

MissioNexus 2023

Preparing Today's Missionaries for Practical Peacemaking

Dr. Janeen Davis

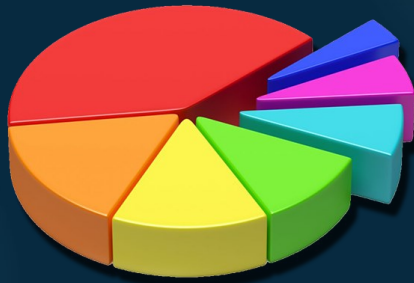
Purpose & Peace Solutions

MissioNexus 2023

Learning Objectives

- ▶ Describe the principles and essential elements of effective peacemaking strategies
- ▶ Recognize common practices to avoid in conflict resolution
- ▶ Analyze popular models of conflict resolution and incorporate effective tools and resources into your trainings
- ▶ Review and revise existing peacemaking training plans to maximize effectiveness

Why Bother Training Conflict Resolution?



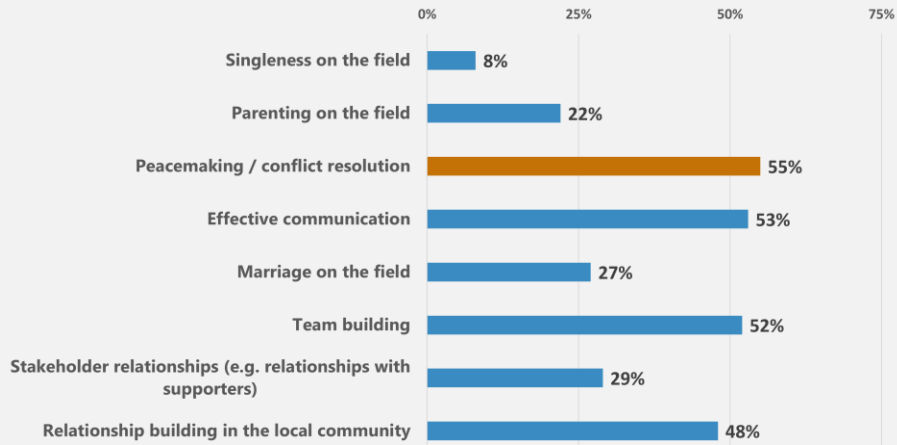
Allocation of
Training Time



Greatest Needs
of Missionaries

Why Bother Training Conflict Resolution?

What would be Most Helpful for you to learn about?



Survey results from late 2021.

N=180 (representing over 50% of the personnel in one global mission organization)

Why Bother Training Conflict Resolution?

Consequences of Unresolved Conflict Include:

- ▶ Direct and indirect correlations with mood and behavior disorders, such as depression, anxiety, anger, suicidality, problematic alcohol and substance use, and eating disorders
- ▶ Reduced employee wellness, individual job performance, departmental productivity, and overall organizational stability, profitability, and success
- ▶ Damage to marital and family relationships, Christian witness, and spiritual health

5

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Why Bother Training Conflict Resolution?

John 13:35

*“By this all people will know
you are my disciples,
if you have love for one another.”*

Current Training Methods

What we do:

Implied Philosophy:

Conflict is a _____ problem.

Real Life Practices

What we do:

Implied Philosophy:

Conflict is a _____ problem.

Personal Responses to Conflict

What signals identify when a relational problem has occurred?

Do these signals differ depending on your role?

**When did you first realize you had a relational problem?
How did you respond?**

How does your response to conflict reveal the essence of conflict and the reason it's difficult to resolve?

9

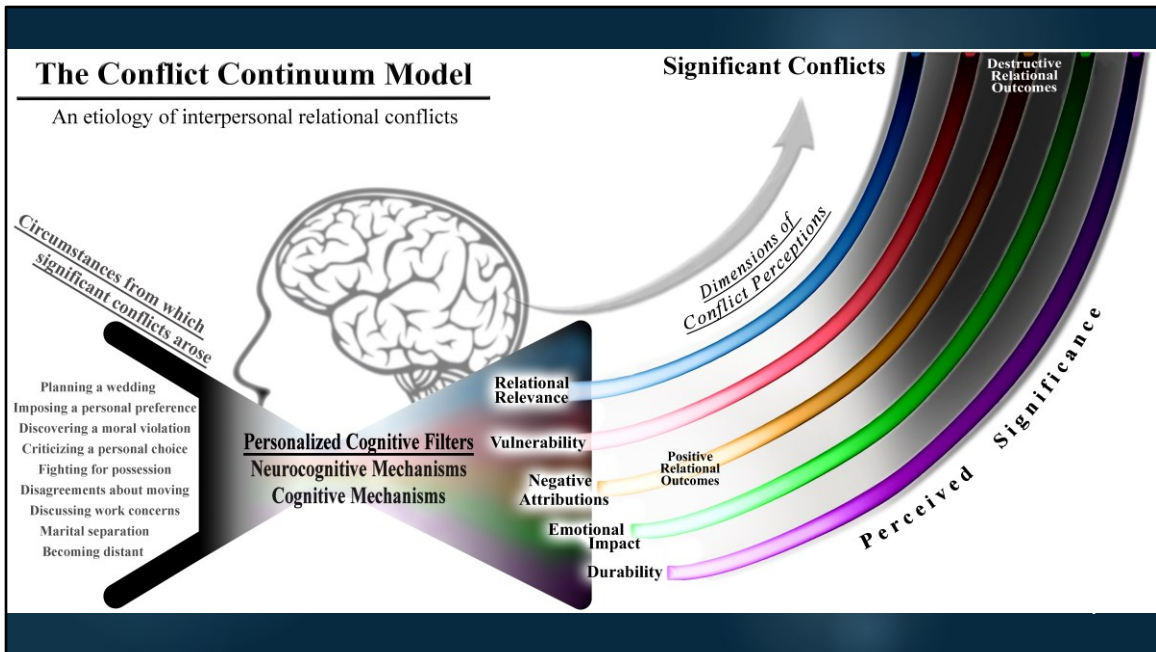
The Essence of

Significant Interpersonal Relational Conflict

A clash of any type within an important relationship that threatens a matter of personal value, leading us to perceive the other person as “the problem,” making negative moral attributions about their character or motives, which generates unpleasant emotions, and a sense of gravity about the offense.

10

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Obstacles to Conflict Resolution

**“You can’t AVOID conflict.
You can only avoid conflict RESOLUTION.”**

~ Peace Pursuit

- ▶ We don’t know *WHO* should do *WHAT, WHEN,* and *HOW*
- ▶ We misunderstand the essence of conflict as an external rather than internal problem, so we try to fix the wrong thing.

12



PROBLEM





PROBLEM



PROBLEM

Evidence-based Aspects of Reconciliation

- ▶ Cognitive reappraisal
- ▶ Reframing
- ▶ Perspective change
- ▶ Increased self-awareness
- ▶ Increased empathy
- ▶ Feeling understood
- ▶ Perceived sincerity
- ▶ Disconnect person from the problem
- ▶ Improved perceptions of forgivability
- ▶ Increased interpersonal compassion
- ▶ Express apologies and forgiveness
- ▶ Repentant and remorseful attitudes
- ▶ Attempted atonement and reparation

16

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Essential Elements of Effective Peacemaking Models

- ▶ Clearly define disunifying **Significant Interpersonal Relational Conflict**, distinguished from tolerable differences between believers
- ▶ Directly address the correct problematic roots of conflicts through practical, systematic, measurable action steps
- ▶ Clearly define the measurable, biblical goal of conflict resolution
- ▶ Establish a clear response plan for those who decide not to follow the peacemaking process

Common Practices to Avoid

- Determine who is to blame ◀ Strengthens the villain-victim dichotomy
- Require an apology ◀ Conditional forgiveness
- Identify and condemn wrongdoing ◀ Assumes sin versus unmet expectations
- Reach agreement on the goal or process ◀ Unity depends on unanimity
- No ongoing tension or hard feelings ◀ Denies consequences and need to rebuild trust and closeness

18

Research demonstrates that external resolutions are short lived if the relationship between two people is not addressed first.

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One example of an Effective and Evidence-based Model of Conflict Resolution

PEACE PURSUIT™ QUICK START GUIDE

First, choose the one side that best describes your situation:

- You feel like you have been personally hurt or offended by someone.
- You believe that a person has offended or hurt someone else other than you.
- Someone has done to you or to someone you care about what you feel is unfair and wrong.
- Someone has done to you or to someone you care about what you feel is wrong and unfair.

Need, follow your gut.

STAGE 1 Meet with God
Pray and complete these steps for your side before you decide to talk or not talk with the other person.

Ask if you're ready
Do you have a sincere heart to try to resolve the problem?
Readings: 1st John 3:19-20, 2nd John 9:9-10

Take the first step
This might mean you need to reach out to the other person. It might mean you need to wait until you feel ready to do so. It might mean you need to wait until you feel safe to do so. It might mean you need to wait until you feel able to do so.

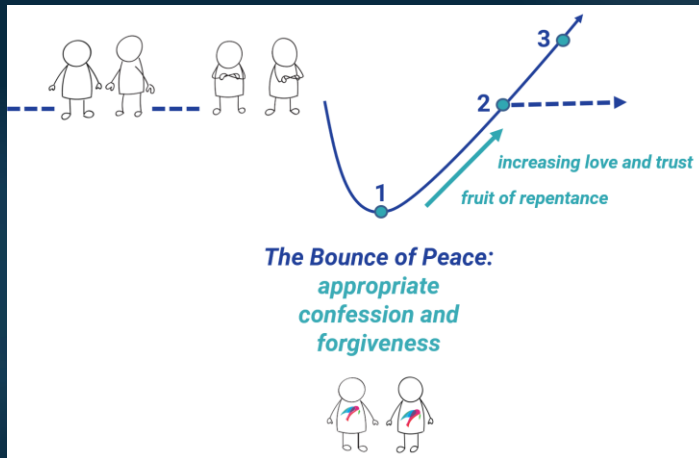
Ask for help
If you need help, ask for it. It might be from a friend, a family member, or a professional. It might be from a counselor, a therapist, or a pastor. It might be from a coach, a mentor, or a teacher. It might be from a support group, a community, or a church. It might be from a friend, a family member, or a professional.

Ask for support
If you need support, ask for it. It might be from a friend, a family member, or a professional. It might be from a counselor, a therapist, or a pastor. It might be from a coach, a mentor, or a teacher. It might be from a support group, a community, or a church. It might be from a friend, a family member, or a professional.

Ask for grace
If you need grace, ask for it. It might be from a friend, a family member, or a professional. It might be from a counselor, a therapist, or a pastor. It might be from a coach, a mentor, or a teacher. It might be from a support group, a community, or a church. It might be from a friend, a family member, or a professional.

Ask for mercy
If you need mercy, ask for it. It might be from a friend, a family member, or a professional. It might be from a counselor, a therapist, or a pastor. It might be from a coach, a mentor, or a teacher. It might be from a support group, a community, or a church. It might be from a friend, a family member, or a professional.

Step One: *do you want to resolve a relational problem?*



Do you want to resolve a relational problem?



PEACE PURSUIT™ QUICK START GUIDE

First, choose the one role that best describes your situation.



You feel that you have been personally hurt or offended by someone.



You believe that a person has offended or hurt someone else other than you.



It appears that you have offended or hurt someone.



Someone has come to you to talk about a conflict between two people, but you are not one of the two people in the conflict.

Next, follow your icon.

STAGE 1

Meet with God

Pray and complete these steps for your role before you decide to talk or not talk with the other person.

21

Step One: *Define the goal of peace*

Step Two: *Reframe the conflict
into terms of unmet
expectations*

Analyze: *reframing conflicts as unequal or unmet expectations*

①

Describe the problem objectively

What happened?

- words
- actions
- inactions
- reactions

②

Identify expectations

What did I expect them:

- to do?
- to say?
- not to do?
- not to say?

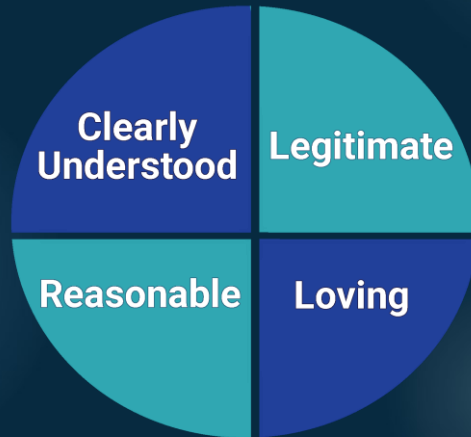
③

Question expectations

Are these expectations CLLR:



Analyze: *reframing conflicts as
unequal or unmet expectations*



Step One: *Define the goal of peace*

Step Two: *Reframe the conflict into terms of unmet expectations*

Step Three: *Seek peace from the Prince of Peace, and then honor Him through obedience*

Two Dimensions : *Vertical and Horizontal*

Stage 1

Vertical:

Repent to God



Stage 1

Vertical:

Forgive before God



Two Dimensions : *Vertical and Horizontal*

Stage 2

Horizontal:

Repent to the offended



Stage 2

Horizontal:

Grant forgiveness



Step One: *Define the goal of peace*

Step Two: *Reframe the conflict into terms of unmet expectations*

Step Three: *Seek peace from the Prince of Peace, and then honor Him through obedience*

*** *Individuals only*

Peace Pursuit Resources

The screenshot displays the Peace Pursuit website's 'Free Resources' section. At the top, there is a navigation bar with the logo, 'About', 'Quick Start Guide', 'Free Resources', 'Premium Resources', 'Practitioners', and a 'Donate' button. A banner above the navigation bar promotes a 'Quick Start Guide' with 'Download (EN)' and 'More Languages' buttons. The main heading is 'Free Resources'. Under 'Free Articles', the article 'The Bounce of Peace' is featured, with a sub-heading 'What does the Bible mean by the phrase, "live at peace" or "live peaceably" with' and a 'Read More' button. To the right, a 'Quick Start Guide (PDF)' is highlighted with a thumbnail image and a note stating it can be self-printed or viewed on mobile devices. The footer of the page includes 'Stage 1: The Hub of Peace Pursuit'.

Purpose & Peace

— SOLUTIONS —→

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