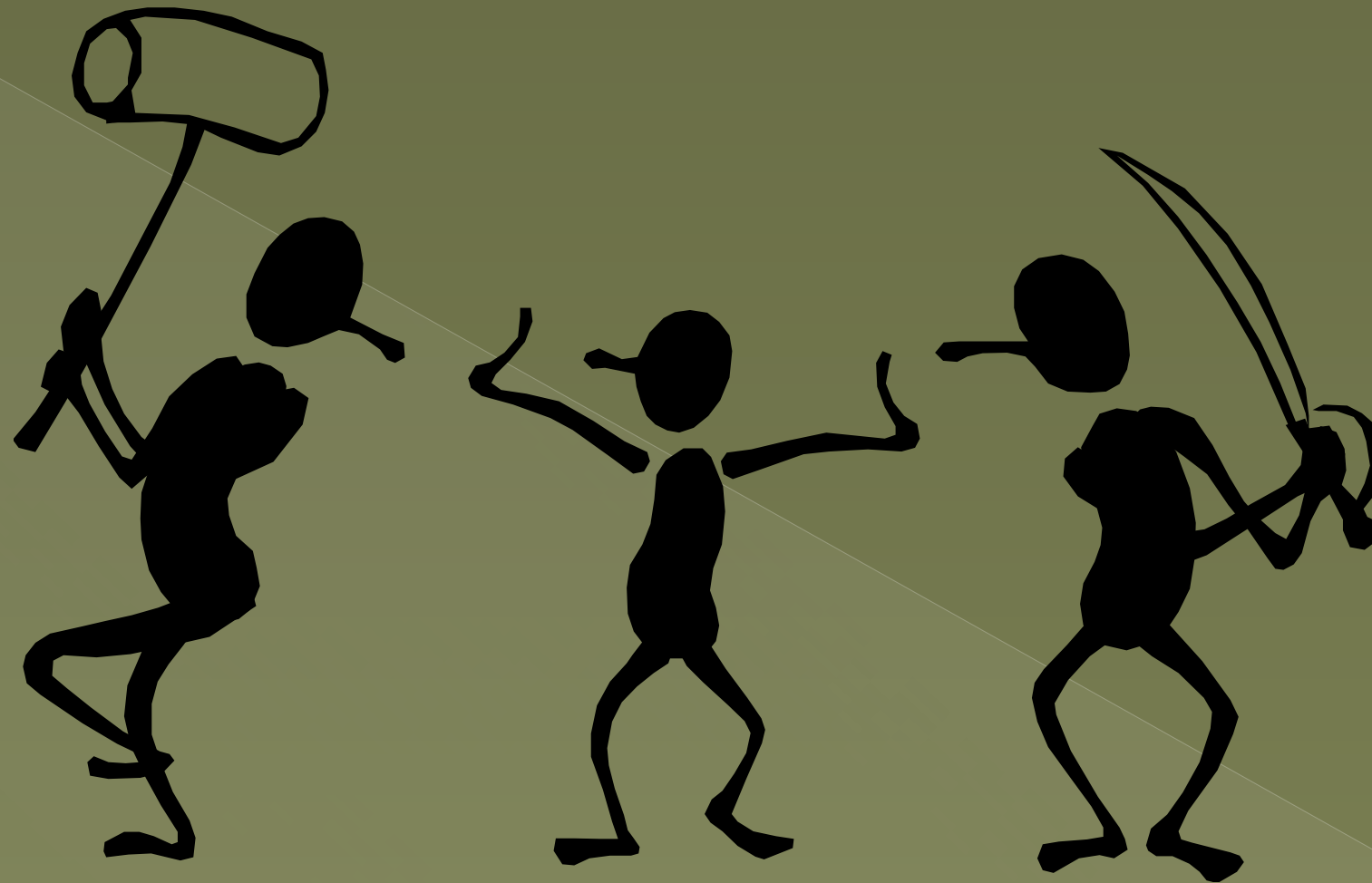
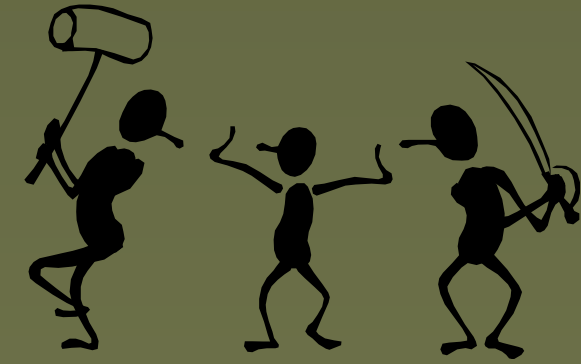


CONFLICT

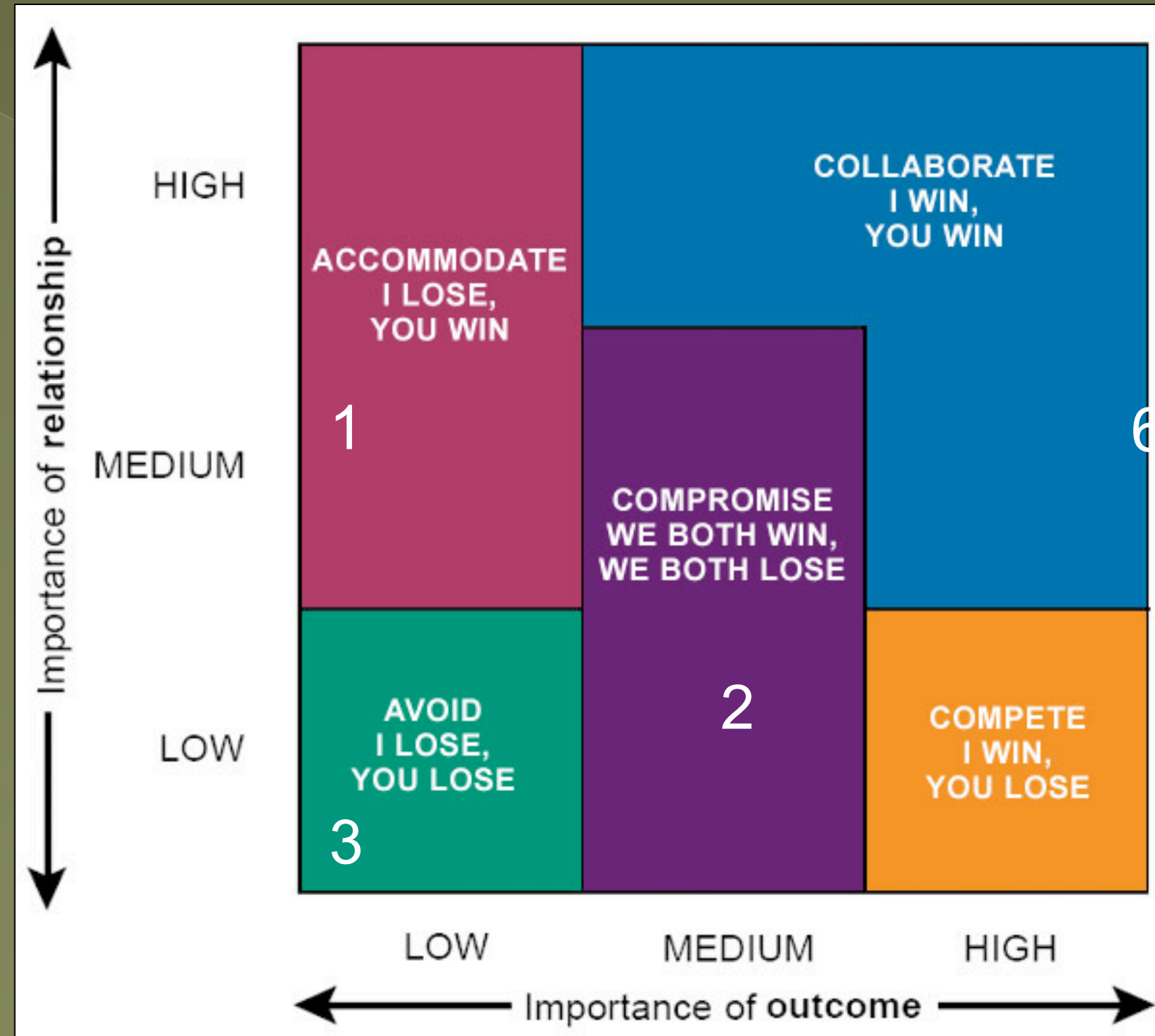


RESOLUTION

CONFLICT RESOLUTION



- 1. Conflict Resolution Styles**
- 2. Matthew 18**
- 3. Forgiveness**
- 4. Intra-Ecclesial Conflict**
- 5. Reconciliation is the Goal**



MATTHEW 18

1. Between Thee and Him – v.15
2. One or Two More – v.16
3. Tell it to the Ecclesia – v.17

Between Thee and Him Alone

Matt. 18:15

‘If your brother acts wrongly towards you, go and point out his fault to him when only you and he are there’ (Wey)

‘But if your brother wrongs you, go and have it out with him at once – just between the two of you.’ (Philips)

‘trespass’ – ‘to miss the mark, be mistaken, miss or wander from the path of uprightness and honor, to do or go wrong’ (Thayer)



Prov. 25:8-9 – ‘Debate thy cause with thy neighbour himself’

Between Thee and Him Alone

Matt. 18:15

‘go tell him his fault’

↓
‘refute, confute, bring to light, expose’

↘
‘self to the exclusion of others, by one’s self’

Gr. vb. Implies a continual action – ie continue till it is apparent further conversation = useless or harmful

Motive – Gaining thy brother – Lev.19:17-18



Between Thee and Him Alone

Matt. 18:15

‘hear’ – ‘to attend to, consider, understand, perceive the sense of what is being said’



- Always intermediate step
- We add meaning to action observed
- Even if it we don't realize it we tell ourselves stories
- Need to tell ourselves different story to break cycle



Between Thee and Him Alone

Matt. 18:15

CONFLICT – An Opportunity

Love of Christ →

1. Note Context – v.12-14 – restoration not condemnation
2. Language of scripture – not ‘confront’
 - confessing, teaching, instructing, reasoning, encouraging, correcting, warning, admonishing, rebuking
 - (Mt.5:23-24, Lu.17:3, Acts 17:17, I Thess.5:14, II Tim.2:24,4:2)
3. Adjust intensity of our communication – I Tim.5:1

Reconciliation Principles



Between Thee and Him Alone

Matt. 18:15

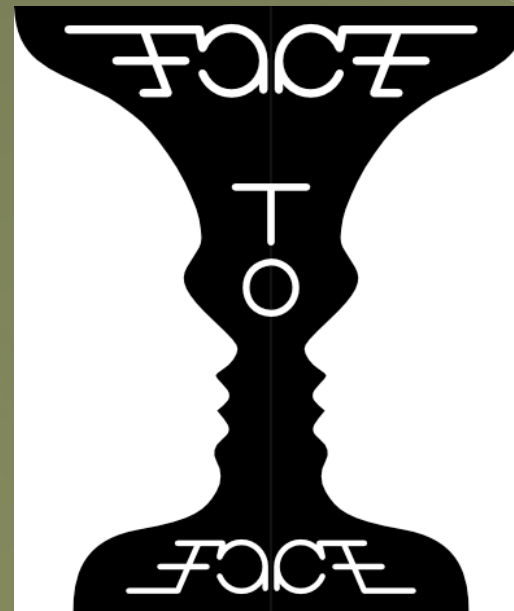
Reconciliation Principles

1. FACE TO FACE

Matt.5:23-24, 18:15, Lu.17:3

Successful
Reconciliation

Jacob & Esau – Gen 33:6-12
Joseph & Bro's – Gen 45-50
Paul & Apostles – Acts 9:27-28



Unsuccessful
Reconciliation

David and Absalom
II Sam.14:24-32
'must not see my face'

Between Thee and Him Alone

Matt. 18:15

Reconciliation Principles

2. AWARENESS = OBLIGATION

To do nothing isn't a scripturally viable option

Lev. 19:17 – 'rebuke...so you will not share his guilt'

Prov.24:11-12 – 'If you say we know nothing...'

Matt.5:23-24 – 'if remember thy bro. hath ought against thee'

Ja.5:19-20 – 'convert the sinner...save a soul from death'

Between Thee and Him Alone

Matt. 18:15

Reconciliation Principles

3. RESPONSIBLE FOR EACH OTHER

Gal.6:1 ‘overtaken in a fault’

└→ Gr. ‘prolambano’ – ‘overtaken, surprised’

‘restore’

└→ Gr. ‘katartizo’ – ‘mend, repair, equip, complete, prepare’

Matt.4:21 – ‘mending their nets’

I Thess.3:10 – ‘perfect that which is lacking’

Heb.13:21 – ‘Make you perfect in every good work’

I Pet.5:10 – ‘make you perfect’

**MENDING BROKEN PEOPLE
RESTORING THEM TO USEFULNESS!**

Between Thee and Him Alone

Matt. 18:15

Reconciliation Principles

4. BE QUICK TO LISTEN

Ja.1:19 – ‘swift to hear’



Gr. ‘prompt, ready, quick’ – only occurrence

Prov.18:13 – ‘He who answers before listening –
that is his folly and shame’

Ecc.5:1 – ‘in house of God...be more ready to hear
than give the sacrifice of fools’



Between Thee and Him Alone

Matt. 18:15

Reconciliation Principles

5. BE SLOW TO SPEAK

‘There is one whose rash words
are like sword thrusts’

Prov.12:18

- Act with Grace – Ja.3:17-18
- Make Charitable Judgements – Ja.4:11-12
- Speak Truth in Love – Eph.4:15, Rom.12:14, I Pet.3:8-9
- Talk from Beside not from Above
- Communicate so Clearly that You Cannot be Misunderstood
- Plan Your Words – Prov.14:22

**‘...a bro. offended is harder to
be won than a strong city’**

Prov.18:19

One or Two More

Matt. 18:16

‘two or three witnesses’

A Principle under the Law

Deut.19:15, Num.35:30, Deut.17:6, Heb.10:28

Practiced in the Ecclesia

II Cor.13:1, I Tim.5:19, Phil.4:2-3

‘every word may be established’



Gr. – ‘to be made to stand’



Tell it to the Ecclesia

Matt. 18:17

‘neglect to hear’

└→ Gr. ‘parakouo’ – only time word is used
Strgs – ‘to mishear, disobey’
Thayers – ‘to hear aside ie casually, carelessly’
‘be unwilling to hear ie neglect, pay no heed’

‘tell it to the ecclesia’

ROLE OF THE ECCLESIA

- Holds both parties accountable to God’s Word
- Ecclesia’s opinion intended to be binding
- Ecclesia speaks with authourity of Christ
(although imperfectly)
- As an Ecclesia we are accountable before God
- Decisions are Ecclesial not AB’s

Tell it to the Ecclesia

Matt. 18:17

Heb.13:17 – guidance ----- accountability
I Cor.6:1-8 – ecclesia – arbiter of choice
II Cor.2:6-8 – ‘inflicted of many’
I Tim.5:20 – ‘them that sin rebuke before all’

“let him be as a heathen man and a publican”

Rom.16:17-18 - AVOID THEM

‘divisions’ – ‘disunion, dissension’

‘offenses’ – Gr.’skandalon’ – Eng. ‘scandal’

- ‘a trap stick, snare’

Moral

I Cor.5:9-13
II Thess. 3:6

Doctrinal

I Tim.6:3-5
II Jn.1:10-11

KEY – II Thess.3:14-15

Tell it to the Ecclesia

Matt. 18:17

“let him be as a heathen man and a publican”



Use of ‘as’ is significant!



- God only knows the heart (I Sam.16:7, Rev.2:23)
- Ecclesia has no power to decide whether a person is a believer
- Ecclesia – resp. to make a functional decision – if a person behaves like a non-believer he should be treated as such
- Attendance to be encouraged and welcomed with a view towards restoration (to greatest extent possible)
- Intention – cause him to understand not injure or punish

KEY – Tit.3:10-11 – Condemned himself!

Tell it to the Ecclesia

Matt. 18:17

Non-Believer Status – 3 Purposes

1. Prevents Lord from being dishonoured – Rom.2:23-24
2. Other believers protected from being led astray
 - Rom.16:17, I Cor.5:1-7, II Tim.2:15-18
3. Forces someone to realize seriousness of their fault

A Learning Process

Eph.5:11-13 – ‘reprove’ – Gr. ‘call to account’

I Tim.1:20 – ‘learn’ – Gr. ‘train up a child’

I Cor.5:5 – ‘that the spirit may be saved’



FORGIVENESS

**‘UNFORGIVENESS IS THE POISON WE DRINK
HOPING OTHERS WILL DIE’**

Unforgiveness...

- Blocks our door to salvation – Mt.6:14-15
- Allows root of bitterness to grow – Heb.12:15
- Causes you to walk in darkness – I Jn.2:9-11
- Grieves the Spirit of God – Eph.4:30-31



FORGIVENESS

**Col.3:13 – ‘forgiving one another...
even as Christ forgave you’**

**Eph.4:32 – ‘forgiving one another, even
as God for Christ’s sake hath forgiven you’**

**Gr. ‘aphiemi’ – ‘to send forth, to send away’ Mt.6:12,18:27,32
‘to let go, release, remit’
ref. to debts that have been paid in full**

**Gr. ‘charizomai’ – ‘to bestow a favour unconditionally,
undeservedly’**



FORGIVENESS

Forgiveness is not a Feeling

– it is an act of will

Forgiveness is not Forgetting

- forgetting is a passive process
- forgiving is an active process

Forgiveness is not Excusing

- excusing says that's OK
- forgiveness says – what you did was wrong & inexcusable, but God has forgiven me – I forgive you



FORGIVENESS

When someone sins a debt is created...
someone must pay it

GOD

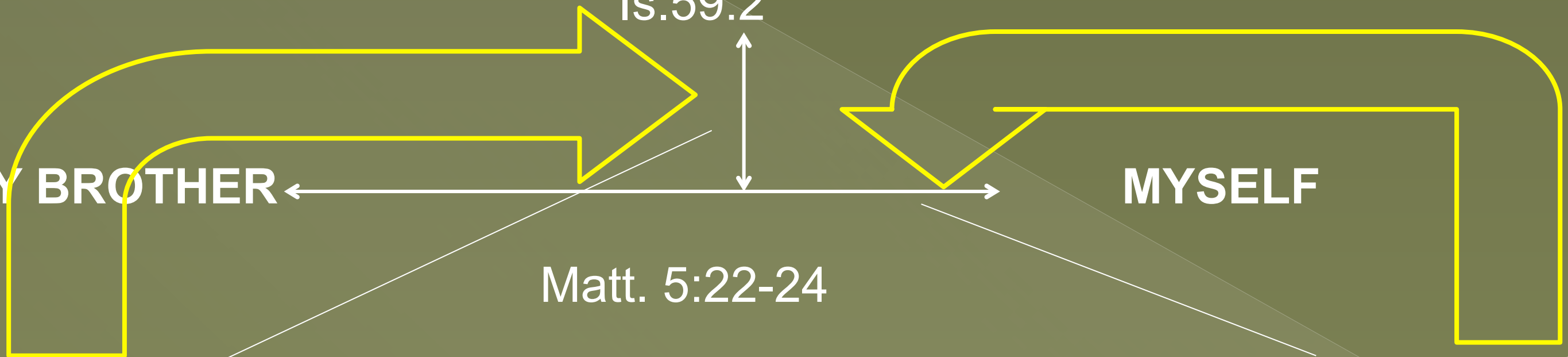
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MY BROTHER

MYSELF

Matt. 5:22-24

THIS GAP CAN ONLY BE CLOSED ... IF WE FIX THIS GAP



FORGIVENESS

TWO CHOICES

UNMERCIFUL SERVANT
Matt.18:28-35



Exact Payment

- Withhold forgiveness
- Cold & aloof
- Gossip
- Lashing back
- Dwelling in the wrong
- Seeking revenge

UNBELIEVABLY FORGIVING
KING
Matt.18:23-27



Make Payments

- Speak graciously
- Release from consequences
- Pray for grace to help
- Tear down walls
- Fight painful memories

REPENTANCE

FORGIVENESS

MAKING FOUR PROMISES

1. I will not dwell on this incident.

- Unconditional commitment to God – Mk.11:25, Lu.6:28
- Letting God take over – won't seek retribution – thought, word, action
- Pray for the other person
- Readiness for reconciliation once repent

2. I will not bring this up again & use it against you.

3. I will not talk to others about this incident.

4. I will not let this incident stand between us or hinder our personal relationship.

Jer.31:34, Ps.103:3-4, I Cor.13:5

FORGIVENESS

APOLOGIZING

CONFESSION

A NECESSARY STEP

I Jn.1:9-10

Ps.51:1-3

5 Elements

1. Expressing Regret – ‘I am sorry’
2. Accepting Responsibility – ‘I was wrong’
3. Making Restitution – “What can I do to make it right”
4. Genuine Repenting – ‘I’ll try not to do that again’
5. Requesting Forgiveness – ‘Will you please forgive me?’



REPENTANCE

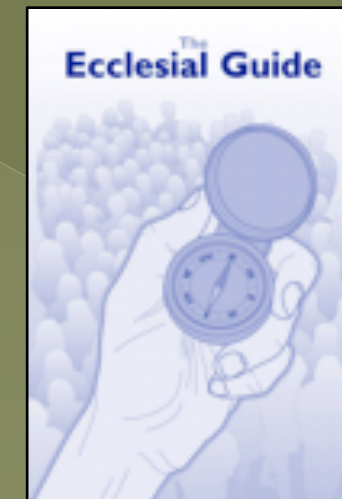
INTRA-ECCLÉSIAL CONFLICT

The Ecclesial Guide

Framework for each ecclesial constitution

1. Consistency of operation within individual ecclesias
2. Consistency of practice in how ecc. deal with each other

Do we use the ecclesial guide alongside
scripture in dealing with matters of fellowship
and doctrine?



INTRA-ECCLÉSIAL CONFLICT

VOTING/BALLOT – COMMON PRACTICE

Advantages

- convenient
- quick
- little effort/deliberation

Disadvantages

- Anonymous – allows the expression of opinion while avoiding face to face deliberation and discussion

What does voting really accomplish?

Does voting allow us to reach out to others in bro. love?

Does voting resolve the issue at hand?

Does voting promote unity?

Does voting promote oneness of mind amongst an ecclesia?

INTRA-ECCLÉSIAL CONFLICT

CASTING LOTS

Employed in Defined Situations

1. Choosing people for specific tasks (positive & negative)
2. Dividing up of duties or territory



Josh.18:8-10 – cast lots before the Lord for division of land

I Sam.14:42 – cast lot before God between Saul and Jonathan

Acts 1:26 – the lot fell upon Matthias

Also I Chron.26:13-14, Neh.11:1, Ps.22:18, Joel 3:3, Jon.1:7

INTRA-ECCLÉSIAL CONFLICT

SCRIPTURAL ADVICE

Rom.12:6 – be of the same mind one toward another
Rom 15:6 – with one mind and one mouth glorify God
II Cor. 13:11 – be of one mind, live in peace
Phil.1:27 – with one mind striving for the faith
Phil.2:2 – likeminded...of one accord...of one mind
I Pet.3:8 – finally be ye all of one mind
Acts 1:14 – these all continued of one accord
(2:26,4:24,5:12,8:6,15:25)

INTRA-ECCLÉSIAL CONFLICT

Advice from ECCLESIAL GUIDE

If the matters of difference do not affect the question of the truth or the commandments, it is the duty of the lesser to submit to the greater number. (Clause 39)

If the matters of difference do affect the question of the truth or the commandments, let the minority ask a meeting for the discussion of them, intimating that a question of fellowship is involved. (Clause 40)



If the discussion have no result ... the course of the minority is clear .(Clause 40)

INTRA-ECCLÉSIAL CONFLICT

Advice from SCRIPTURE is MORE COMPELLING

Phil.3:15-18

Context – ‘knowing him, power of his resurrection, and the fellowship of his sufferings’ (v.10)

‘be thus minded’

Gr. ‘to exercise the mind, entertain or have sentiment or opinion; to be mentally disposed in a certain direction’

Thayer – ‘the same opinion, agree together, cherish the same views’

‘otherwise minded’

Gr. ‘differently minded or different thinking’

INTRA-ECCLÉSIAL CONFLICT

Advice from SCRIPTURE is MORE COMPELLING

Phil.3:15-18

Context – ‘knowing him, power of his resurrection, and the fellowship of his sufferings’ (v.10)

v.16 ‘let us walk by the same rule, let us mind the same thing’

Gr. --- we must as an ecclesia walk in step as a military troop holding the same opinion – Phil.2:2, I Cor.1:10

Lit Gr. ‘let us walk in step’ - contrast v.18 ‘walk out of step’

INTRA-ECCLÉSIAL CONFLICT

Advice from SCRIPTURE is MORE COMPELLING

Gal.5:10

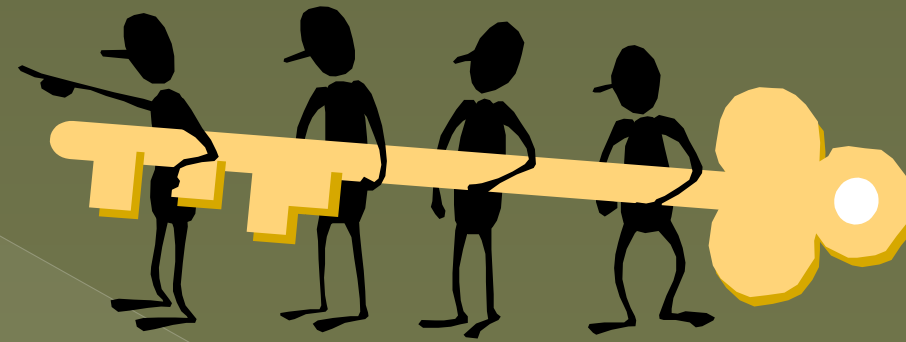
Context – ‘doctrine’ of circumcision v.1-4

‘be none otherwise minded’

Gr. ‘not even one will exercise the mind, have sentiment or opinion or be mentally disposed in a different direction’

VOTING FAILS TO ACHIEVE
ONENESS OF MIND
DEMANDED BY SCRIPTURE

THE KEY TO SUCCESS



When you are faced with conflict,
passivity is not the real path to
peace. Resolution rests in confronting
wrong, but with a right heart.

THE GOAL

Resolution or Reconciliation ?

↓
'finding the answer'

↓
Gr. 'adjustment of a difference – to change the mind of anyone – restoration to favour – to receive one into favour – to re-establish harmony – to bring together again'

II Cor.13:11 – 'Straighten yourselves out, comfort yourselves. agree with one another and live at peace.'

Is **Forgiveness** the same as **Reconciliation**?

↓
Focus on offense

↓
Requires no relationship

↓
Focus on relationship

↓
Requires nurturing relationship

**“Can two walk together unless
they meet by appointment”
Amos 3:3 (Roth)**

What does RECONCILIATION look like?

I CORINTHIANS 1:10

‘I entreat you brethren, in the name of our Lord Jesus Christ, to cultivate a spirit of harmony – all of you – and that there be no divisions among you but rather a perfect union through your having one mind and one judgement.’ (Wey)

**‘I do beg you, my brothers, by all that our Lord Jesus Christ means to you, to speak with one voice, and not allow yourselves to be split up into parties. All together you should be achieving a unity in thought and judgement.’
(Phillips)**

Lose the Emotion

**“The discretion of man deferreth his anger”
Prov.19:11**

**“He that is slow to anger is better than the mighty;
and he that ruleth his spirit than he that taketh a city”
Prov.16:32**

The Challenge - Be angry and sin not!

Eph.4:25-32

1. Be Honest – v.25
2. Deal with it now – v.26-28
3. Attack the problem not the person – v.29-30
4. Act don't react – v.31-32

Proverbs 18:13 – LISTEN first then respond!

Gal.5:15 - 'If you keep on biting and devouring one another, watch out or you will be destroyed by each other.'

I'M SORRY.

I WAS WRONG.

PLEASE FORGIVE ME.

(Harry Tennant)

Conflict Resolution Worksheet

Examine the following examples in scripture and discuss how the various scriptural characters handled conflict or disagreement.

What conflict resolution styles did they use??

What worked well?

What could have been done differently?

1. Genesis 4 – Cain and Abel
2. I Samuel 20:30-34 - Saul & Jonathan
3. Luke 23:13-25 – Pilate and the people
4. Matthew 15:10-20 – Christ and Pharisees
5. Mark 11:11-19 – Casting Out Money Changers
6. Acts 15:1-22 – Jerusalem Conference
7. Acts 15:36-40 – Paul & Barnabus
8. Gal. 2:11 – Paul & Peter
9. I Cor. 5:12-6:8 – Going to Law
10. Acts 6:1-8 – Neglect of Widows