

Conflict Resolution

Pastor Sharan Trotter

Fall 2022



Blessed are the peacemakers, for
they will be called children of God.

Matthew 5:9

Session 1

Peacemaking vs. Peacekeeping



ANLI
Bridging the gap leadership

Key Scriptures

“Blessed are the peacemakers, for they will be called the children of God” (Matt 5:9 KJV).

“Follow peace with all men, and holiness, without which no man shall see the Lord” (Heb 12:14).

Instructional Overview

Big Ideas

- Believers must understand resolving conflict as essential to create opportunities for reconciliation.
- Christ calls His disciples to walk as peacemakers demonstrating a Christ-like character for reconciliation.

Essential Questions

- In what ways do we create peace and reconcile those in conflict through biblical actions of a peacemaker?

Learning Outcomes

- Identify one peacemaking strategy per indicator in each of the four actions in small groups
- Identify conflict in scenarios and provide at least two strategies to resolve conflict per scenario through small group analysis

Think. Pair. Share.

Directions

- Students will work in pairs to answer the below questions.
- Everyone must participate in the discussion.
- Please be mindful of how long you speak so everyone can participate.

Biblical Definition of Conflict

The *Vines New Testament Expository Dictionary* defined conflict (G73; *agon*) as “the inward conflict of the soul... often the result or the accompaniment of outward conflict.” Further, its meaning implies “a contest against spiritual foes, as well as human adversaries.

A **peacemaker** (1) seeks wisdom, (2) speaks truth in love, (3) has high expectations of what God will do, (4) pursues reconciliation with humility, (4) changes way of thinking through repentance, and (5) seeks to please God in reconciliation. These attitudes drive actions.

Questions:

- What actions do you think a peacemaker shows in resolving conflict?

Notes:

Actions of a Peacemaker

Action 1

Glorify God

- Let conflict provide opportunities to solve problems and serve others in a way that honors God and benefits others
- Be an instrument of peace amid conflict
- Seek God to help you trust, imitate, and acknowledge Him during conflict
- Let God prune sinful attitudes and habits that run contrary to peacemaking

Action 2

Remove the Log Out of the Eye

- Decide whether something is worth fighting over
- Identify your desires that may have contributed to conflict
- Recognize your own wrongs first with God's help--Repent
- Forgive as Christ has forgiven you
- Think about what is good and right in the person

Peacemaking Actions Overview

Action 3

Gently Restore

- Seek God in the way to approach another person to confess your sins or show that person's fault
- Work together to express and confirm repentance, confession, and forgiveness
- Draw on God's grace to give grace to others
- Speak truth in love
- Listen actively and responsibly

Action 4

Promote Reconciliation

- Don't continue to dwell on the incident, use the incident against the person, or make the other person earn forgiveness
- Don't discuss the incident with others
- Say grace-filled comments to the person
- Control your tongue
- Seek wise counsel and support
- Love regardless of the conflict
- Affirm respect

Small Group Conflict Scenarios

Directions

- Analyze the below scenarios as assigned.
- Using strategies developed in Activity 3, discuss scenarios, identify conflict, and create a peacemaking plan according to **Four Peacemaking Actions** to resolve conflict. (See chart.)

Scenarios

- **Scenario 1.** Bill ushers at a growing, urban church. Its population has become more diverse over the last year. However, the ushers use one, standard approach as they seat everyone in the sanctuary regardless of a visitor's cultural background. As a result, he noticed that many first-time guests seem confused or feel uncomfortable. He shares his thoughts with ushers, resulting in tension among them.
- **Scenario 2.** Mary did not receive the promotion she felt she deserved. She decided to instigate a work slow-down, which in turn cast the supervisor in a bad light. As a result, and since it was a slow month, her supervisor reduced all employees' hours.
- **Scenario 3.** The matriarch of the family died. Due to the request of the person's son the funeral must adhere to COVID regulations that limits the number of people attending and requires wearing a mask. This set off a huge fight among the family as to whom should attend the viewing. Some refused to participate because of the mask mandate. You stand in the middle as the one who resolves it.

Circle Talk

A **peacemaker** (1) seeks wisdom, (2) speaks truth in love, (3) has high expectations of what God will do, (4) pursues reconciliation with humility, (4) changes way of thinking through repentance, and (5) seeks to please God in reconciliation. These attitudes drive actions.

1. Discuss a time when you found it difficult to resolve conflict with the attitude of peacemaker.
2. Think of a personal conflict you went through recently. Explain how you resolved applying one of the four, peacemaking actions to it.

Conflict Resolution — Homework, Session 1

Due October 20, 2022

E-mail your homework to Pastor Sharan at sharantrotter708@aol.com by 7pm of the due date. Send the homework on one e-mail with two separate documents. Do not send the homework assignments on different e-mails. The cover page title should include the below only. (No header.) Begin halfway down the paper on your cover sheet. Double space.

Conflict Resolution Application Essay 1

Your Name

All Nations Leadership Institute

Name your document as LastnameFirstname.Application Essay1 and LastnameFirstname.SelfAnalysis1.

Follow APA format and SBL scripture citation. See ANLI Writing Guide for more information. You will find all class materials on the ANLI website (www.allnationsleadershipinstitute.com) under the Student Login on the Student Services page. Password: ANLIstudent.

We consider any homework e-mailed to us after Thursday at 7pm as late. Assignments received late after the due date/time will be lowered one letter grade per week. Your teacher will accept late work no more than one session from the due date by 7pm.

If absent, you still must turn in your homework by the due date.

- If your teacher asks you to revise a paper, submit it by the next session.
- No do overs after the first session.
- Only the teacher has the authority to request a do over.
- Type all parts of your homework. Do not submit handwritten assignment. The teacher will not accept them and will mark the assignment/s as a zero.

NOTE: You must pass this class with a “C” or better to be blessed as an elder.

Part A. Readings:

- Read and meditate on the following scriptures: Matt 20:28; Rom 15:13; 2 Cor 5:14-21; Eph 2:8-9; Phil 2:4-8; Col 1:19-20.
- Read Part 2 from *The Peacemaker* by Ken Sande.

Self-Analysis 1 (500-600 words) Peacemaker

Self-evaluate how you personally carry out the four peacemaking actions from page four of the handout packet. Based on your assessment of the actions, choose two to three of which you feel need improvement. Then, tell why the cited actions need self-improvement and describe how you will change each. Support each with scripture. Include one quote from the book somewhere in the essay.

B. Application Essay 2 (500-800 words)

- **Part 1.** In about 100-150 words, describe a recent conflict you encountered. Center, bold, and title this section **Part 1. Recent Conflict.**
- **Part 2.** In about 100-150 words, describe how you resolved this conflict. Center, bold, and title this section **Part 2. Self-Resolution.**
- **Part 3.** In about 500 words, explain how you can improve your peacemaking abilities applying the four, peacemaking actions to it. Support your key points with Scripture. Include one quote from the book somewhere in the essay. Center, bold, and title this section **Part 3. Improvements.**