

Conflict Resolution – Proverbs 26

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Assumes conflict is probable

Assumes resolution is possible

Define conflict – struggle or lack of agreement between two or more considerations

Some categories of conflict

Approach/approach – two desirable options

Avoidance/avoidance – two undesirable options

Approach/avoidance – option containing desirable and undesirable elements

Double approach/avoidance – two options each containing desirables and undesirables

Types of conflict

Internal – search your own **heart** upon your bed and be at peace - Ps.4

You and God – peace with God, prayer

You and yourself-acceptance – peace, healed of emotional injury

You and Satan - attack – “devices” – daily war with Satan (Eph. 6)

External – as much a lies within you live at peace with all men – Romans 12:18

Other persons – at peace and forgiven (forgiveness notes)

Friends – iron sharpens iron

Home –should be the safest haven on earth

Spouse – mutual love, respect and acceptance

Children – love, protect, train and teach

Church – should be the safest society

Society – tension should exist – no compromise

II Kings 4:26 (is it well with you?) your heart must be healthy to heal others

Degrees of and responses to conflict

| | <u>Wrong</u> | <u>Right/Biblical</u> |
|-------------------|------------------|-----------------------|
| 1. Disagreement | silent treatment | discussion |
| 2. Personality | anger | appreciation |
| 3. Applications | reject | understanding |
| 4. Principles | give in | convictions |
| 5. Error | overlook | address/forbear |
| 6. Sin | tolerate | confront/restore |
| 7. Persistent sin | compromise | separate-not resolve |

Principles

Restoration through redemptive action is always the goal of CR
Do not polarize – do not escalate
Return good for evil, bless those who curse you
Vengeance is mine, I will repay, says the Lord, do not take offense
Do not use complicated language
Communicate facts and feelings
Do not place people in awkward and disadvantageous situations
Provide a “safe” place to deal with conflicts
There are some conflicts that should not be resolved
Wisdom is knowing when and how to act and when to overlook a matter
Do not have a conflict mentality – some people love a fight
Things not talked out will be acted out
Resolve as far as possible and then forgive all that remains
Opportunity for God to work in your life
Humility is key to CR, Selfishness is the key hindrance to CR
Have a team concept with complementary roles to utilize strengths of each
If you are not part of the problem or solution - stay out of the process
Do not blame or accuse or cover up
Fears of loss, feelings of threats, lack of significance or security prevents CR
Lack of information (puzzle pieces) prevents accurate solution
Lack of planning will cause conflict
Make associations based on compatibility
“Hurt people – hurt people”

Practical suggestions

1. Define the issues and terminology, clarify areas of agreement and disagreement
2. Understand the other person’s point of view
3. Consider options and possibilities for management of conflict
4. Evaluate the options – take time, do not be hasty
5. Make decisions about the wisest course of action
6. Make plans to implement the decisions
7. Implement the plans

Scriptures

Matt. 5:9 blessed are the peacemakers

Matt. 18 plan for resolution

Gal. 6:1 be Spiritual, restore in spirit of meekness, consider self (Rom.15:14)

Pro. 13:10 - Only by pride comes contention

15:1 a gentle answer turns away wrath

15:18 a hot temper yields strife, being slow to anger makes peace
 16:28 pride sows strife, gossip separates best of friends
 17:14 leave contention before it develops
 19:11 discretion defers anger, glory to pass over a (personal) transgression
 22:10 **cast out the scorner and contention/strife shall cease**
 24:29 do not return evil for evil
 26:20 **where no wood is the fire goes out, without gossip the strife ceases**
 28:25 pride stirs up strife, trust in God makes blessing
 Eccl. 9:15 a poor, wise man delivered the city, no one remembered him
 Acts 15:36-40 Paul and Barnabas separated to work different fields -
 I Cor. 6:5 is there not a wise man among you who has discernment to judge
 I Cor. 8 do not allow your liberty to cause someone to stumble
 I Tim. 5:20 those that sin rebuke before all that others may also fear
 John 13:35 by this shall all men know that you are my disciples – love one another

Styles of dealing with conflict

Behavior patterns typically develop based on experiences. Sometimes these need to be adjusted to allow for better methods of dealing with conflict. Dysfunctional methods can be harmful if they persist. Persistence in failed methods is symptom of lack of emotional health. Wise advice is needed to restore or provide better ways of dealing with conflict. Reading Proverbs is a good way to start that process.

Conflict Resolution in the Home

Father – Malachi 4:6

Spiritually and emotionally healthy - Healed of wounds and injuries

Spiritual leader of wife and family (see notes)

Authoritative not authoritarian

Discipline –

Self-control

Children

Early, Strict, Kind, fair balanced

Communication

P

P

Reflective

Directive

A

A

Proves you heard

Hope

C

C

Prevents problems

Homework

Boundaries

- Temporal
- Emotional

- Mental
- Physical
- Spiritual

Respectful

Servant of wife and family

Mother – Proverbs 31

Submissive - Not passive

Not grudging compliance

Encouraging

Servant help mate -

Healed of wounds of the past

Marriage - Healing experience – mutual love and unconditional acceptance

Love and Respect

Healthy Families

Praise with affirmation

Genuine compliments

Value person

Being

Honest/integrity

Accurate perceptions of reality

Genuine repentance

Please God

Accurate sense of God

Ashamed of wrong

Adequate care and value of self

Failure allowed

Admit failures and adjust

Useful role models

Healthy self-concept

Healthy generational relationships

Healthy hatred for sin

Unhealthy Families

Praise without affirmation

Flattery instead of genuine praise

Value performance

Doing

Dishonest/image

Distort reality

Sorry for being caught

Please people

Faulty perception of God

Not ashamed of wrong

Lack of value and care of self

Perfectionism

Cover failures

Faulty role models

Faulty self-concept

Emotional incest

Sinful tendencies passed on

Broken Persons and Wounded Persons

Broken/Humble/Prophets

Do not fear what the people think

Do not fear wounded people

Seek only the truth

Wounded/Proud/Politicians

Fear the people

Fear broken people

Political expediency

| | |
|--------------------------------|-------------------------------|
| Care only to please God | Please the people |
| Deal with facts | Deal in emotion |
| Secure | Insecure |
| Eternal perspective | Earthly perspective |
| Can not be manipulated | Easily manipulated |
| Hate sin and wrong | Hate prophets |
| Frequently “lose” in this life | Frequently “win” in this life |
| Integrity | Loyalty |
| Courage | Compromise |
| Stand alone with God and truth | Justify behavior by talking |
| Conviction | Control |
| Jesus | Pilate |
| David | Saul |
| Stephen | Accusers |
| Defenseless | Defensive |
| Called | Driven/demanding |
| Courageous | Fearful |
| Heal people | Hurt people |

Conflict Resolution in the Church

Leaders - Must be respectable and respectful men of integrity –

Acts 20:28 – (see notes)

Preach the gospel – to convert the unsaved

Teach the Word – to edify and exhort the believers

Exegesis – to extract the meaning from the Bible

Exposition – to present the application to the people

Too many sermons/lessons have been men’s ideas

Purpose of the Church - “**W**orship, **I**nstruction, **F**ellowship, **E**vangelism”

Too many Sunday afternoon “council meetings” around the dinner table

Not allow ideology to determine all decisions

– mercy and truth needed together

Generations of insensitive leadership

Need for role models

Acts 15:36-40 – do not continue personality clashes, separate and work

Leaders need the wisdom of Jesus: (I Corinthians 1:30)

Accepted the sinner but did not tolerate sin

Caring but not controlling

Forgiving but not permissive

Accepting but not controlling

Common but not condescending

Truthful but not invasive

Honest but not flattering

Wise but not clever

Holy but not isolating

Righteous but not self-righteous

Firm but not harsh

Loving but not mushy

Took risks but was not risqué

Insightful but not depreciating

Sensitive but not sentimental

Persistent but not pushy

Confident but not arrogant

Humble but not hesitant

Compassionate but not compromising

Notes

Peacekeeping can be passive, saying nothing, pretending

Peace making requires courage to confront and faith to restore

David Augsburger – *Caring Enough to Not Forgive*

Luke 17:3

Forgiveness prevents prolonged bitterness

Eph. 4:25-27

Enablers will always hamper the process

Matthew 18:1-21

-Who is greatest in God's kingdom?

2 Those who are converted and are childlike

3 Change of earthly attitude of wanting promotion and prominence

To innocence and forgiving

4 Humility is required for adults to experience this heart change

5 To be able to live in a childlike manner with each other

-What about those who bring offense

7 Woe to the world

Woe to the person who causes the offense

8-9 Examples of eternal consequence of offenses

-Why should we care about little ones?

10 because angels honor and protect them

11 because Jesus died for them – so they could become childlike

12-13 another example

Joy over retrieving a lost one back to the fold

14 so they will not perish

-What to do if offenses do come

15 go alone and tell the offender about (reprove him for) the offense

If he hears – you have gained him back again

16 if he will not hear

Take one or two other persons along and go to him again

As witnesses to the matters

17 if he still will not hear

Tell the Church

If he will not hear the Church

No longer consider him part of the fellowship

-What is the basis of such discipline

18 binding (forbidding) and loosing (allowing)

Gathered Church is empowered by Lord Jesus Christ (I Cor.5:4)

To accomplish God's will on earth as it is done in Heaven

Thus representing the Kingdom of Heaven here now

Divine authority and discernment are needed for Church discipline

Church discipline and order must accurately represent God's will

Religious leaders must always be faithful to the Word and Spirit

19-20 corporate prayer in Jesus name

Two or three are promised the Father's hearing and Jesus' presence

All this done in childlike humility, dependence, innocence and forgiveness

Notes- Skandalon – baited trap to snare – to cause others to sin

When we willingly offer and accept forgiveness we are children of the kingdom

Great amount of energy is needed to retrieve the lost ones

More than needed to keep the ones who stay in safety