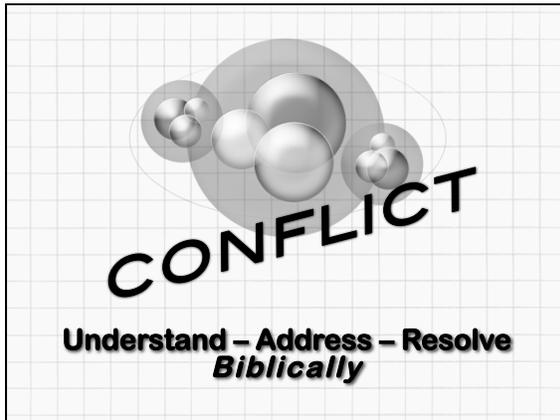


Conflict: Biblical Analysis & Resolution

Joel B Groat, Exec. Dir. Institute for Religious Research



INTRODUCTION

- ☉ Conflict is inevitable
- ☉ Conflict is not necessarily bad, sinful for wrong
- ☉ Conflict can produce positive results
- ☉ Conflict requires resolution
- ☉ Conflict resolution requires trust

4 PHASES OF AUTHENTIC RELATIONSHIPS

- ☉ Enchantment – Optimism
- ☉ Pain and Disappointment – Pessimism
- ☉ Growth – Realism
- ☉ Joy – Depth
- ☉ Personal Context
- ☉ Ministry Context

PHASE 1 - ENCHANTMENT



- ☉ Optimism
- ☉ Honeymoon
- ☉ You make me feel amazing
- ☉ I only see the good in you
- ☉ I anticipate the best for us

PHASE 2 – PAIN AND DISAPPOINTMENT

- ☉ Pessimism
- ☉ You no longer make me feel good
- ☉ I only see what's wrong with you
- ☉ I anticipate the worst for us
- ☉ This is not going to work
- ☉ What is my 'Plan B'?

PHASE 3 - GROWTH

- ☉ I recognize my own faults
- ☉ I discover we both contribute good and bad
- ☉ Its not as bad as I thought
- ☉ It will take work – but we are worth it
- ☉ I correctly apply “security and significance”
- ☉ I look to connect with you via empathy



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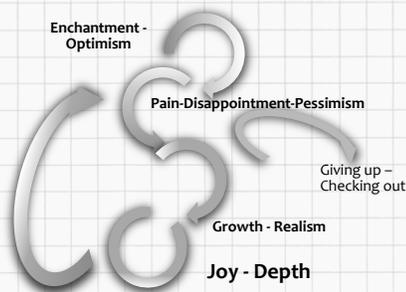
EMPATHY & CONFLICT

- An empathic response minimizes the chance an interaction will turn conflictive
- Moving toward empathy in conflict tends to defuse anger
- Empathy is something we seek to give but avoid demanding
- Empathy will fuel connection

PHASE 4 - JOY

- Jointly giving and serving one another
- I look to Jesus for my needs
- I love and and forgive as I've been loved and forgiven
- I'm committed to turn towards God
- I can truly say, "Jesus is Enough."

4 PHASES OF AUTHENTIC RELATIONSHIPS



CONTRIBUTING CAUSES

Differences and Preferences

Personal Convictions

Selfishness and Pride

Wounds and Lies

PREFERENCES AND CONVICTIONS

- Preferences: We all have them
 - Music / Worship styles / Scripture on PowerPoint
 - Clothing styles / Down time / Date Night
- Convictions, the Challenge: *Maintain them without division*
 - How do you honor the Sabbath
 - Alcohol consumption / Political ideologies

SELFISHNESS AND PRIDE

- Dangers
 - Loss of perspective
 - Escalation
- Video clip - Carrot Crazy



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WOUNDS AND LIES

- ☉ Wounds are inevitable
- ☉ Agent - Victim - Agent
- ☉ Guilt and Shame
- ☉ Self-Protective Strategies
- ☉ "Everything we do, we do according to our self-image" Louie Konopka

GUILT AND SHAME

- ☉ Genesis 3:10 "I heard the sound of you in the garden, and I was afraid, because I was naked, and I hid myself."
- ☉ Central Emotion- *I was afraid*
- ☉ Main Motivation - *because I was naked*
- ☉ Strategy- *I hid myself*

DIFFERENCE: GUILT AND SHAME

- ☉ Guilt: I did something wrong - bad
- ☉ Shame: I am bad, deficient
- ☉ Shame contributes directly to:
 - ☉ Addiction
 - ☉ Depression
 - ☉ Violence
 - ☉ Aggression
- ☉ Guilt has the opposite effect

DIFFERENCE: GUILT AND SHAME

- ☉ Shame focuses on who I am
 - ☉ Produces passivity
 - ☉ Encourages not taking responsibility
 - ☉ Takes a Victim perspective
- ☉ Guilt focuses on what I've done
 - ☉ Produces action - repentance
 - ☉ Encourages responsibility taking
 - ☉ Takes an Agent perspective

IDENTITY IN CHRIST

- ☉ Son: beloved and accepted
- ☉ Servant: Called and with purpose to love and serve
- ☉ Soldier: Equipped to understand the purpose of pain
- ☉ Note: We always need to return to our Son identity for healing and love from our Abba.

WOUNDS AND LIES - CONT.

- ☉ Fallen tendency is to take wounds and wrap them in lies
- ☉ What conclusions (lies) from wounds?
 - ☉ Loved because of what I do
 - ☉ If I PLEASE I'll be accepted
 - ☉ Only the winners matter
 - ☉ Sooner or later everyone will abandon me
 - ☉ I'm just a poser - the real me could never be loved or respected
 - ☉ I must self-protect or die



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IDENTIFYING CORE LIES

- Remember a big wound(s)
 - 5th grade my two defining events
- What did I conclude about myself?
- How did I come to see myself?
- What strategy did I employ to avoid future pain?

MY STRATEGIES

- My lie tells me I must always:
_____ to be accepted.
- My lie tells me I must never:
_____ to avoid rejection.
- Conclusion: Approval = Amor

LIES, WOUNDS AND CONFLICT

- How do my lies and wounds affect my style of relating?
- How do they affect my ability to trust God and who He says I am?
- In what type of situation might I be the one to initiate conflict?
- In what type of situation might I seek to avoid conflict at all costs?

RESOLVING CONFLICT #1

- Consider others better than myself (Phil. 2:3)
- Look to understand before demanding I be understood
- To do this I must operate out of my Identity in Christ (Son, Servant, Soldier)
- Anger: A signal rather than a weapon
- Distinguish between wants and needs. James 4:1-3
- Distinguish between people and principles

RESOLVING CONFLICT #2

- Distinguish between what benefits me personally and what benefits the group or the relationship
- Be open to the option to “agree to disagree”
- Remember the perspective: Point v. Line
- Use gratitude to turn toward God
- Read Philippians 2:1-14 together

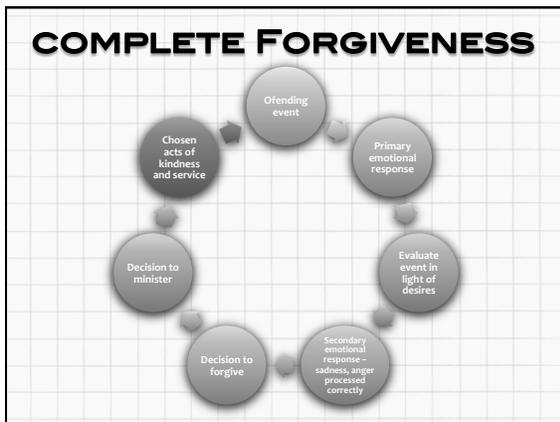
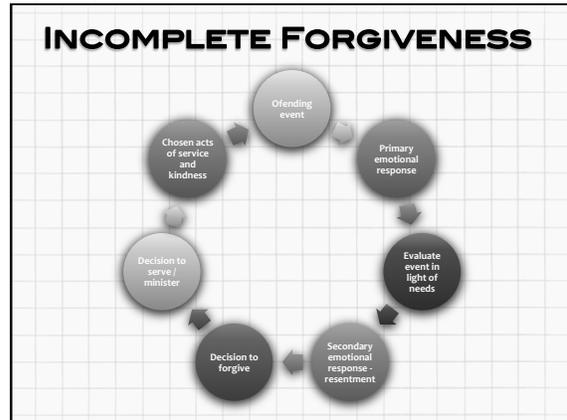
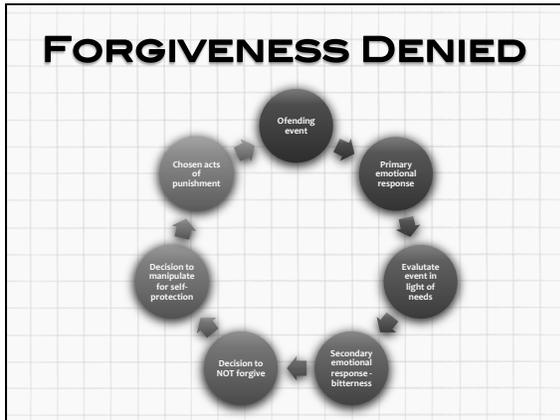
FOUNDATIONAL PRINCIPLES

- Emotional balance
 - No immediate or total expression of emotions
 - Not suppressing or burying emotion over long periods of time.
- Manage emotions correctly
 - Feel deeply
 - Express selectively
- Move toward complete, authentic forgiveness



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- ### SUMMARY CONCLUSIONS 1
- ☛ Conflict is inevitable
 - ☛ Conflict is not always sinful or bad
 - ☛ Conflict can have beneficial results
 - ☛ Conflict requires resolution
 - ☛ Every relationships goes through stages

- ### SUMMARY CONCLUSIONS 2
- ☛ Growth and joy are the result of resolved conflict
 - ☛ The deeper the cause, the more complex the resolution
 - ☛ No true long-term resolution without complete forgiveness
 - ☛ No complete forgiveness without distinguishing between NEEDS and DESIRES

- ### SUMMARY CONCLUSIONS 3
- ☛ Distinguish between forgiveness and reconciliation
 - ☛ Forgiveness is uni-directional
 - ☛ Reconciliation is bi-directional (Euodia y Syntique - Phil 4:2)
 - ☛ God is Enough
 - ☛ Our identity, security and significance come from God

