

A white dove is shown in flight, wings spread wide, flying from left to right across the center of the image. The background is a cityscape with several buildings, including a prominent one with many windows on the left. The entire image has a strong blue color cast. The text 'Conflict / Peacemaking / Reconciliation' is written in white, slanted font across the lower right portion of the image.

Conflict / Peacemaking / Reconciliation

Peacemakers

Blessed are the
peacemakers for they will
be called children of God -
Matt 5:9

...to reconcile to himself
all things, whether things
on earth or things in
heaven, by making peace
through his blood, shed
on the cross - Col 1:20



Conflict

- To be human is to be in relationship
- To be in relationship is to be in community
- To be in community is to face difference
- To face difference is to entertain the possibility of conflict
- Conflict does not have to be destructive, if handled constructively



Conflict #1

"a situation in which interdependent people express (manifest or latent) differences in satisfying their individual needs and interests, and they experience interference from each other in accomplishing these goals."

(Donohue and Kolt)

- Interdependent parties
- incompatible goals
- interference from each other



Conflict #2

- 'Conflict equals differences plus tension'

(Caroline Schrock-Shenk)





Difference: Individuals

- How do we experience difference in individuals?
- What do we notice?
- What do we not notice?

Difference: Communities



- How do communities experience difference?

How does the church experience difference?

Difference: The Church



Conflict

- Principle
- Preference
- Position
- Personality
- Power



Conflict #3

- 'conflict is nearly always related to issues around power and influence' - 'the test of whether our use of power is redemptive or abusive is our treatment of the least powerful'.

Alastair McKay





Power Structures in Society

Power Structures

Power Structures in The Church

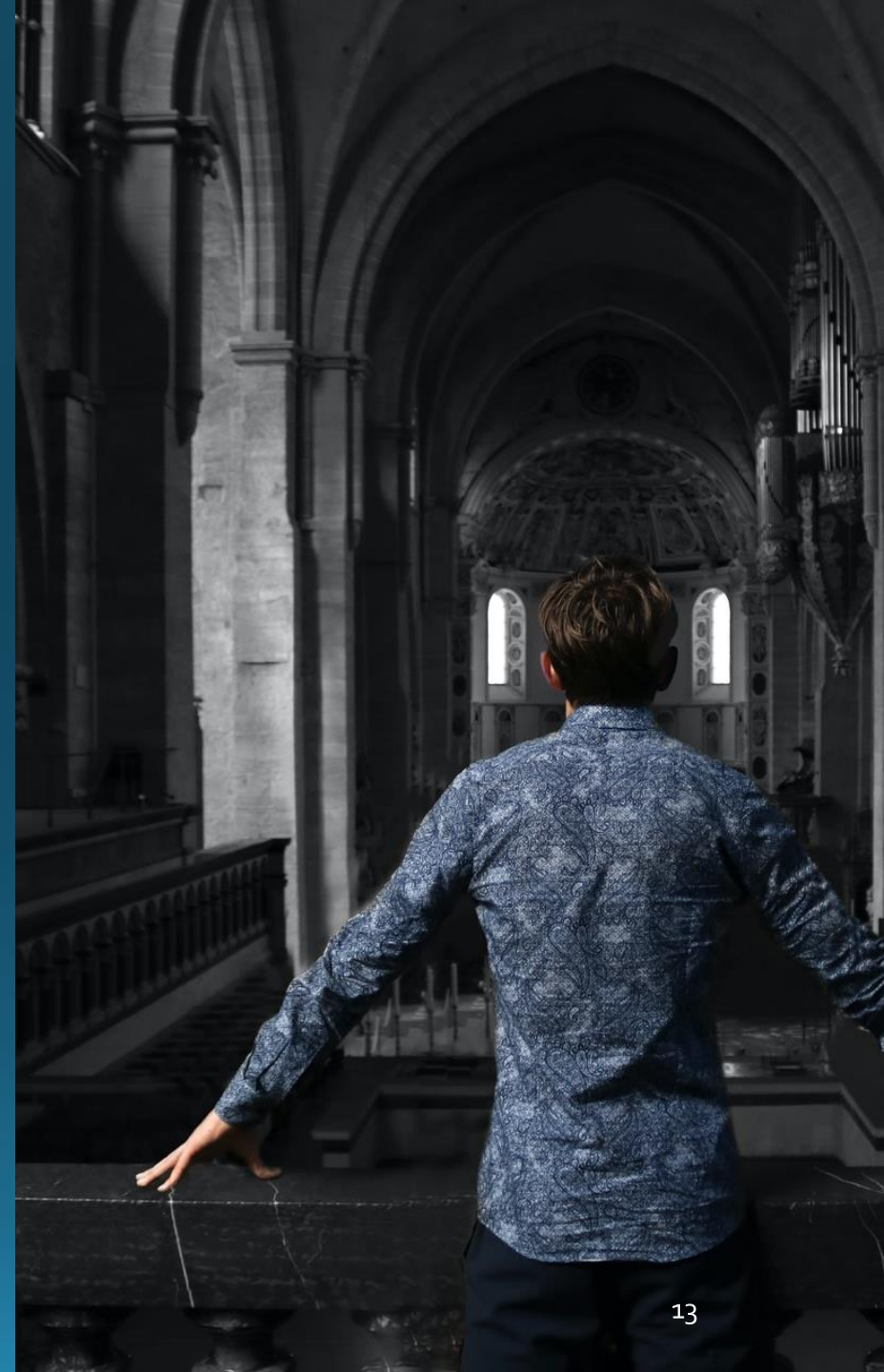
In the Church we often regard conflict as unspiritual, unscriptural, undesirable and unproductive.

If it is present – we ignore it
If it persists – we deny it
If it speaks – we silence it
If it becomes public – we hide from it
When it becomes threatening – we destroy those who champion it



Power in the Church

- Spiritual – Use of spiritual gifts and ministries
- Sacramental – Preferences for our forms of worship
 - Political – Pressure groups
 - Relational – Need to belong
- Denominational – How the church is structured
 - Theological – Agreed doctrine
 - Institutional – Governance
 - Hierarchical – Leadership styles
 - Corporate – Decision taking at meetings
 - Social – Conformity / identity



Conflict #4

- 'renegotiating the quality of our relationships, our expectations of each other, our interpretation of our identity as individuals and as a family, and the nature of power and decision-making in our relationship.'
- (Lederach)





Episode - the specific presenting event



Epicentre - underlying context and patterns of behaviour



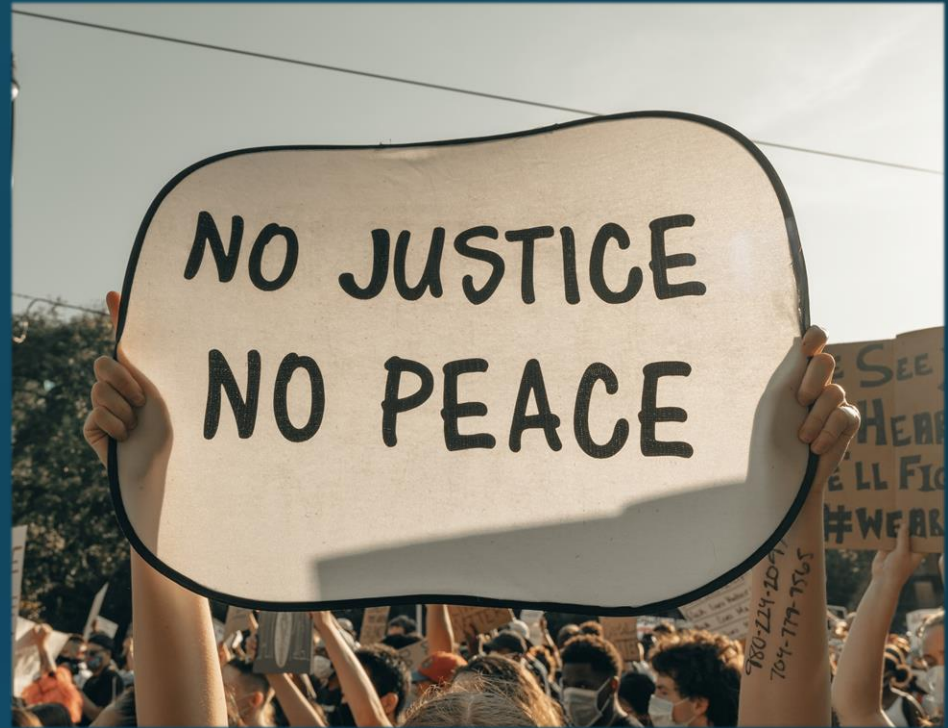
Conceptual framework - that which connects the problem with the relationship

Elements of Conflict Transformation

Reconciliation

- Asymmetrical relationships
- Symmetrical relationships





The relationship between peace and justice

Peace requires Justice



Reconciliation

- Understanding ourselves - emotional intelligence
- Understanding others - social intelligence
- Understanding how the conflict grew and its ingredients
- Understanding the value of our relationships
- Understanding that peace requires justice

Reconciliation

- Prayerful
- Humble
- Secure
- Listening
- Boundaried
- Emotionally/Socially Intelligent
- Biblically Christological



Matthew 18 - Peacemaking

- Who is the greatest? v1 - 5
- Humility and honesty v6 - 9
- Recovering a wandering soul v10 - 14
- If your brother sins against you v15 - 20
- How many times do I forgive; seek reconciliation? v21 - 22
- The Parable of the Unmerciful Servant v23 - 34
- Jesus' closing statement v35



Forgiveness is:

Giving up the right to be right

Giving up the right to revenge

Giving up the right of justification

Accepting the gift of beginning again

Embracing the future not rehearsing the past

Facing honestly our pain and disappointment

And now...different attitudes

Don't be afraid of conflict

Separate the issues from your emotions

Don't judge the people; assess the problem

Ask: 'what else is being renegotiated here?'

Apply the Matt 18 principle

Ask: 'what are we afraid of losing?'

Avoid debate by email

Listen more than you talk!

And now...different questions

Not - 'what did you do?' but 'how has this impacted you?'

Not – 'whose fault is this?' but 'how did we get here?'

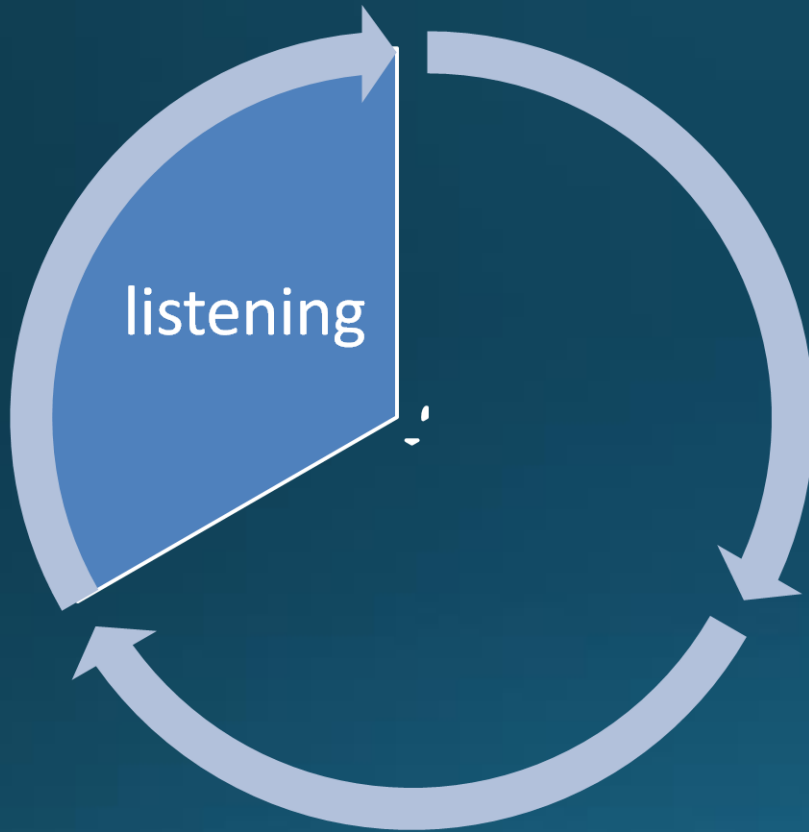
Not – 'can't you just move on?' but 'why is this important to you?'

Not – 'what did they do?' but 'what might you have done differently to disarm this?'

Not – 'what must happen to end this?' but 'what can you do to bring peace here?'

Three-fold facilitators to transform broken relationships





Definition of Listening

Giving people space to explore their concerns without interruption or interpretation

An act of respect and service that requires us to put the other person's story before our own



Definition of Healing

A journey into wholeness
and well-being.

A process of transforming
disease into ease where
there is fuller harmony of
mind, body and spirit.
This is true shalom.

Definition of Reconciliation



Growing a new relationship out of the ashes of the old.

A process of restoring broken relationships between individuals and between communities.



The three-fold approach

- connects with the dynamic of journey
- attends to relationship building
- the call to recover our human dignity
- put aside our personal preferences and wholly attend to the story of the other