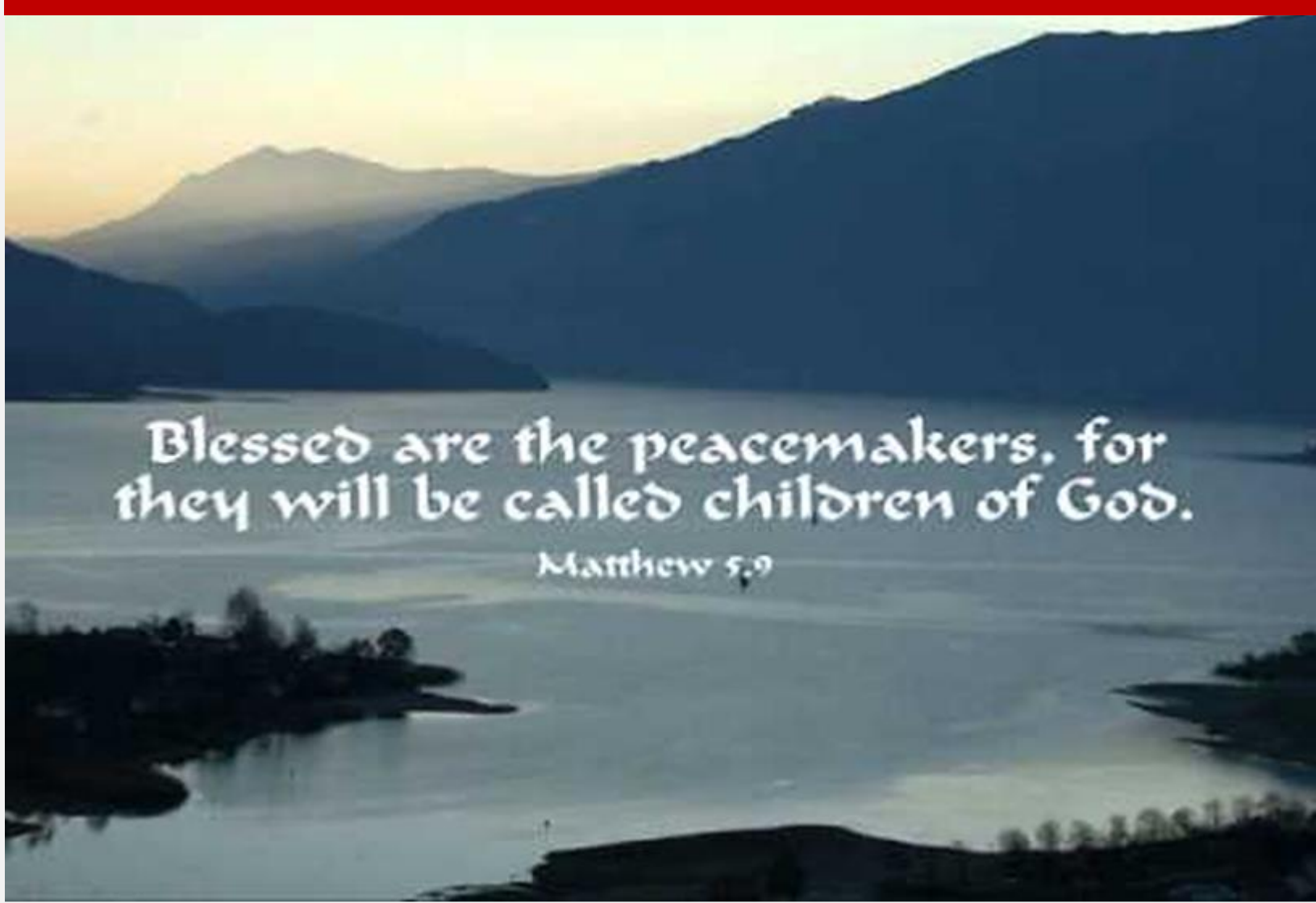


Conflict Resolution 2022
Session 3
Cultural Implications
Pastor Sharan Trotter



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

Matthew 5:9



ANLI

Bridging the gap leadership

Key Scripture

“Live in harmony with one another. Do not be haughty, but associate with the lowly Never be wise in your own sight” (Rom 12:16 ESV).

Instructional Overview

Big Ideas

- Peacemakers seek to resolve conflicts understanding the cultural implications of an urban diverse church community.

Essential Questions

- In what ways do culture and conflict resolution connect?
- How does understanding another’s point of view support peacemaking?

Learning Outcomes

- Identifies impact of culture on understanding and resolving conflict
- Interprets case studies, recognizing diverse points of view and peacemaking principles

Paired Discussion

Directions

- Students will come together in a circle to discuss the below prompt.
- Everyone must participate in the discussion.
- Please be mindful of how long you speak so everyone can participate.

Prompt:

- Define what it means to season our words with wisdom and grace?

Notes:

Lecture

The Iceberg Concept of Culture

Like an iceberg, the majority of culture is below the surface.

Surface Culture

Above sea level

Emotional load: relatively low

food ▪ dress ▪ music ▪
visual arts ▪ drama ▪ crafts
dance ▪ literature ▪ language
celebrations ▪ games



Deep Culture

Unspoken Rules

Partially below sea level

Emotional load: very high

Unconscious Rules

Completely below sea level

Emotional load: intense

courtesy ▪ contextual conversational patterns ▪ concept of time
personal space ▪ rules of conduct ▪ facial expressions
nonverbal communication ▪ body language ▪ touching ▪ eye contact
patterns of handling emotions ▪ notions of modesty ▪ concept of beauty
courtship practices ▪ relationships to animals ▪ notions of leadership
tempo of work ▪ concepts of food ▪ ideals of childrearing
theory of disease ▪ social interaction rate ▪ nature of friendships
tone of voice ▪ attitudes toward elders ▪ concept of cleanliness
notions of adolescence ▪ patterns of group decision-making
definition of insanity ▪ preference for competition or cooperation
tolerance of physical pain ▪ concept of "self" ▪ concept of past and future
definition of obscenity ▪ attitudes toward dependents ▪ problem-solving
roles in relation to age, sex, class, occupation, kinship, and so forth



Indiana Department of Education ▪ Office of English Language Learning & Migrant Education ▪ www.doe.in.gov/englishlanguagelearning

Cross-Cultural Key Points

- Culture is a system of thinking and acting taught and reinforced by a group of people
- Influences the way people make meaning of a message and how they respond to it

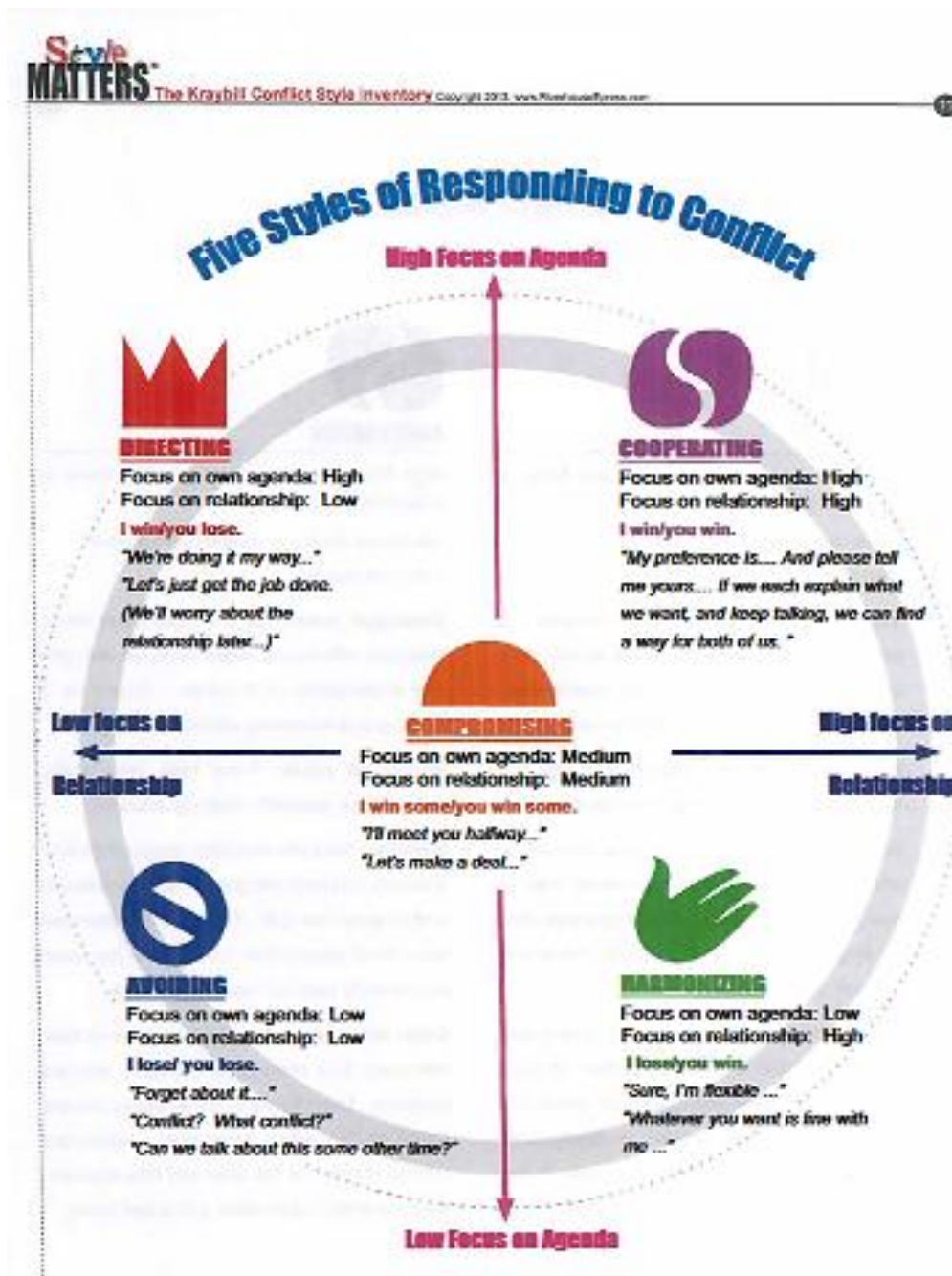
Examine Your Own Cultural Landscape Map

10%-- EXTERNAL		
(Conscious—Behaviors and Patterns apparent to the observer)		
See	<ul style="list-style-type: none"> • Dress, visual arts, games, drama • Family, work, ministry schedules 	
Hear	<ul style="list-style-type: none"> • Language and vocabulary • Verbal style, expressions, patterns, and modalities • Music, celebrations 	
Touch	<ul style="list-style-type: none"> • Informal and formal physical interactions, space • Food 	
90%-- INTERNAL		
(Unconscious—Way daily life reflect core values: unspoken and unconscious)		
Beliefs	<ul style="list-style-type: none"> • Definitions of sin, time, conduct rules, facial expressions, food preferences, family values, and consumption practices, 	
Values	<ul style="list-style-type: none"> • Worldview, purpose, expectancy, courtesy, space, body language, touching, eye contact, modesty, beauty, leadership, childrearing 	
Thought Patterns	<ul style="list-style-type: none"> • Patterns of handling emotions, work tempo, nonverbal patterns and gestures 	
Myths	<ul style="list-style-type: none"> • Passed down stories or heroes, religious beliefs of the supernatural, 	

Reflection: How do the internal, unspoken, and unconscious deep cultures affect your own conflict and how you manage conflict?

Kraybill Styles of Responding to Conflict and Cultural Contexts

Review: Kraybill's Five Styles of Responding to Conflict



Directing and Cooperating Styles

Directing

--Characteristics: task oriented, productive, concerned to get the job done

--Many feel deeply responsible for those around them and may feel quite bad if they realize they have wounded others since their task focus makes it easy to forget the feelings and needs of others

--Can be in your face when angry

- Engage them and let them know you have a commitment to the task at hand or want to resolve the issue satisfactorily
- Look for ways to engage them about the needs of others
- Don't withdraw without giving your intentions as lack of information increases their anxiety and anger
- Asking for a chance to cool off and think often helps with an emotionally healthy person, so long as you clearly state your intention to return and work on things
- **If this person has a history of abusing others emotionally or otherwise and holds more power than you, look for a path to safety or shelter

Scenario 1

Kiki continues to explain why she arrived late to no avail with Carolyn. She holds her child's needs as important and feels Carolyn should have more understanding of the situation. While Carolyn remembers raising children, especially as a single mother, she feels Kiki should have kept family demands in mind before volunteering.

- What course of action should Carolyn take?
- What course of action should Kiki take?
- What underlying issues clashes in cultural beliefs, values, and thought patterns from the cultural iceberg come into play here?
- Remember the strengths of both women, and keep in mind actions of a peacemaker. Both need to resolve the situation!

Cooperating

--Cooperators respond particularly well to efforts to structure conversation around listening.

--Value directness

- Hear the individual out and the person will listen
- Remain polite
- Say what you want with an attitude of providing information of what matters to you rather than criticizing or making demands

Scenario 2

Kiki and Carolyn continue to resolve the bake sale problem.

Carolyn has a directing style, while Kiki a cooperating.

- What course of action should Kiki take?
- What course of action should Carolyn take?
- What underlying issues clashes in cultural beliefs, values, and thought patterns from the cultural iceberg come into play here?
- Remember the strengths of both women, and keep in mind actions of a peacemaker.

- Discuss a time when you resolved conflict with someone with either a directing or cooperating style. How did you resolve the conflict as a peacemaker?
- How does understanding the below surface cultural beliefs, values, thought patterns, and myths of people in your ministry help you as a leader better serve them?

Conflict Resolution 2022 — Homework, Session 3

Due November 3, 2022

Part A. Readings

Read Part 4 from *The Peacemaker* by Ken Sande. Please be prepared to share highlights from the reading that spoke to your heart!

Additionally, read Jas 4:1-3. Remember, Ken Sande (2004) said, “the X-ray questions reveal the true condition of your hearts” (p. 105). Focus on the X-ray questions.

Part B. (500-700 words) Application Essay

How can understanding culture and its relationship to conflict help a leader effectively resolve conflict?

Part C. Five-Minute, Illustrated Sermon Draft

Turn in a sermon draft on session 4 with an illustration (explain to me in writing what you plan for your illustration to be) and two to three PowerPoint slides that highlight the content’s key points. PowerPoint slides are not a suggestion but a requirement, you will not have completed your illustrated sermon draft without them.

- Write a WORD-FOR-WORD draft of the actual sermon that will run **five minutes**. If you don’t submit a WORD-FOR-WORD draft, but a skeleton draft, Pastor Sharan will take points off.
- The illustrated sermon draft should reflect one strong enough to preach if needed.
- Explain the illustration and note where it appears in the sermon.
- Also, submit two to three PowerPoint slides in Jumbotron style. Keep it simple!
- Pastor Sharan will provide written feedback to you by session five. Her feedback will reflect sermon strengths, areas for revision, and possible clarification questions.

Part D. Silencing the White Noise Challenge

For two days, shut out all the noise (voices) from getting into your head (from the culture, the devil, or your flesh) so you can hear the gentle whisper of God speak to your mind and heart concerning you! Be prepared to share your experience in class next week.