

Peacemaking Partnership Christians and Conflict

Part 2: Navigating Gracefully

FIRST COVENANT CHURCH

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Review:

- Conflict is an opportunity
- Conflict is a tool of God, *not Satan*
- Conflict starts with a difference in desires
- Solutions begin in our own heart

What we're going to cover:

- How to confront an issue
- How to say what you want
- How to reach resolution
- Moving forward, keeping positive momentum
- Types of conflict and when to involve the CRC
- Getting the most out of your Peacemaking Partnership

Get Perspective:
What do you Want?

What am I asking for/expecting?

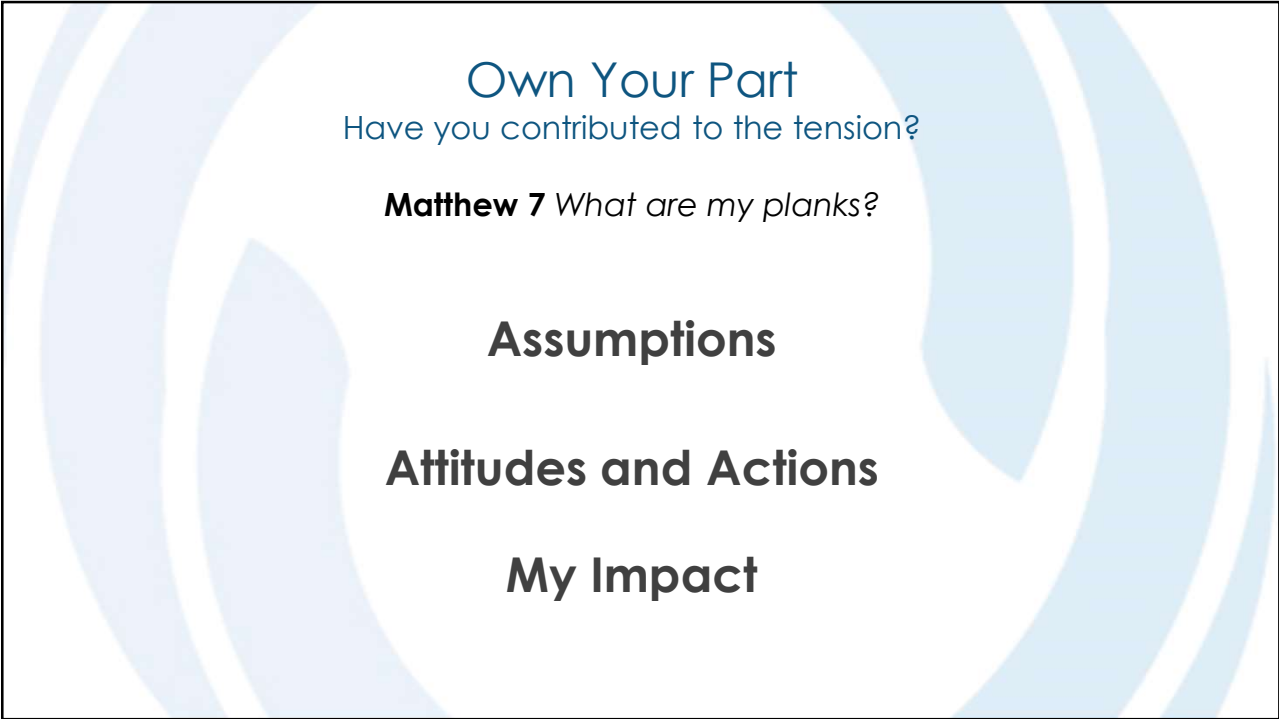
Mark 10 *What do I want God to do for me?*

Why is that so important to me?

Luke 14 *Have I counted the cost?*

Am I being consistent with my core values?

James 1 *Am I double-minded, unstable in all my ways?*



Own Your Part
Have you contributed to the tension?

Matthew 7 *What are my planks?*

Assumptions

Attitudes and Actions

My Impact



More on Making a Good Apology

When you've wronged someone, a well-crafted apology is not sign of weakness or surrender. Rather, it's a strong step toward making things right again.

- Be specific and don't try to minimize or explain.
- Acknowledge the pain you've caused and the consequences you may face.
- Commit to making a change.
- Include everyone your actions have affected. Sometimes this requires a public statement or multiple private meetings.

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Confront Gracefully

Separate the problem from the person.

Affirm and acknowledge.

State the problem and Own your part.

State what you want.

Offer solutions and invite feedback.

Three goals in conflict

1. I'm okay
2. We're okay (Reconciliation)
3. Let's try this again (Restoration)

I'm Okay: "I can move on"

1. You're at peace with this situation
2. You're crossing it off the you-owe-me list
3. You're done venting about this to others

“I’m okay”

Options

- ▶ Overlook the offense
- ▶ Agree to disagree
- ▶ Split the baby in half (substantive solution)

Forgiveness

There are varying applications and benefits to forgiveness. Understanding these better can help you find peace and move forward in life.

Forgiveness can be:

- A way for the offended to find peace.
- A decision that improves mental and physical health.
- A powerful way to affect change in the offender.

Forgiveness does not have to be:

- A free pass for the offender.
- A dismissal of damages done.
- Dependent on an apology.

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Reconciliation: We're Okay (and we're getting better)

- **Communication**: How will we discuss this event and future interactions?
- **Boundaries**: What did we learn from this about our relationship? What needs change?
- **Contingency plan**: How will we resolve any future disputes?

Restoration: Let's Try Again

- Requires both parties desire to try again.
- Safety and trust must be established.
- A plan in place that includes accountability.

Moving Forward

Communication

How will we discuss this event and future interactions?

Boundaries:

What did we learn from this about our relationship? What needs change?

Contingency plan:

How will we resolve any future disputes based on this interaction?

Types of Conflict

- **Substantive**: Contracts, money disputes, who took my stapler?
- **Relational**: Intrapersonal, relationship at stake
- **Organizational**: Recurring conflict due to policies and procedures
- **Cultural**: Relational norms perpetuate tension

When to get the CRC Involved

- **Substantive**: Issues are too large, too numerous, or too technical
- **Relational**: Things have escalated beyond staff capacity, or situation requires a neutral third party
- **Organizational**: When leaders are scratching their heads or can't agree on the problem or the solution
- **Cultural**: Continual collaboration

Recap

What do I really want?

Owning my part.

Confronting gracefully.

Moving forward.

Striving for Peace Through Conflict

Strive for peace with everyone, and for the holiness without which no one will see the Lord. See to it that no one fails to obtain the grace of God; that no "root of bitterness" springs up and causes trouble, and by it many become defiled.

-Hebrews 12:14-15

THANK YOU!

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