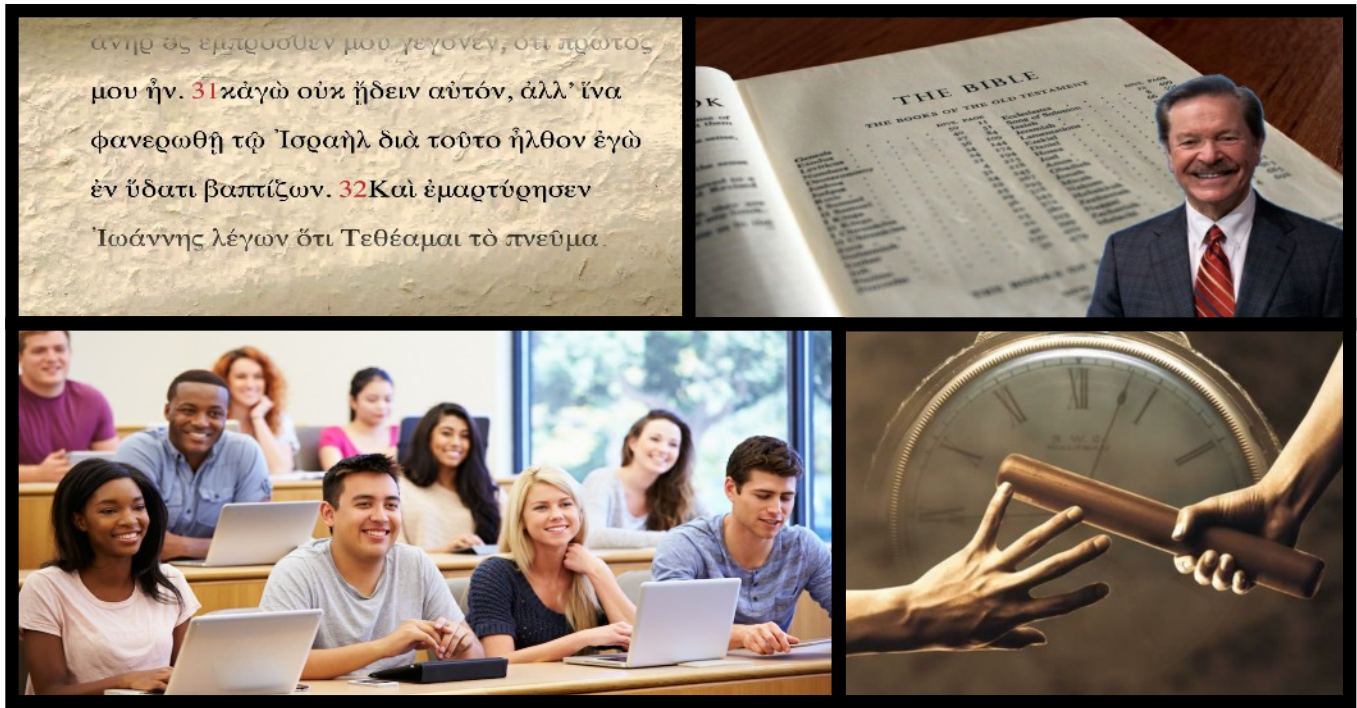


EMBASSY COLLEGE



SYLLABUS AND STUDY GUIDE

Resolving Conflict and Anger God's Way

CC711

Dr. William Graybill

Resolving Conflict and Anger God's Way

Learning To
Manage Conflict
Between Christians

Dr. Bill Graybill

Table of Contents

INTRODUCTION.....	3
LOOKING UPWARD	
KEY CONCEPT 1:	
People respond to conflict in one of three ways.	6
KEY CONCEPT 2:	
Anger is a choice.	12
KEY CONCEPT 3:	
Prayer is essential for resolving conflict.....	17
LOOKING INWARD	
KEY CONCEPT 4:	
There are times when overlooking an offense is better than exercising your rights.	21
KEY CONCEPT 5:	
A major portion of conflict is often found within ourselves.	25
KEY CONCEPT 6:	
Helping people to understand what confession is.....	28
LOOKING OUTWARD	
KEY CONCEPT 7:	
Each Christian is to be an active restorer of broken relationships.....	31
KEY CONCEPT 8:	
When we confront, we must do so in a manner that edifies all people.....	35
KEY CONCEPT 9:	
There is a time to bring others into the reconciliation process.	39
LOOKING FORWARD	
KEY CONCEPT 10:	
Reconciliation starts with forgiveness.	42
KEY CONCEPT 11:	
Making right choices	47
KEY CONCEPT 12:	
When dealing with difficult people, kindness is our most powerful weapon.	52

Course Description

It is the goal of this course to equip Christians to handle conflict in a constructive rather than destructive manner. This course will attempt to lay a Biblical foundation for conflict management along with giving the skills necessary to accomplish that management. Conflict is unavoidable; however, we often avoid handling the conflict due to fear, lack of skill, and a lack of understanding of the Word of God. It is the hope of this author that the course will alleviate the fear, give the skills and help each person see the mandate of scripture to manage conflict.

Course Introduction

To best use the course, it is necessary for each person to understand some basic assumptions. The first assumption of the course is that the Bible is our guide for how Christ wants us to live, interact with others, and bring glory to Him. It is the foundation and center of this course.

The second assumption is that conflicts and problems are a part of life. People will always have problems in life. Their goal should not be to solve all the problems but rather to make them line up in single file and deal with them one at a time. Likewise, we will have conflict as Christians. Our goal should not be to avoid conflict, rather to manage it and even to use it to do the work of God in our lives and the lives of others.

Therefore, the third assumption of this course is that conflict is not necessarily bad or evil but rather that it can be used by God to bring maturity to His people.

The three most important skills of conflict management are repentance, confession, and forgiveness. While we need to know communication skills and problem-solving skills, the most important skills we will learn focus not on offenders and their problems but rather with us and our responses.

Course Objectives

The student will be able to:

- A. Understand how people respond to conflict;
- B. Show how anger is a choice;
- C. Demonstrate that prayer is essential for resolving conflict;
- D. Understand when overlooking an offense is better than exercising your rights;
- E. Demonstrate that conflict is often found within ourselves;
- F. Understand what true confession is;
- G. Encourage other Christians to be an active restorer of broken relationships from Scripture;
- H. Explain that when we confront we must do so in a manner that edifies all people;
- I. Know when to bring others into the reconciliation process;
- J. Understand reconciliation starts with forgiveness;
- K. Give guidance in how to make right choices in regards to anger;
- L. Show that when dealing with difficult people, kindness is our most powerful weapon.

Textbook

Overcoming Hurts and Anger by Dwight Carlson. Harvest House Publishers, Eugene, OR.

Course Requirements

Read textbook
Attend class sessions
Take notes from lecture
Study syllabus
Complete final examination within fourteen days of final class period.

Your Instructor

Dr. Bill Graybill is the senior pastor of Abundant Life Center in Jefferson, Oregon. His ministry background is in the local church having served the Abundant Life Center as pastor since 1978. He teaches basic hermeneutics and homiletics in churches. He has a B.A. in Bible from Central Bible College, an M.A. in Christian Education from the Assemblies of God Theological Seminary and a D.Min. specializing in leadership and conflict management from the Northwest Graduate School of the Ministry. In his spare time he rock climbs and rides a Honda Shadow. You may get additional resources including cassette and CD seminars and books at: www.resolvingconflicts.com. You can contact him at bill@resolvingconflicts.com.

LOOKING UPWARD

“So whether you eat or drink or whatever you do, do it all for the glory of God.”

1 Cor. 10:31

KEY CONCEPT 1:

People respond to conflict in one of three ways.

CONCEPT OBJECTIVES:

- 1) How to recognize and define conflict
- 2) What are the _____ ways each of us respond when confronted with conflict?
- 3) What are some sources of conflict?
- 4) Knowing truth is not enough. Truth must be applied.

KEY VERSE “So whether you eat or drink or whatever you do, do it all for the glory of God.” 1 Cor. 10:31

Definition of Conflict: A difference of opinion or purpose that someone’s goals or desires.

I. Sources of conflict

A. The _____

“What causes fights and quarrels among you? Don’t they come from your desires that battle within you? 2 You want something but don’t get it. You kill and covet, but you cannot have what you want. You quarrel and fight. You do not have, because you do not ask God. 3 When you ask, you do not receive, because you ask with wrong motives, that you may spend what you get on your pleasures.”

James 4:1-3

1. Desires for _____ (v. 1)

2. _____ of God (v. 2)

3. Wrong motivation. (v. 3)

“Brothers, do not slander one another. Anyone who speaks against his brother or judges him speaks against the law and judges it. When you judge the law, you are not keeping it, but sitting in judgment on it. 12 There is only one Lawgiver and Judge, the one who is able to save and destroy. But you—who are you to judge your neighbor?”

James 4:11-12

4. Judging others (v. 12)

B. Spiritual warfare

“For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms.”

Eph. 6:12

C. Unresolved personal issues

1. Negative

“Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. 32 Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.”

Eph. 4:31-32

2. Root of bitterness

“See to it that no one misses the grace of God and that no bitter root grows up to cause trouble and defile many.”

Heb. 12:15

II. Responses to conflict

ATTACK

IGNORE

MANAGE

A. Attack your opponent.

“Therefore, rid yourselves of all malice and all deceit, hypocrisy, envy, and slander of every kind.”

1 Peter 2:1

“The very fact that you have lawsuits among you means you have been completely defeated already. Why not rather be wronged? Why not rather be cheated? 8 Instead, you yourselves cheat and do wrong, and you do this to your brothers.”

1 Cor. 6:7-8

B. Ignore the discord

1. Everything is OK. What problem?
2. It will go away given enough time.
3. I feel God has released me.

C. Manage the conflict.

1. Extend _____

“A fool shows his annoyance at once, but a prudent man overlooks an insult.”

Prov. 12:16

“Starting a quarrel is like breaching a dam; so drop the matter before a dispute breaks out.”

Prov. 17:14

“A man’s wisdom gives him patience; it is to his glory to overlook an offense.”

Prov. 19:11

“Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you.”

Col. 3:13

“Above all, love each other deeply, because love covers over a multitude of sins.”

1 Peter 4:8

2. One on one interaction

“If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over.”

Matt. 18:15

3. Intervention

“But if he will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’¹⁷ If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector.”

Matt. 18:16-17

“If any of you has a dispute with another, dare he take it before the ungodly for judgment instead of before the saints? 2 Do you not know that the saints will judge the world? And if you are to judge the world, are you not competent to judge trivial cases? 3 Do you not know that we will judge angels? How much more the things of this life! 4 Therefore, if you have disputes about such matters, appoint as judges even men of little account in the church! 5 I say this to shame you. Is it possible that there is nobody among you wise enough to judge a dispute between believers? 6 But instead, one brother goes to law against another—and this in front of unbelievers!”

1 Cor. 6:1-6

III. Truth must be applied.

Truth known is insufficient for results. Truth must be applied.

“Then you will know the truth, and the truth will set you free.”

John 8:32