

Principles in Peacemaking
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Groups and individuals within churches, organizations, and families develop needs in conflict. Many conflicts reflect clashes between unaddressed needs.

- I. Models of needs in conflict in the New Testament.
 - A. Acts 6:1-7 Three needs surfaced.
 - 1. Grecian widows needed material provisions.
 - 2. Apostles needed their time for ministries of prayer and teaching.
 - 3. The church needed additional administrative structures and processes.
 - B. Acts 15:36-41 Four needs were in conflict.
 - 1. Missionary action in difficult circumstances.
 - 2. Paul: mature companions to work with.
 - 3. Barnabas: use of his gift of encouragement.
 - 4. John Mark: more on-the-job seasoning.
- II. Relational needs: one is usually dominant in most people.
 - A. Achievement.
 - B. Belonging.
 - C. Influence.
 - D. Power. Mark 10:35-45
- III. Motivational needs.
 - A. To be creative.
 - B. To develop.
 - C. To manage.
- IV. Preferences rather than needs may be sources of conflicts.
 - A. Examine the self-interest factor. Philippians 2:1-4.
 - B. Seek statements descriptive of a condition rather than statements of want.
- V. Expectations, unrealistic and/or unarticulated, are a source of conflicts and may represent real needs.
- VI. Spiritual gifts (Romans 12) may generate a need for their use.
- VII. Solution or management of needs in conflict.
 - A. Include in meetings representatives who have needs.
 - B. List all needs that should be met in an ideal resolution.
 - C. Prayerfully brainstorm for solutions that will meet all those needs.
 - D. Select a solution that seems best.
 - E. Assign responsible people to carry out the decision.
 - F. Measure the results at given points in time: monthly, weekly.