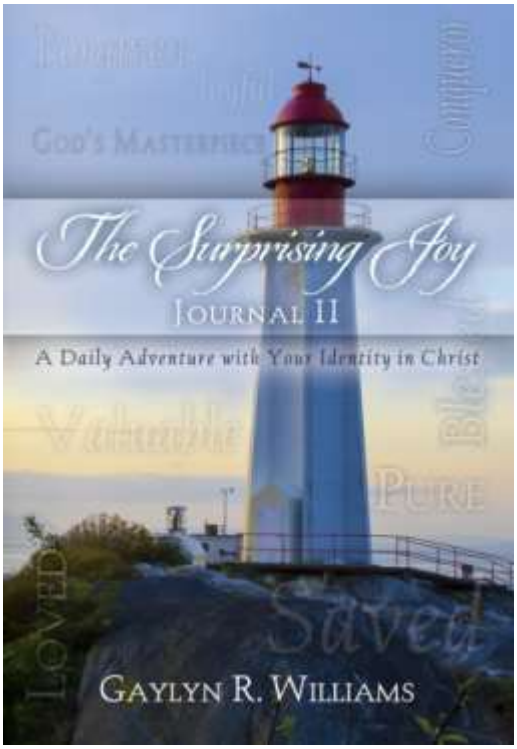
—Rubin Paxton, Ministry Partner

The Surprising Joy Journal II:

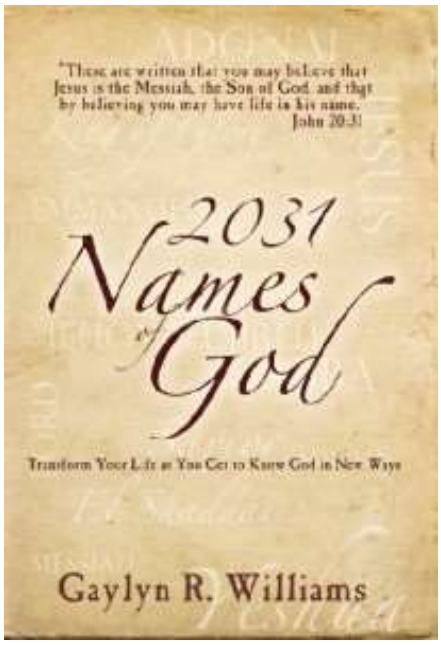
A Daily Adventure with Your Identity in Christ

This book is also available as a journal, with only the truth about how God sees You, a verse and the reference. The rest of the page is blank for you to write your thoughts.





2031 Names of God



Transform Your Life as You Get to Know God in New Ways

2031 Names of God: Transform Your Life as You Get to Know God in New Ways

Enhance Your Intimacy with God as You Explore His Names

Do you long to know God better? This simple yet powerful book will help you

Experience the fullness of your awesome God through His Names revealed in his Word

Come into God's presence in new and fresh ways

Discover comfort, strength and hope from understanding God's character

Expand your vision for God's power, majesty and greatness

Enjoy a growing passion for God through praise and worship

Transform your prayer life and strengthen your faith

This unique treasure has 2031 Names of God directly from the Bible, along with Scripture references and over 400 Greek or Hebrew Names. Uncover daily encouragement as you dig deeper into who God is and how He relates to you personally. You'll be forever changed as you get to know God in new ways.

This life-changing reference book will empower

Individuals, couples and families wanting to grow in their relationship with God

Small groups desiring a unique study

Pastors preparing for sermons

College and seminary students doing research for classes

Missionaries and others in ministry seeking to maintain their love for God in difficult situations

Click here for more information about 2031 Names of God.

What Others Are Saying about *2031 Names of God*:

"Gaylyn has compiled the powerful Names of God into a study guide for our spiritual growth. Philippians 3:7–8 (ESV) declares Paul's heart to know Him 'But whatever gain I had, I counted as loss for the sake of Christ. Indeed, I count everything as loss because of the surpassing worth of knowing Christ Jesus my Lord.' Proverbs 18:10 (ESV) declares 'The name of the Lord is a strong tower; the righteous man [or woman] runs into it and is safe.' How much we need to know His Names to know His heart for us as His children! Be blessed as you study this compilation of His character as revealed by His Names."

— Camilla L. Seabolt, Executive Director of Community Bible Study

"We serve an amazing God! Understanding and appreciating the character of the Lord is the beginning of knowing who we are in Him. In Gaylyn Williams's *2031 Names of God*, she explores and uncovers who God is by examining the Names given to the Lord. As a military retiree who spent 30 years serving my nation and my Lord, how refreshing it will be to those who serve to discover in a more intimate way the Lord they serve through this journey Gaylyn will take you on."

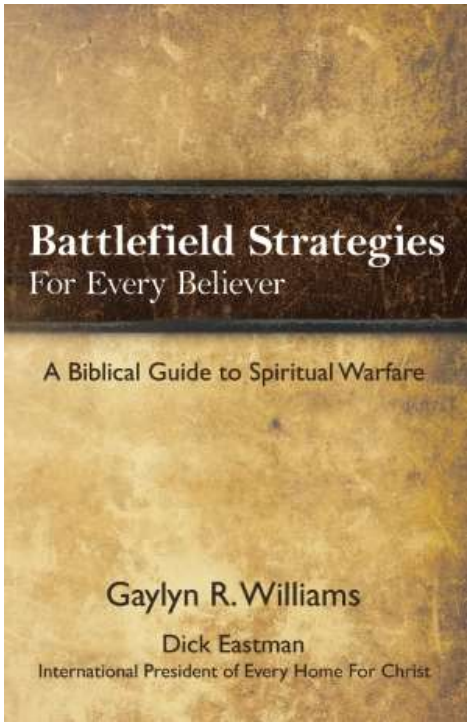
—Brig General David B. Warner, USAF (Ret.), Executive Director, Officers' Christian Fellowship

"This wonderful collection of Names of our Lord that has been compiled by a special friend of my wife and me, Gaylyn Williams. You will find literally hundreds and hundreds of such descriptive expressions in Scripture in the pages that follow. Indeed, the author of this helpful guide has saved you countless hours in searching out these cherished expressions describing the nature and character of our Lord."

—Dick Eastman, International President of Every Home for Christ

"This book is beyond amazing! What a treasure! I've considered myself a serious student of Scripture for 60 years, but had no idea of the richness of God's revelation about who He is. This book will be a companion to my Bible reading and devotional times from now on, as I come to appreciate even more God's rich character."

—Ken Williams, Ph.D., fifty-five year Missionary with Wycliffe Bible Translators,



Battlefield Strategies for Every Believer

A Biblical Guide to Spiritual Warfare

Do you feel confused, overwhelmed, fearful or defeated?

Uncover simple ways to overcome Satan's strategies and embrace God's victory.

God has already won the war against the enemy and gave us our handbook with the winning strategies—the Bible. The enemy comes to steal, kill and destroy, but Jesus came to give us a rich and satisfying life (John 10:10).

This easy-to-apply exploration of spiritual warfare will prepare you to

Overcome anything hindering you from success in your life
Expose the devil's playbook and render his tactics powerless
Protect yourself and your family with powerful, strategic prayers
Exchange bondage for the freedom Christ purchased on the cross
Demystify the enemy and spiritual warfare biblically and effectively

This biblical guidebook empowers you to successfully block Satan's assaults today and every day. It is filled with Scripture, Bible study questions and proven principles, inspiring individuals and small groups to live victorious lives.

You'll discover greater power and authority as you focus on God rather than Satan.

From Forward by Dick Eastman, International President Every Home for Christ (and President of America's National Prayer Committee)

In my role serving as international president of Every Home for Christ (EHC), I often remind our staff of the conviction that, "Prayer, alone, will remove every obstacle that stands in the way of fulfilling the Great Commission." It's all a part of our *Battlefield Strategies* for the nations.

I have seen the value of cultivating my own *Battle Strategies* in daily prayer. For almost four decades I have made it a habit of praying daily over the nations while holding a map of the world in my hands. Although long ago the more than 225 nations on earth have found their way deep into my memory, I still love opening that map and spreading it before the Lord as I lift the nations, one by one, in intercession.

In encountering *Battlefield Strategies*, I was struck by the fact that these very practices—the prayer strategies I've been using in my personal prayer life as well as in the EHC ministry—are just what Gaylyn Williams describes as "battlefield strategies" for victorious spiritual warfare. We have been claiming Christ's victory in the nations just as Gaylyn encourages us in claiming His victory in our own lives, relationships, and families. From years of my own experience, and in reading the experiences of mighty prayer warriors of past generations, I can tell you that the principles and strategies Gaylyn Williams shares truly work. They work on a global scale, releasing victory in the nations, and they can work in your life personally as you seek the Lord's victory in your own circumstances. When we are equipped to engage in spiritual warfare effectively, we truly become agents of transformation. And it begins with transformation in our own lives.

Battlefield Strategies is more than just a book, and it's certainly not one you'll read once and relegate to the far-end of a dusty book shelf. This is a resource, a guide you'll want to return to again and again as you encounter new circumstances and battles and need new strategies to face them. *Battlefield Strategies* is practical and engaging, with biblical insights woven together by an author who has faced her own share of difficult battles and emerged victorious in Christ. Gaylyn's humor and willingness to share from her heart and life will surely encourage you as you learn to walk in victory.

Most of all, I am impressed by *Battlefield Strategies* because of its holistic approach and its clear focus on Jesus. Gaylyn thoroughly explores what the Bible has to say not just about spiritual warfare, but about every aspect that relates to our participation in it. You will be challenged to renew your vision of who Christ is and who you are in Him, to recognize your own limitations and weaknesses, and to find your identity in the way God sees you. Although much has been written on the topic of spiritual warfare, I believe Gaylyn's work is unique and uniquely powerful because of her insistent focus on Christ, His power, and His already-accomplished victory rather than on the enemy. This is significant.

I encourage you to immerse yourself in *Battlefield Strategies* and embrace these proven principles for your life. Study the Scriptures, ponder the questions, meditate on the lessons, and pray the practical prayers in each chapter. Read it on your own and read it with a small group or your family. Then, watch how God responds as you apply these biblically proven *Battlefield Strategies* in your own life.

What others are saying about Relationship Resources' training:

"There is no church, no pastor, no elder board, no ministry team, no Bible study group that would not profit immensely from this course. From a solidly biblical platform, it takes a clear and practical look at the major areas so critical to any healthy relationship. I have attended my share of 'pastor's conferences' and 'how to sessions' designed to improve various facets of my ministry. Rarely have I been able to say that what I took away was something I use every single day. However, the tools given in this course are truly 'everyday' tools for every relationship."

—**Tim Westcott**, Pastor in California

"Is it really possible to live in joy when your life has been riddled with unthinkable pain? I am awed by a person who has mastered the task. Gaylyn shares a litany of life events that would have sent Goliath spiraling. Much like David the shepherd boy, she faced off with her giant and moved from defeat to victory! Her story held me captive—the unabridged truth came with force and clarity. It was clear she had spent time in the soul's abyss and came out a shining star. She is amazingly authentic. We need more of this kind of truth."

—**Kimberly Cork**, Author and Speaker

"This was the best workshop I've ever attended. It transformed parts of my own personal life. It was extremely helpful for my work. The written material is marvelous."

—A Ministry Leader in Kenya

"This was the best course we have ever had at our university. It is a lot of fun and the students are really participating."

—A Seminary Professor, Amman, JordanWhat others are saying about our training:

"There is no church, no pastor, no elder board, no ministry team, no Bible study group that would not profit immensely from this course. From a solidly biblical platform, it takes a clear and practical look at the major areas so critical to any healthy relationship. I have attended my share of 'pastor's conferences' and 'how to sessions' designed to improve various facets of my ministry. Rarely have I been able to say that what I took away was something I use every single day. However, the tools given in this course are truly 'everyday' tools for every relationship."

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Gaylyn Williams and her incredible life story and spirit inspire all those who are fortunate enough to hear her speak or read her story. Gaylyn's humble, but powerful, style is laced with humor, grace, heartache, and joy, while her story embodies adventure, courage, triumph, and tragedy. By creatively sharing the lessons, she learned along the way, Gaylyn helps the rest of us see how we too can apply those lessons to ease our own burdens.
—Kris Harty, Author and Speaker

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